

## **Priority Goals**

# **Three Year Objectives**

# Strategic Initiatives for 2016-17

#### VISION

To be a dynamic learning community where students become life-long learners, develop self-knowledge, and are challenged to excel.

### MISSION

ANCS uses the principles of the **Coalition of Essential Schools to: BUILD** an empowered and inclusive community of students, parents, and educators ENGAGE the whole childintellectually, social-emotionally, and physically **HELP** all students to know themselves and to be known well by their community CHALLENGE each student to take an active role as an informed citizen in a global society **COLLABORATE** with the larger community to advocate for student-centered schools

**Teaching & Learning:** To support academic, social-emotional, & physical growth of all students with high expectations for all, including exceeding external accountability standards.

**Diversity:** To build upon current diversity by creating proactive program to improve, retain, and realize benefits of student diversity that reflects socioeconomic and racial diversity of Jackson cluster.

Faculty & Staff Development: To be a school of choice for talented educators through competitive compensation, quality professional development, and emphasis on employee well-being.

Parent & Community Partnership: To strengthen the partnership between the school and its families and to engage the wider community—especially within APS—

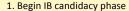
Fundraising & Resource Development: To strengthen fundraising infrastructure to expand and diversify sources of funding with a goal of 20% non-public funding and a reserve fund to weather funding drops.

Facilities & Operations: To plan for and implement facilities and technology between campuses, enhanced school image, and promote sustainability.

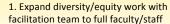
**Governance Capacity:** To continue development of board capacity in strategic governance, resource development, and community outreach.

Develop K-8 learning expectations & desired outcomes

- Develop plan for enhancing arts, technology, language, & health/wellness
- Establish student assessment system
- Develop diversity plan for outreach & support
- 2. Address enrollment/retention obstacles for underserved families
- Develop plan to maximize benefits of student diversity
- Enhance recruitment with focus on diversity, excellence, and high potential
- Strengthen levers for retention (compensation, support needs)
- Enhance development opportunities
- Enhance parent/school partnership
- Strengthen ANCS/APS/Jackson cluster relationship
- Institute collaborative learning center for outreach and dissemination to wider community
- Increase parent giving to 100% participation
- Enhance donor outreach, management, & recognition efforts
- Establish reserve funds of at least \$1 million & policy for their use
- Develop long-term facilities plan
- Build facilities reserve fund
- Implement multi-year technology
- Implement "farm to school" program
- Establish advisory council or add community members to board
- 2. Develop plan for ongoing governance training
- Create metrics to assess board performance

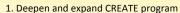


- 2. Implement new report card systems
- 3. Begin use of new assessments to assess critical thinking, well-being
- 4. Focus on strengthening reading, math performance in targeted areas

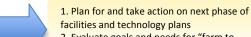


2. Continue new student enrollment outreach and implement weighted lottery

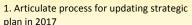
- 1. Review & update compensation policy
- 2. Establish new development opportunities for veteran ANCS educators



- 2. Continue building on strong PTCA-faculty partnership by increasing PTCA memberships and attendance
- 1. Develop long-term fundraising plans (goals, activities, staffing)
- 2. Evaluate and decide upon fundraising software needs



2. Evaluate goals and needs for "farm to school" program for 2017 and beyond



2. Develop succession plans for school and board leadership









