

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.

Summary of key deliverables related to this goal:

Strategy Component	Deliverables for 2024-2025	Deliverables for 2025-2026
<p>Identity</p> <p><i>Objective: Unify the organization around a singular mission and message that resonates within our internal and external community.</i></p>	<p>Admissions processes and material that reflect organizational nucleus (Fall 24)</p> <p>Hiring process that reflects core values (Spring 25)</p> <p>Brand adherence process and guidelines for</p> <ul style="list-style-type: none"> ● Web site (1/25) ● Brand Guidelines (12/24) ● Marketing Phase 1 (4/25) 	<p>Admissions processes and materials that reflect core values (Fall 2025)</p> <p>Systems of celebrating student achievement that reflect core values</p> <p>Admin support and eval system that reflect core values</p> <p>Brand adherence process and guidelines for</p> <ul style="list-style-type: none"> ● Marketing Phase 2 ● Curriculum Documents ● Physical locations ● Fundraising
<p>Experience</p> <p><i>Objective: Gather comprehensive data to develop a 3-5-year plan to enhance the overall STEM experience for students, staff, and parents.</i></p>	<p>Admin process for understanding and responding to stakeholder feedback (4/25)</p> <p>Admin decision-making process (rooted in listening & data collection) (4/25)</p> <p>Updated process for strategic planning and budgeting (4/25)</p> <p>Process for ongoing change management (communication, relationship management, progress monitoring) (4/25)</p>	<p>Implement and refine principles for ongoing change management</p>
<p>Growth</p> <p><i>Objective: Establish a solid foundation for future growth by putting the right people, policies, and procedures in place.</i></p>	<p>Begin knowledge management systems and manuals (Phase 1) (4/25)</p> <p>Updated processes for new personnel roles/responsibilities (4/25)</p> <p>Fundraising Strategy (4/25)</p> <p>Develop due diligence process for incoming opportunities (12/24)</p>	<p>Continue Knowledge management systems and manuals (Phase 2)</p> <p>Implement & refine fundraising processes</p>

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: Locate 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.