

Moscow Charter School Strategic Plan 2015 – (Working Document)

Introduction

Moscow Charter School strives to provide an outstanding education while encompassing a rich tradition of extracurricular success. The effects of an ever-changing educational system require our instructional practices and curriculum to be monitored and evaluated continually. Through this “strategic plan,” it is our goal to strive to make continuous improvements in programs and practices to ensure that our students will receive the best education we can offer. As the one of the “flagship” charter schools in Idaho (1998) we feel obligated to continue developing the future of Idaho’s success.

The School Board, administration and staff, in collaboration, will monitor and evaluate progress as we move forward with the strategic planning process. We are committed to achieving our mission of improving achievement for all students.

Board Members

Leslie Baker - Chair

John Menter – Vice Chair

Jay Ostvig - Board Member

Jacob Turner – Board Member

Jaclynn Wallace - Board Member

Jade Stellmon - Board Member

Mission and Vision

Moscow Charter School is a supportive educational community that promotes academic excellence through an integrated Science, Technology, Engineering, Arts and Math (STEAM) focused curriculum.

Moscow Charter School mission statement

Moscow Charter School (MCS) provides a high-quality education in a welcoming and supportive environment with the goals of:

- Encouraging students to achieve their maximum potential and to become caring and successful members of society;
- Developing a lifelong love of learning in each child;
- Familiarizing students with the concepts and practices of Science, Technology, Engineering, Arts and Math (STEAM) through instruction and experiential learning;
- Stimulating the intellectual, emotional and physical development of every pupil;
- Creating a foundation for learning upon which students can build and maintain successful careers in areas of their own choosing;
- Providing each student with a sense of community through the close-knit environment at Moscow Charter School and through frequent contact and engagement with the local community;
- Engaging students with the arts, literature, music and different cultures.

Process

The board selected to have members of the Moscow Charter School Board develop the first draft of our strategic plan. Then, it will be presented to the “strategic planning committee” which will consist of members from our School Board, Staff, and Moscow Charter community members. It will be the charge of this committee to develop and update our school mission, vision and objectives for the next five years. The process is continuous, meaning that the completion of this plan is not the end but the beginning and the progress toward these goals must be revisited and revised regularly.

Five Areas of Focus

- Academic Excellence
- Student Life
- School Resources
- Community Outreach
- Governance

Academic Excellence

Moscow Charter School is committed to a rigorous, sequential and cumulative curriculum that emphasizes mastery of fundamental skills using “STEAM.” Our superb teachers, who use best practices and focus on high student achievement, constitute the core of the educational programs at MCS. The school provides support and challenge for all students to achieve this high standard.

1. Ensure that the curriculum utilizes best pedagogical approaches.
 - Develop an effective and continuous system of curriculum evaluation, revision, implementation and measurement of the academic program.
 - Conduct a comprehensive review of all curricula and goals.
 - Develop a framework for the teaching of critical thinking skills.
 - Develop a clearly defined and articulated approach to student assessment that reflects different modes and skills appropriate to each age level.
 - Address the world language needs of students who enter at different ages and levels of language background.
2. Recruit and develop Moscow Charter School’s excellent faculty.
 - Evaluate additional avenues and approaches for continuing to attract dedicated and talented faculty and staff to the Charter School.
 - Develop innovative tenure policies that adhere to the high standards set forth by the Charter, the Board of Trustees and the Administration.
 - Develop and implement a Faculty Evaluation Plan that ensures teaching excellence and professionalism by promoting reflection on practice, expertise in content and pedagogy, flexibility and responsiveness to student needs, collegiality among teachers, and by evaluating teaching proficiency in relation to student outcomes.
3. Integrate technology into teaching and learning at all grade levels in a manner that both adds value to the learning process and develops mastery of the technological skills needed for success in the 21st century.

- Develop a map of skills and knowledge for technology in accordance with the Charter, Common Core Standards, and Partnership for Assessment of Readiness for College and Careers (PARCC) standards, and best practice.
- Develop a well-defined plan for technology-supported instruction at each grade level in alignment with the Charter, Common Core Standards, PARCC standards, and best practices.
- Develop a system to support faculty use of technology in the curriculum to achieve best practices.

4. Determine the optimal staff structure and resources needed to address all support and special education needs.

- Assess and articulate the goals, scope and processes of the special education program for staff and families.
- Develop materials for faculty training; update the website and handouts that communicate this program.
- Determine cost/benefit of shared services, cooperative and online solutions in support of special education services, compliance, administration and communication.

(Define Measurable Goals)

Student Life

To prepare students for future success in an increasingly global community, the Moscow Charter School is committed to the development of student character through student leadership, respect for others, and meaningful community service.

5. Establish a leadership program that inculcates a sense of personal responsibility and confidence.
 - Identify critical attributes of leadership that we expect to develop in our students.
 - Create a task force comprised of students and faculty to design a program of leadership opportunities and a method to evaluate the effectiveness of such a program.
6. Create a community service program that fosters a sense of responsibility for others.
 - Identify critical attributes of service that we expect to develop in our students.
 - Create a task force of students and faculty to design a program of community service opportunities and a method to evaluate the effectiveness of such a program.

(Define Measurable Goals)

School Resources

Moscow Charter School is committed to providing the students and faculty with outstanding facilities in support of the instructional and afterschool programs.

7. Develop a campus plan that provides students, faculty and staff with a safe, secure, aesthetically pleasing and functional learning environment.
 - The campus plan should place a high priority on safety and security, the functionality of the playground, the provision for optimal classroom learning facilities, and the development of the sports field and outdoor areas of the campus.

8. Research, choose, and implement a “computing environment” that provides students, families and faculty with seamless access to technology in support of teaching, learning and school communications.

- This review should consider file management, posting course documents, online communications, instructional applications, and 21st century skill development, as well as the selection of hardware and software appropriate to support the instructional needs of the school.
- Establish a staffing plan to support efficiently the desired computing environment considering three discreet areas: (1) IT administration and hardware support, (2) administration of core school programs and (3) classroom integration of technology in support of learning goals.

(Define Measurable Goals)

Community Outreach

As a public charter school, Moscow Charter School faces unique communications challenges. An effective communications strategy will broadly and accurately convey the MCS mission and identity as an established, cost-effective, academically rigorous, diverse public school option that welcomes a wide range of students and provides both challenge and support. Located in a community that is rich with resources and opportunities for service, MCS seeks to contribute to, engage in, and enhance the Moscow community.

9. Develop a purposeful communications strategy with sufficient staff and other resources to promote a positive understanding of Moscow Charter School as an asset to the community.

10. Develop an ongoing community engagement strategy to contribute to, benefit from, and partner with various segments of the Moscow community.

- Seek mutually beneficial opportunities to collaborate and partner with Moscow Public Schools in areas such as curriculum, facility use, faculty development, administrative and Board relationships, and student enrichment.
- Seek mutually beneficial opportunities to actively engage with University of Idaho and WSU, local businesses, and other community stakeholders.

11. Refine the Moscow Charter School admissions recruitment process to strive for applicant pools that reflect the diversity of the Moscow community and draw students and families who value what is unique about Moscow Charter School.

(Define Measurable Goals)

Governance

Moscow Charter School, founded by parents, continues to rely on the leadership and dedication of the Board of Trustees and the support of parents to preserve and translate the vision of the Charter into reality. As the School develops and transitions into the next phase, it must develop its professional infrastructure to provide vision and leadership that will ensure its ongoing success.

12. Review and re-envision the governance structure to address the changing needs of the school in support of this Strategic Plan.

- Consider the staffing and administrative resources needed to adequately meet strategic needs.

- Recruit and organize parents to participate on all levels of the school.
- Coordinate efforts of the administration, Board, Friends and Endowment to fundraise, and to seek other sources of outside funding such as grants.

13. Review Board structure and committee system to maximize Board oversight and effective communication.

- Streamline Board committee structure and define structured schedules to ensure faculty and parent participation.
- Develop and implement procedures for recording committee meeting minutes and the sharing of these among the full Board.
- Assess cost/benefit of technology applications that facilitate Board operations and communication.

14. Establish a more systematic practice of recruiting, orienting, and mentoring new administrators, Board members, Friends and Endowment officers.

- Provide professional development opportunities for faculty and staff to support their role in the administration of MCS and as leaders of MCS.
- Develop a training protocol and calendar that assigns mentors, orients new Trustees, and reviews by-laws and policies appropriate to each group.
- Develop a succession plan for Board leadership.

(Define Measurable Goals)