

Goals for the CEO of a Charter School

2024-2025 School Year

Big Goal: Establish systems that empower contributors of the Strategic Plan to support achieving the objectives and focus areas for these priority areas: identity, experience, and growth.

1. Identity:

- Objective: Unify the organization around a singular mission and message that resonates within our internal and external community.
- Focus Areas:
 - Develop and refine foundational statements that clearly articulate the school's mission and vision.
 - Create cohesive messaging and branding that consistently reflect our core values.
 - Ensure that this unified identity is infused across all communications and interactions.

2. Experience:


- Objective: Gather comprehensive data to develop a 3-5 year plan aimed at enhancing the overall STEM experience for students, staff, and parents.
- Focus Areas:
 - Conduct a thorough SWOT analysis to identify strengths, weaknesses, opportunities, and threats.
 - Develop micro-plans based on the gathered insights to guide targeted improvements and implementations.
 - Being execution of STEM Experience Micro-Plans

3. Growth:

- Objective: Establish a solid foundation for future growth by putting the right people, policies, and procedures in place.
- Focus Areas:
 - Complete the development of a Shared Services Team to optimize resources across the network.
 - Develop knowledge management systems and manuals to ensure organizational preparedness.
 - Lay the groundwork for network expansion and scalability.
 - Create strategy and lay groundwork for a long-term fundraising program at STEM School Highlands Ranch.

- Begin planning and executing immediate opportunities that align with STEM's long-term sustainability goals such as summer school, home school programs, pre-school, and before/after school programs.
- Explore application processes for potential replication of successful programs or school models.

Annual Themes:

- 2023-24: Develop a Strategic Plan – Engage STEM leaders and stakeholders to identify the organization's priority opportunities and create a roadmap for long-term success.
-  ● **2024-25: Establish Systems and Procedures – Focus on building a solid foundation through well-defined systems and processes.**
- 2025-26: Delegate and Elevate – Empower leaders and staff by delegating responsibilities and elevating organizational performance.
- 2026-27: Work Land / Hire Leadership/ Start Construction – Begin the construction and development of a new school to expand our educational reach.
- 2027-28 - Construction and Year Zero Development - Build building, Hire Teachers, Buy FFE, Purchase Materials
- 2028-29: Start New School – Open the new school, ensuring it aligns with our mission and standards.
- 2029-30: Refine, Refine, Refine – Continuously improve and fine-tune operations, programs, and initiatives.
- 2030-31: Plan for the Next Chapter – Strategically plan for the next phase of growth and innovation for the school network.