



ATLANTA NEIGHBORHOOD  
CHARTER SCHOOL

helping students learn to use their minds well

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## **2017-18 Strategic Plan Initiatives - Midyear Status Update** *January 2018*



## 2014-2017 STRATEGIC PLAN

### VISION

To be a dynamic learning community where students become life-long learners, develop self-knowledge, and are challenged to excel.

### MISSION

ANCS uses the principles of the Coalition of Essential Schools to: **BUILD** an empowered and inclusive community of students, parents, and educators

**ENGAGE** the whole child—intellectually, social-emotionally, and physically

**HELP** all students to know themselves and to be known well by their community

**CHALLENGE** each student to take an active role as an informed citizen in a global society

**COLLABORATE** with the larger community to advocate for student-centered schools

### Priority Goals

**Teaching & Learning:** To support academic, social-emotional, & physical growth of all students with high expectations for all, including exceeding external accountability standards.

**Diversity:** To build upon current diversity by creating proactive program to improve, retain, and realize benefits of student diversity that reflects socioeconomic and racial diversity of Jackson cluster.

**Faculty & Staff Development:** To be a school of choice for talented educators through competitive compensation, quality professional development, and emphasis on employee well-being.

**Parent & Community Partnership:** To strengthen the partnership between the school and its families and to engage the wider community—especially within APS—in partnerships for collaborative learning.

**Fundraising & Resource Development:** To strengthen fundraising infrastructure to expand and diversify sources of funding with a goal of 20% non-public funding and a reserve fund to weather funding drops.

**Facilities & Operations:** To plan for and implement facilities and technology improvements that result in consistency between campuses, enhanced school image, and promote sustainability.

**Governance Capacity:** To continue development of board capacity in strategic governance, resource development, and community outreach.

### Three Year Objectives

1. Develop K-8 learning expectations & desired outcomes
2. Develop plan for enhancing arts, technology, language, & health/wellness
3. Establish student assessment system

1. Develop diversity plan for outreach & support
2. Address enrollment/retention obstacles for underserved families
3. Develop plan to maximize benefits of student diversity

1. Enhance recruitment with focus on diversity, excellence, and high potential
2. Strengthen levers for retention (compensation, support needs)
3. Enhance development opportunities

1. Enhance parent/school partnership
2. Strengthen ANCS/APS/Jackson cluster relationship
3. Institute collaborative learning center for outreach and dissemination to wider community

1. Increase parent giving to 100% participation
2. Enhance donor outreach, management, & recognition efforts
3. Establish reserve funds of at least \$1 million & policy for their use

1. Develop long-term facilities plan
2. Build facilities reserve fund
3. Implement multi-year technology plan
4. Implement "farm to school" program

1. Establish advisory council or add community members to board
2. Develop plan for ongoing governance training
3. Create metrics to assess board performance

### Strategic Initiatives for 2017-18

1. Work towards IB authorization
2. Continue class size reduction plan
3. Explore possible preK/preschool program partnership/development
4. Develop comprehensive students assessment results report

1. Establish representative "diversity & equity" team to guide focus on 10<sup>th</sup> common principle
2. Collaborate with existing efforts to maintain affordable housing in attendance zone

1. Adopt new employee compensation policy
2. Plan for shared K-8 faculty meeting time to focus on schoolwide equity work

1. Support new PTCA executive committee
2. Begin planning for long-term sustainability of CREATE program

1. Implement new donor management system

1. Review and update technology strategic plan
2. Pursue external funding to deepen and expand "farm to school" program

1. Begin process of creating next multi-year ANCS strategic plan

# *Teaching & Learning*

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- **Work towards IB authorization**
  - Established new class structure and schedule
  - Implementing community project
  - Visit from IB consultant in January
  - Application for authorization due in April
  - Projected authorization in fall 2018
- **Develop comprehensive student assessment results report**
  - Administer assessments (MAP, Gallup Poll, TTCT, Milestones)
  - Leadership team prepares report for board by June 2018 (after Milestones results)

# *Teaching & Learning*

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- **Explore preK partnership/program development**
  - Articulate guiding questions to research - January
  - Elementary campus leadership explores research questions in winter/early spring
  - Presentation of findings to leadership team and board in spring
- **Continue class size reduction plan**
  - Expected reductions in 2018-19 SY in 4th and 5th grades

# *Diversity*

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- **Establish representative “diversity & equity action team”**
  - Leadership team worked with facilitator to draft document explaining need and purpose for team
  - Information meeting held for community in November
  - First meeting of team in December
- **Collaborate with existing efforts to maintain affordable housing in attendance zone**
  - Connected with committee from Organized Neighbors of Summerhill focused on housing in neighborhood redevelopment
  - Attending meetings of APS affordable housing task force

# ***Faculty & Staff Development***

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- **Adopt new employee compensation policy**
  - Key leadership team and board members used faculty/staff and board feedback to policy draft to incorporate further updates
  - Received legal review of latest policy draft
  - Aiming for vote on policy updates in February
- **Plan for campus and K-8 faculty meeting time focused on diversity & equity**
  - Summer retreat focused on *I'm Not Racist...Am I?* Screening
  - Campus and K-8 meetings focused on microaggressions, looking at student data by race
  - Launched equity-focused critical friends groups

# ***Parent & Community Partnership***

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- **Support new PTCA executive committee**
  - School leadership meets regularly with PTCA leadership and collaborates on PTCA meeting topics
  - Coordinating communication to families, especially related to fundraising
  - PTCA leaders on diversity and equity action team

# ***Parent & Community Partnership***

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- **Plan for long-term sustainability of CREATE program**
  - Secured \$8 million federal SEED grant to expand program and solidfy relationship with GSU and APS
  - Restructured mentorship component to provide more focused and sustainable instructional mentoring of residents
  - Applied and selected for pro bono strategic consulting from the Community Consulting Teams of Atlanta to begin in January



# ***Resource Development***

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- **Implement new donor management system**
  - Fund development committee evaluated various donor management options in fall
  - Bloomerang selected as system
  - Working with Bloomerang consultant on data migration with goal of fully switching donor management functions to Bloomerang in early 2018

# ***Facilities & Operations***

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- **Review and update technology strategic plan**
  - Technology subcommittee met with new chair to review current state of technology plan implementation
  - Committee will consider new or different technology needs in time for FY19 budgeting
- **Pursue external funding to deepen/expand farm to school program**
  - Applied for \$100,000 USDA Farm to School Grant in collaboration with Maynard Jackson High School, Parkside Elementary School, and Obama Academy
  - Will receive update on grant application in May

# ***Governance Capacity***

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- **Begin process of developing new multi-year strategic plan**
  - Laura Melton and Matt Underwood created strategic planning RFP and sent to select individuals and organizations in December
  - Will evaluate proposals in early 2018 and identify strategic planning partner by March