



# 2014-2017 STRATEGIC PLAN

## 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 child—intellectually, 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

## Priority Goals

- 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—in partnerships for collaborative learning.
- 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 improvements that result in consistency between campuses, enhanced school image, and promote sustainability.
- Governance Capacity:** To continue development of board capacity in strategic governance, resource development, and community outreach.

## Three Year Objectives

- 1. Develop K-8 learning expectations & desired outcomes
- 2. Develop plan for enhancing arts, technology, language, & health/wellness
- 3. Establish student assessment system
- 1. Develop diversity plan for outreach & support
- 2. Address enrollment/retention obstacles for underserved families
- 3. Develop plan to maximize benefits of student diversity
- 1. Enhance recruitment with focus on diversity, excellence, and high potential
- 2. Strengthen levers for retention (compensation, support needs)
- 3. Enhance development opportunities
- 1. Enhance parent/school partnership
- 2. Strengthen ANCS/APS/Jackson cluster relationship
- 3. Institute collaborative learning center for outreach and dissemination to wider community
- 1. Increase parent giving to 100% participation
- 2. Enhance donor outreach, management, & recognition efforts
- 3. Establish reserve funds of at least \$1 million & policy for their use
- 1. Develop long-term facilities plan
- 2. Build facilities reserve fund
- 3. Implement multi-year technology plan
- 4. Implement "farm to school" program
- 1. Establish advisory council or add community members to board
- 2. Develop plan for ongoing governance training
- 3. Create metrics to assess board performance

## Strategic Initiatives for 2017-18

- 1. Work towards IB authorization
- 2. Continue class size reduction plan
- 3. Explore possible preK/preschool program partnership/development
- 4. Develop comprehensive students assessment results report
- 1. Establish representative "diversity & equity" team to guide focus on 10<sup>th</sup> common principle
- 2. Collaborate with existing efforts to maintain affordable housing in attendance zone
- 1. Adopt new employee compensation policy
- 2. Plan for shared K-8 faculty meeting time to focus on schoolwide equity work
- 1. Support new PTCA executive committee
- 2. Begin planning for long-term sustainability of CREATE program
- 1. Implement new donor management system
- 1. Review and update technology strategic plan
- 2. Pursue external funding to deepen and expand "farm to school" program
- 1. Begin process of creating next multi-year ANCS strategic plan