



## **Our Draft Strategic Goals & Objectives**

# PROCESS

**Comprehensive Documents and Data Review**  
(Strategic Plan, Financials, Parent Surveys, etc.)

**Stakeholder Feedback that included an Interview with the Executive Director, Board Chair Survey, and Leadership Team Strategy Session**

**Feedback from the Board Retreat as well as Strategic Planning Committee Strategy Sessions and PEST Analysis**

**Strategic Goals and Objectives**

Community

Diversity

Family Culture

Progressive

Academic Gap

# Strategic Goal Areas

<b>01</b>	<b>EDUCATIONAL ACHIEVEMENT &amp; OPPORTUNITY</b>	<i>All students will be challenged and supported toward academic growth, and social-emotional and physical well-being. Our approach will be driven by culturally responsive teaching and equity-focused practices.</i>
<b>02</b>	<b>CULTURE AND COMMUNITY</b>	<i>We will be a school family whose faculty, parents, students, community and board work actively to be collaborative, mutually respectful and trusting of one another.</i>
<b>03</b>	<b>EQUITY AND INCLUSIVITY</b>	<i>We will be a safe and welcoming school that honors the diversity of our school community and strives to provide equitable opportunities, experiences and outcomes for our students.</i>
<b>04</b>	<b>INNOVATION</b>	<i>We will create a culture and be a model that supports and advocates for student-centered learning and culturally responsive pedagogy that creates an environment that is transformative and holistic for students.</i>

We strive to excel in each of these areas with equity and inclusivity as our arch and innovation as our driver.

# Education Achievement & Opportunity Objectives

01

## EDUCATIONAL ACHIEVEMENT & OPPORTUNITY

*All students will be challenged and supported toward academic growth, and social-emotional and physical well-being. Our approach will be driven by culturally responsive teaching and equity-focused practices.*

### OBJECTIVE 1

Equip all teachers and staff with necessary mindsets and skills to equitably educate all students.

### OBJECTIVE 2

Identify and narrow existing gaps between demographic subgroups (race/ethnicity, SES, gender, disability) in academic and well-being outcomes for students.

### OBJECTIVE 3

Increase input from students and staff and incorporate best practices in well-being as a significant consideration in facilities and operations decisions.

# Culture and Community Objectives

02

## CULTURE AND COMMUNITY

*We will be a school family whose faculty, parents, students, community and board work actively to be collaborative, mutually respectful and trusting of one another.*

### OBJECTIVE 1

Increase % of families volunteering at the school and giving to the Annual Campaign.

### OBJECTIVE 2

Improve (enhance) communications and marketing of the school values and community engagement norms.

# Equity and Inclusivity Objectives

03

## EQUITY AND INCLUSIVITY

*We will be a safe and welcoming school that honors the diversity of our school community and strives to provide equitable opportunities, experiences and outcomes for our students.*

### OBJECTIVE 1

Increase the opportunities for families to engage in discussion and experiential learning about diversity, equity, and inclusion.

### OBJECTIVE 2

Increase the opportunities for the school community (students, faculty, staff and parents) to connect, raise concerns, build power and act in their own interests.

### OBJECTIVE 3

Increase culturally responsive spaces for families to give feedback and generate ideas.

# Innovation Objectives

04

## INNOVATION

*We will create a culture and be a model that supports and advocates for student-centered learning and culturally responsive pedagogy that creates an environment that is transformative and holistic for students.*

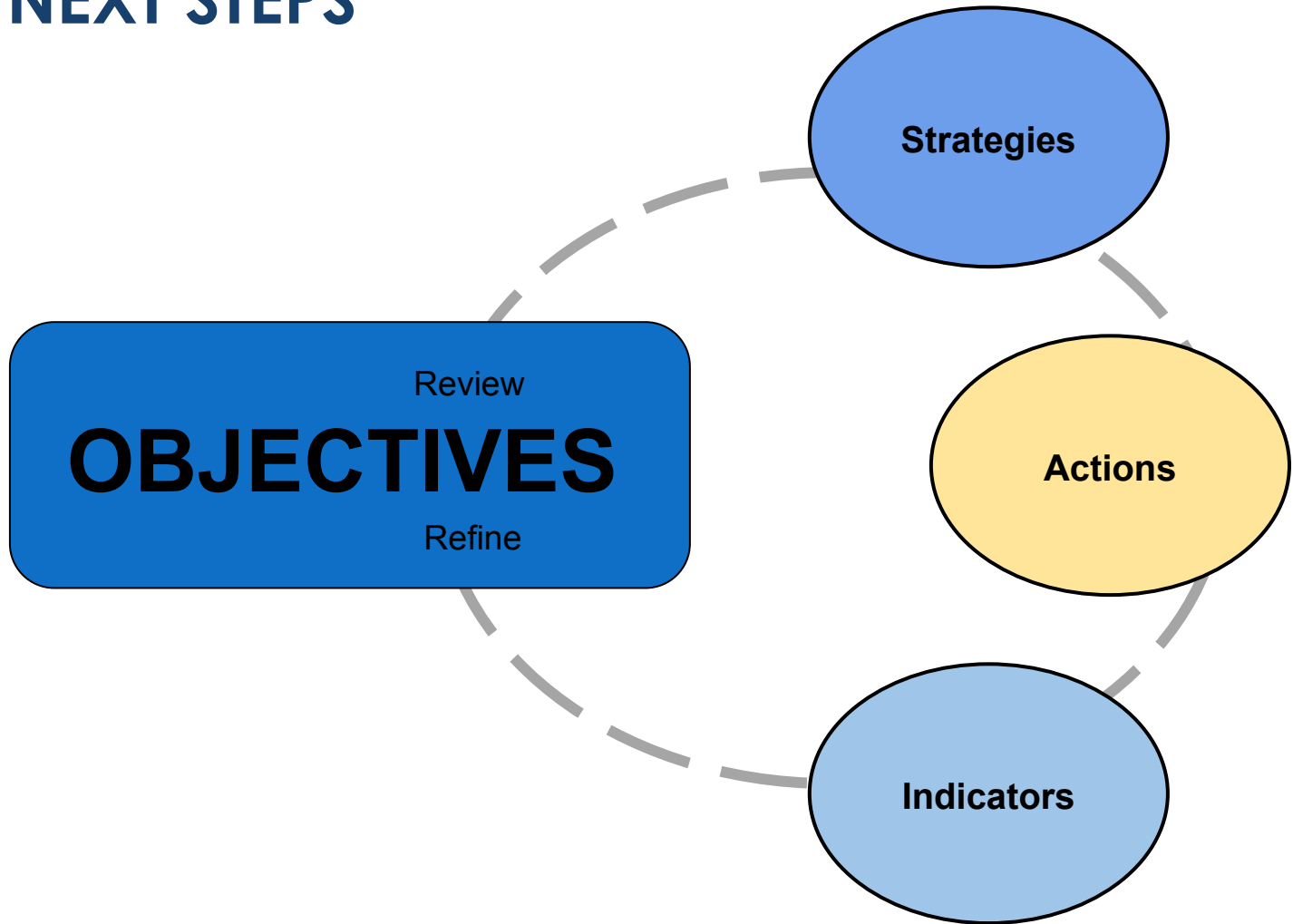
### OBJECTIVE 1

Increase # of new teachers staying in profession for 3 years or more(CREATE).

### OBJECTIVE 2

Increase the number of experienced educators engaging in CREATE and the schools participating by 25%.

# NEXT STEPS





# **COMMENTS, FEEDBACK & REACTIONS**