EXCEL ACADEMY
CHARTER SCHOOL

2024-2025 Executive Director's Strategic Plan

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Executive Director/CEO

Mission & Vision

Excel Academy will provide a flexible, personalized learning experience where teachers and parents collaborate to provide academic excellence and social and emotional foundations to instill a love for learning in each individual student.

At Excel Academy, we are all about CHOICE:

C Compassion, Creativity , Collaboration, Challenge, & Confidence.

H Helpful, Hands-On , Humility, & Happiness.

O Optimism, Options, Opportunities, Ownership, & Others

I Independence, Individualization, Inspiration, & Investigation

C Child-focused , Curiosity, Critical Thinking, Consideration, & Community

E Education, Equity, Enjoyment. Exploration & Empowerment

This Strategic Plan is built on the four identified school goals and reflects the standards, elements and goals outlined in the following documents: CPSELs, WASC, SPSA and the LCAP.

Sustainable Growth

Quality Programs

Retention

Professional Development

Priority/GOAL 1: Sustainable Growth

Sustainable growth through strategic planning and optimizing resources in relationship to our budget. New student recruitment initiatives through community outreach, relationship building, community providers, demographic research and marketing through diverse mixed media.

126

1,795

Staff Members

- 69 Teachers of Record
- 16 Special Education Teachers & Specialists
- 16 Classified Support Staff
- 8 Leadership Staff Members
- 7 Executive Team Members
- 4 Counselors
- 4 ETL Teachers
- 1 Music Teacher
- 1 Art Teacher

Staff Retention Rate

2022-23	2023-24
91%	92%

1%

Students

- 1,146 Elementary Students
- 649 Secondary Students

34% increase in applications from August 2023 to August 2024

2031

Seven year renewal for both Charters: 2024-2031

WASC
ACCREDITING COMMISSION FOR SCHOOL

Six-year accreditation status through June 30, 2029 with a mid-cycle visit during the 2025-2026 school year.

Financial Stability
Multi-Year Projections

	2024-25	2025-26	2026-27
Total Revenues	23,953,509	24,160,342	24,401,945
Total Expenditures	23,882,915	23,970,870	24,059,705
Projected Increase in Fund Balance	70,594	189,472	342,239
Projected Beginning Balance	8,148,214	8,218,808	8,408,280
Projected Ending Balance	8,218,808	8,408,280	8,750,519
Adjustments to Ending Fund Balance			
Restricted Carryover Balances			
15% Required for Economic Uncertainties	3,582,437	3,595,630	3,608,955
Unappropriated Fund Balance Above 15%	4,636,371	4,812,650	5,141,564
Ending Balance Percent Of Expenditures	34.41%	35.07%	36.37%

Community Opportunities

EXCLUSIVE

EXCEL EVENTS

WHAT: FREE THEMED EVENTS FOR THE EXCEL COMMUNITY

WHEN: MONTHLY

WHO: ALL EACS STUDENTS

WHERE: EVENTS OCCUR ACROSS NINE REGIONS IN SOCAL

RECEIVE AN EACS COLLECTOR'S PIN AT EACH EVENT!

EXCEL ACADEMY

Science Fair

SPRING

ALL STUDENTS IN GRADES K-8 ARE INVITED TO PARTICIPATE AS PRESENTERS.

ZOOM WEEK

Open for TK-12 students

Lessons taught by Excel Academy Teachers

SPELLING BEE

WHO CAN COMPETE?
All K-8 Students
One Bee: K-2
Two Bee: 3-5
Three Bee: 6-8

SPRING SEMESTER

Teen Talk

Wednesdays
- *Grades 7th-8th at 10:45A*
- *Grades 9th-12th at 11:20A*

Talk with a counselor and peers for your mental health and well-being

Lead via Zoom by the EACS counseling team

EXCEL ACADEMY

Excel Book Club

Grades 1st-2nd
&
Grades 3rd-5th

Book Club meets every Friday
Grade 1-2: 10:30-11:15
Grades 3-5: 1:00-2:00pm

High School Catalina Island Trip

2 Nights 3 Days

March 1-3, 2024

$355.- / Student

9-12 Grade Students

INSTRUCTIONAL FUNDS CAN BE USED!

Includes:
- Boat Ride
- Meals
- Lodging
- Snorkeling
- Hiking
- Science Labs
- And More!

EXCEL ACADEMY

GATE PROGRAM

Open to all 3rd-8th Graders

Events held throughout the school year

LAUGHING HORSE Acres
Monday, 10/30, 9 a.m

Datong Dairy Farm

SAN DIEGO SAFARI PARK
Tuesday, April 4

LACMA FIELD TRIP

Field Trips

All ages, All regions

Sea World

San Diego Birch Aquarium

Julian Mining Company
Come experience life as a miner during the Gold Rush!

OUTDOOR CLASSROOM

MONTHLY

HANDS ON LESSONS & ACTIVITIES

GEARED TOWARDS STUDENTS IN TK-6TH GRADE

Priority/GOAL 2: Retention

Sustainably retaining students through high academic expectations, intervention, innovation, quality programs and collaboration. Staff retention through improvements and initiatives that increase positive culture, oversight, accountability, professional development and support.

Student Retention

POSSIP

Bi-monthly pulse checks via text, gathered and analyzed by AI:

Your Possip report is ready! You received 188 responses this week.

Respondents shared **praise** for:

- *Kind and responsive teachers and administrators*
- *Engaging in school events and field trips*
- *The flexible curriculum that gives students more autonomy*

Respondents shared the following **feedback, questions, or needs**:

- *School funding feedback and disbursement suggestions*
- *Comments on i-Ready testing and the alternative testing process*
- *Requests for more local school vendors*
- *Suggestions for extracurricular activities like debate, theater, and tennis*
- *Ideas for family engagement opportunities to strengthen the school community*
- *Suggestions for change in communication to include calendars of all events and reminder emails*
- *Comments about the curriculum being strict and more field trip opportunities*
- *Questions about TOR for the next school year*

Highlight Quotes:

"I have loved the philosophy of allowing students to flourish in life long learning and developing a growth mindset. I appreciate the autonomy to pick curriculum that with meet my students where they are at academically. And communication has been fantastic this year with the weekly emails."

Feedback:

"Would love to see more physically education classes offered "

Student Support

2023-2024 Intervention Results

63%
Of students in intervention classes grew 1 grade level or more from Fall to Spring

25%
Of WIN Math and WIN Reading students met grade level proficiency by Spring

Special Education Offerings

➔ Variety of services and supports across the entire continuum of student disability needs
➔ Internal services for SAI, OT, Speech, and Counseling
➔ 22 independent SAI groups (7-9 students/group)
➔ Mod-Severe groups for Elementary & Secondary
➔ Speech Improvement Group
➔ Social Communication Group for High School students

Special Education Data Highlights

🌟34% of students met or exceeded grade level standards.

🌟8% increase in students who met or exceeded grade level standards in math
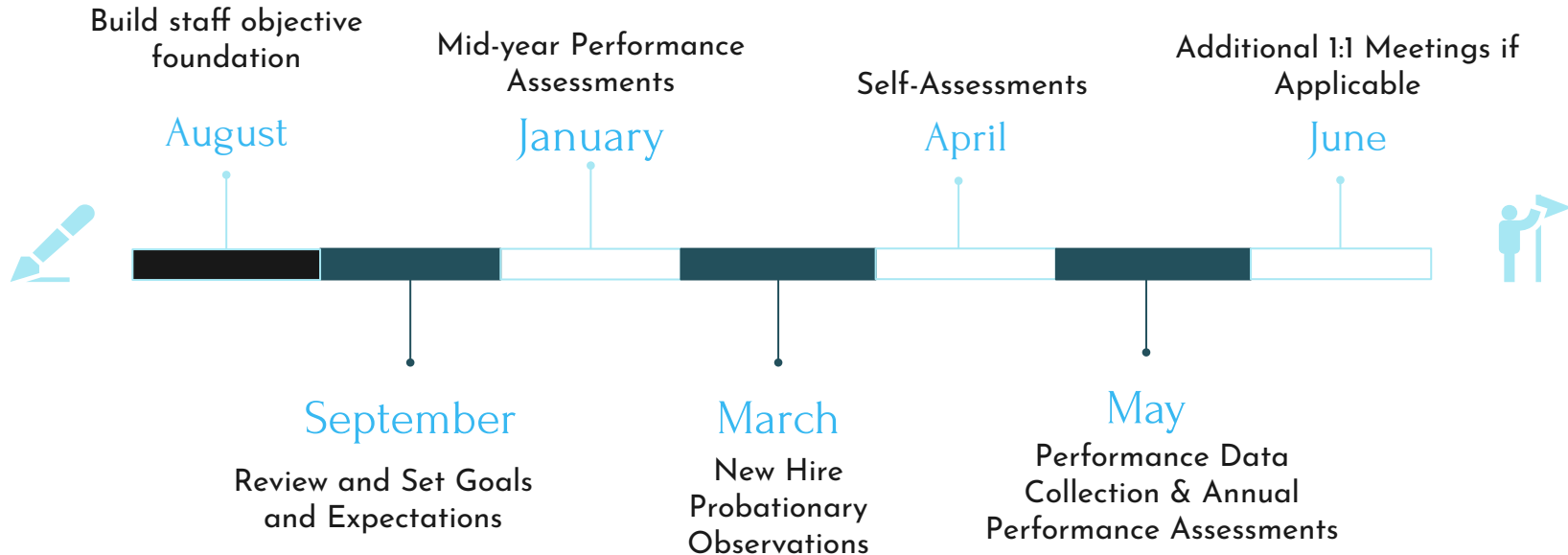
Priority/GOAL 3: Quality Programs

Offer students innovative personalized programs that offer flexibility, and independent learning. Empower individual teams to deliver diverse programs and pathways developed from data analysis of assessment and academic portfolios built on integrity, accountability and compliance.

Staff Sustainability

TIMELINE

8/12 months include touch points to:
- *Gather data & document*
- *Communicate Expectations*
- *Implement Solutions*
- *Train*
- *Make informed decisions*

Build staff objective foundation

August

Mid-year Performance Assessments

January

Self-Assessments

April

Additional 1:1 Meetings if Applicable

June

September

Review and Set Goals and Expectations

March

New Hire Probationary Observations

May

Performance Data Collection & Annual Performance Assessments

Staff: New Initiatives

Excel Academy believes in the wellbeing of all staff members and strives to ensure that their professional goals, mental & physical health, and learning needs are met.

- Classified Teacher Credential Program(s)
- Wellness Initiative
- Increasing professional development opportunities
- Lowering roster counts of Secondary Teachers so that they can more effectively service their students as they maneuver through high school
- Health Spending and Reimbursement Accounts
- Dependent care savings Accounts
- 457b plans for Classified Staff - EACS matching up to 7%

California Dashboard Status

School	Chronic Absenteeism	Suspension Rate	College & Career Readiness	Graduation Rate	English Language Arts	Mathematics
Excel Academy - Warner	Very Low Blue	Very Low Blue	31.8%	Very High Blue	High Green	High Green
Excel Academy - Helendale	Low Green	Very Low Blue	Not enough grads to warrant a score	Not enough grads to warrant a score	High Green	High Green

Academic Data Analysis
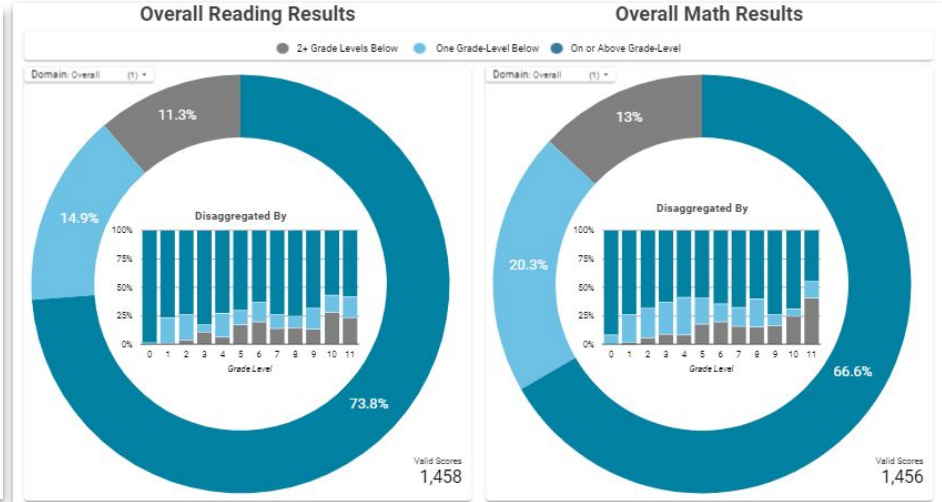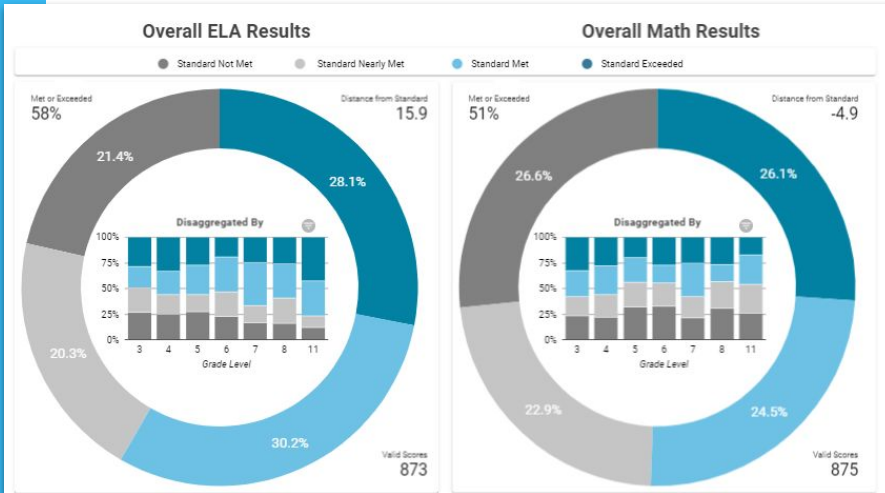
Parent Education: New Initiatives

Excel Academy strives for parents to not only be at ease at the start of the school year, but to be equipped with the resources and knowledge they need to successfully support their child's education.

- EagleTube - Excel's new Youtube Channel that delivers monthly on-demand videos for parent engagement and education

- MagicSchool - Artificial Intelligence resources for parents as home educators

- Parent Academy Online - Workshops for parents at the start of the school year to equip them with the knowledge and tools needed to succeed for the year

- Two in-person Parent PowerUps to be hosted - these events host workshops for parents to give them further skills in their role as a parent educator

Student Empowerment: New Initiatives

Excel Academy strives to improve our program and offerings to continue to educate parents and strengthen the learning opportunities for students.

- Art & Music Teachers via Prop 28 funds
- Writing Benchmarks
- Educational Memberships now offered to students to provide more opportunities for hands on learning experiences
- Curriculum Collages for each grade level in both Science and Social Studies
- Grade Level Homerooms
- Expanding ETL class options
- A.C.E.: Academics for College & Career Education

Priority/GOAL 4: Professional Development

Growing, enhancing and developing skills in our staff. Defining and demonstrating roles and responsibilities, identifying strengths and weaknesses through a growth mindset evaluation platform. Providing methods of support including training and access to materials to enhance performance. Emphasizing how teamwork and using individual strengths contribute to success.

Human Resources

FRISK
CLICK FOR MORE INFORMATION

Scope

The primary purpose of FRISK is to increase an evaluator's skill, knowledge and ability to address below-standard employee performance.

Many evaluators fear clear, honest direct communication with below-standard performing employees. As a result feedback is often replete with diluted assessments of performance problems. This indirect approach sends mixed messages and only increases the employees chance for failure.

Evaluators must provide early, ongoing, meaningful counseling and support to employees to promote success. Employees must be willing to conform to legitimate and reasonable performance standards set by management.

Objectives

- Effective Positive Change
- Develop common institutional language to establish uniform feedback.
- Promote employee accountability
- Ensure legally sufficient documentation

Components

- Facts - describe the facts depicting the below standard performance
- Rule- identify the expectation or standard that should have been followed by the employee
- Impact- Describe the adverse impact of the employees substandard performance
- Suggestions/ Directions for Improvement- identify what the employee should do to improve or correct the substandard performance. Provide suggestions and directions for improvement
- Knowledge- Ensure the employee has the knowledge of applicable personnel file rights and where all corrective documentation will be placed.

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Excel Academy's Human Resources team has worked hard to develop a thorough performance evaluation, tracking, coaching, and discipline process for all leadership staff. This includes timelines, assessments, the performance improvement process, and more.

The 5 C's of Documentation

Clear

Concise

Correct

Complete

Communication

Professional Development Associations
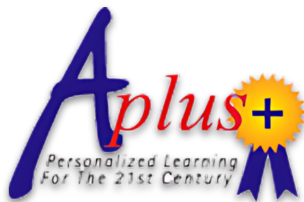
Multi-Year Goals

Improve participation and class offerings in live instruction in ELA and Math.

Increase group class offerings for Special Education.

Expand the gifted and talented program into course offerings

Increase participation and number of completers in Career and Technical Education offerings

Increase parent education offerings across a variety of platforms; in person and virtually

Expand Community Outreach and connection through POSSIP recommendations

THANK YOU!

Excel Academy...
where we instill a love for learning
in each individual student.