

# **Math and Science Academy**

## **2017-20 Strategic Plan**

*Approved 3/21/17*

*Approved 4/15/19*

### **Vision**

To be an innovative, sustainable model of academic excellence that creates well-rounded, lifelong learners and global citizens.

### **Mission**

We provide accelerated curricula in all subjects, with an emphasis on math and science.

### **Core Values**

- **Honesty:** MSA's community exhibits fairness, cooperation, integrity, and honesty. MSA students and staff take responsibility for their actions.
- **Community:** MSA maintains small class sizes and a small school feel.
- **Respect:** MSA's community respects others and their views, while fostering a safe environment where every voice is heard, and individuals are free to take risks.
- **Teamwork:** MSA encourages networking, collaboration, and open communication between all members of our community. MSA encourages students, their families, and staff to invest their time and resources to serve the MSA community.
- **Excellence:** MSA continuously evaluates and improve programs to ensure the highest quality in teaching and learning. MSA empowers students to develop independence through organization, time management, and self-discipline.

# Math and Science Academy 3-Year Strategic Priorities

## PURPOSE

To fulfill the school's mission, vision, and values in order to better serve its students, staff, and families.

## STRATEGIC PRIORITIES

<b>INCREASE MISSION-DRIVEN ACADEMIC PROGRAMMING</b>	<b>ACHIEVE TEACHER AND STAFF EXCELLENCE</b>	<b>MAINTAIN AND ENHANCE A ROBUST MSA COMMUNITY</b>	<b>SUPPORT MEASURES TO MAKE MSA FINANCIALLY SUSTAINABLE</b>	<b>ENSURE OPERATIONAL EXCELLENCE</b>
<p><i>Enhance MSA's distinction for academic excellence through rigor and technology, and focus on academic mission.</i></p>	<p><i>Build on MSA's reputation for educational quality by recruiting, training and retaining quality teachers and staff.</i></p>	<p><i>Cultivate cohesiveness through communication and collaboration with parents, between teachers and staff, and through purposeful mixed-grade interactions.</i></p> <p><i>Broaden MSA's community base by increasing alumni connections, and establishing a Woodbury presence.</i></p>	<p><i>Create and monitor a plan for MSA's financial sustainability through measured expansion (building, teacher, and student growth), and fundraising.</i></p>	<p><i>Focus on meeting stakeholder expectations by strengthening the operational effectiveness of MSA.</i></p>

## CORE INITIATIVES *(red type indicates the BOD has reviewed that section)*

<ul style="list-style-type: none"> <li>● Maintain and enhance academic rigor</li> <li>● Improve and increase STEM programming</li> <li>● Explore and promote innovative opportunities in academic programming</li> </ul>	<ul style="list-style-type: none"> <li>● Recruitment</li> <li>● Professional development</li> <li>● Retention</li> </ul>	<ul style="list-style-type: none"> <li>● Cultivate small school ethos</li> <li>● Cultivate diversity awareness</li> <li>● Expand MSA community base</li> </ul>	<ul style="list-style-type: none"> <li>● Measured expansion</li> <li>● Fundraising</li> </ul>	<ul style="list-style-type: none"> <li>● Administrative</li> <li>● Communications</li> <li>● Marketing</li> </ul>
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## PERFORMANCE INDICATORS

<ol style="list-style-type: none"> <li>1. Maximize enrollment in AP in core areas of the curriculum, possibly by alternating some courses every other year. Currently offering 10 AP courses; will review offerings to see what can be offered every other year.</li> <li>2. Review the math and science course offerings, compare to other schools who have an accelerated math and science curriculum, and note, and correct deficiencies, if any (<b>revisit later</b>)</li> </ol>	<ol style="list-style-type: none"> <li>1. Provide new and existing teachers and staff updated job descriptions and job performance review process</li> <li>2. Provide professional development opportunities on how technology and Skyward can be used in the classroom and how to use it.</li> <li>3. Review teacher induction (mentoring) program, note and correct any deficiencies, if any</li> <li>4. Make it a priority to engage teacher voice during decision making processes (<i>conduct meetings with director and teacher BOD members to share feedback/ideas</i>)</li> <li>5. Update, clarify, and communicate a clear evaluation system/ observation process for teachers and staff.</li> <li>6. Minimize teacher room changes during the class day.</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue bridging opportunities between buildings and grades through a community building task force.</li> <li>2. Implement a student buddy system/mentoring program for all new students. (<i>LINK is in place, but need another opportunity for new older students; possibly match up with student they shadowed (would need to be sure all have someone they are connected to-counselor driven)</i>)</li> <li>3. Provide opportunities for middle school students to connect with high school students (<i>'fair' idea-highlight HS projects, MS students invited to see; advisory match student grades and have dual advisory and share HS experience - counselor driven; celebration time 8th and HS student group</i>)</li> <li>4. Look for service opportunities for students to have an impact on school operations. (<i>recycling, groundskeeping, TA, LINKS, mentor for new older students; school service learning?</i>)</li> </ol>	<ol style="list-style-type: none"> <li>1. Choose and implement a smart growth option and review annually to ensure that each yearly budget does not result in a deficit. <i>Options are reviewed annually to ensure the budget does not result in a deficit.</i></li> <li>2. Increase student capacity size by relocating or replication at another location by 2024. Expansion committee is currently looking at this.</li> <li>3. Target average student-to-teacher ratio of no more than 22:1.</li> <li>4. Ensure that building space is best utilized to provide adequate space for students to learn. <i>There is adequate space for learning, and flexible study and group space in all buildings.</i></li> <li>5. Develop a strategic 3-5 year MSA fundraising plan. <b>Has not been addressed.</b></li> <li>6. Continue GTTM as the main fundraising vehicle to facilitate the AFC annual goal. <i>GTTM is our</i></li> </ol>	<ol style="list-style-type: none"> <li>1. Continue to develop a cohesive and collaborative administration team.</li> <li>2. Continue to ensure clear roles and responsibilities for administrative staff.</li> <li>3. Continue to develop a communications plan which would include target audiences (teachers, support staff, parents, students, alumni, Woodbury community, other), messages for each audience, and a deliberate outreach plan.</li> <li>4. *Develop and communicate a "brand" for the school including marketing materials. <i>The Communications Task Force in tandem with the School Expansion Committee will explore areas such as school branding and an outreach plan.</i></li> <li>5. Enhance and update database of what scholarships MSA students received, what colleges MSA students attended and where MSA students volunteered.</li> </ol>
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