



**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.

**Accomplished Since 2014 (updated May 2018)**

1. Developed K-8 common grading practices
2. Evaluated, applied for, and accepted as IB MYP candidate school
3. Began phased class size reduction to lower student-teacher ratio to target levels
4. Increased student learning time in arts, Spanish, and physical activity
5. Researched and decided upon new external student assessments (MAP, TTCT, Gallup)
6. Assessed and revised student report card systems

1. Staff equity support coordinator role created
2. Supported legislative change allowing weighted enrollment lottery
3. Included Summerhill in priority attendance zone and began relationship building with Martin St.
4. Enhanced new student enrollment outreach to diversify applicant pool
5. Engaged with various outside facilitators to support addressing issues of diversity and equity
6. Adopted policy to use weighted student enrollment lottery for increased economic diversity

1. Reconfigured weekly schedule to increase teacher collaboration time
2. Began implementation of new teacher and leader support/evaluation system
3. Assessed employee “quality of life” and developed plan to address recommendations
4. Increased employee compensation 9-11% based on tenure
5. Offered new employee wellness program
6. Established new tenure bonus program

1. Established Center for Collaborative Learning and have facilitated activities for over 100 educators
2. PTCA/faculty developed guidelines for parent-school partnership
3. Expanded teacher residency program from ANCS to 12 additional schools through federal, state, and private grants, including i3 and SEED grants from USDOE
4. Strengthened partnership with Maynard Jackson High School with nearly 90% of zoned students attending MJHS

1. Established reserve funds
2. Developed new annual campaign materials and activities, including improved donor recognition
3. Increased participation in annual campaign by approximately 15%
4. Awarded over \$6 million in grant funds
5. Created new ANCS marketing video
6. Refreshed ANCS website with enhanced features, user interface, and fundraising capabilities

1. Created and began implementing multi-year technology plan, including new printer management system and 1:1 student-to-computer ratio in grades 3-8
2. Developed “farm-to-school” meal program and increased participation in school food service
3. Identified short and long-term facilities needs and created facilities reserve fund
4. Completed over \$1 million in facilities and grounds improvements and recognized as national model for green building practices (Energy STAR, Green Ribbon, Better Buildings Challenge)

1. Enhanced board training through Board on Track
2. Strengthened board committees (members, frequency of meetings)
3. Established metrics for assessing effectiveness of board
4. Increased number of new board member applicants
5. Updated by-laws and added non-parent community members to board
6. Named Georgia Charter School of the Year and charter renewed by APS and GaDOE
7. Developed Executive Director succession plans