



Strategic Plan 2018

Pine Lake Preparatory

Our Story

Pine Lake Preparatory is a charter school located in rural Iredell County near Mooresville, North Carolina. Established in 2006, Pine Lake started its novice year of operation serving students in kindergarten and first grade at two temporary locations. The following year, the school moved to its permanent location and expanded to K-11. Pine Lake Preparatory continued to expand to include 12th grade and held its first graduation in 2009.

Today, Pine Lake Preparatory has a K-12 enrollment of approximately 1,860 students, with a waiting list that exceeds 3,500. The campus at Pine Lake Preparatory is split into a Lower School serving grades K-5, a Middle School serving students in grades 6-8, and an Upper School serving grades 9-12. Additionally, Pine Lake Preparatory has a Fine Arts building, an Athletic and Community Center, a STEM Center and Performing Arts Auditorium.

A 56-acre athletic complex serves as the home of the Pine Lake Preparatory Pride football, baseball, softball and track team.

Since 2006, Pine Lake has provided a college preparatory curriculum with a focus on Fine



Arts and the Spanish Language. Pine Lake expanded their offerings to include STEM (Engineering and Computer Science) in the fall of 2014.

The graduation rate at Pine Lake Preparatory exceeds 95%. Alumni are

currently enrolled at M.I.T, Penn, West Point, The Citadel, Elon, UNC Chapel Hill, the Colorado School of Mines, Duke, the University of South Carolina, Clemson, Michigan State University, and Boston University.

The Process

Pine Lake Preparatory concluded a year long process of self evaluation, research and reflection as part of a formal strategic planning process. Driving much of the plan, a purposeful collection of stakeholder input provided extensive data and an understanding of the strengths and needs of Pine Lake Preparatory from the perspective of families, administration, teachers, students and alumni. This strategic plan captures those perspectives and translates them into a set of informed priorities and goals.

Beginning in the fall of 2017, we began to engage our stakeholders to inform the strategic planning process. Work sessions, coffee chats and surveys were created to facilitate an inclusive perspective of the strengths and needs of Pine Lake Preparatory.

Our students and alumni contributed insightful suggestions based on their experiences at Pine Lake Preparatory as well as their reflections post graduation. A confidence that PLP prepared them for college emerged, as well as a favor for a small learning environment and strong teachers. They encouraged an increase in curricular options (AP courses), development of life skills, and a more proactive approach to college planning.

Parents favorably affirmed their choice for Pine Lake Preparatory. High levels of value were placed on developing critical thinking, problem solving, collaboration as well as verbal and written communication skills. In addition to coursework that is college prep, parents identified STEM, foreign language courses and service learning as valuable.

Teachers are proud to work at PLP, feel supported by administration and look forward to coming to school each day. Working conditions and autonomy in the classroom largely contribute to their decision to stay at PLP. Teachers prioritized the need for investment in teacher pay, improving classroom space and additional classroom resources.

Stark similarities emerged from all stakeholders. The quality of our safe learning environment and college preparatory coursework were and continue to be the driving force behind choosing PLP. There was an overwhelming commonality that the mission of PLP should be focused on preparing students for college and life there after, while also developing positive morals, ethics and character. All stakeholder groups also identified the over scheduling of children, managing anxiety and a pressure to succeed as the main issue facing children today. While themes emerged surrounding a necessary investment in parking, existing programs and facilities; the desire to recruit, retain and develop highly qualified teachers was a very high priority as well. Each group called for a desire to see increased diversity and inclusion at PLP.

This strategic plan sets forth a shared mission, core values and direction for Pine Lake Preparatory. While we have experienced a great deal of success in our first ten years, this plan was created to ensure that our students will be prepared to succeed in the world they live in now and will experience in the future.

Skills and Qualities of Pine Lake Preparatory Graduate

Throughout the strategic planning process, members of the Pine Lake community discussed the skills and qualities our young people will need for success in today's world. The following student outcomes helped drive the plan and subsequent profile of a future Pine Lake Preparatory graduate.

PROBLEM SOLVER

Honest

Effective Verbal Communicator

Critical Thinker

Respectful

Effective Written Communicator

Collaborator

Bi-Lingual

Motivated

Resilient

Empathetic



Preparing Students for College and a Purposeful Life

The Way We Act: CORE VALUES

Our core values support the Mission of Pine Lake Preparatory. They provide the answer to the question, “What are the values that drive our culture, shape our behavior, and facilitate a path towards achieving our mission?”



PERSEVERANCE: To see an objective or goal through to fruition, in spite of obstacles, leading to a sense of pride, accomplishment, and growth.



RESPECT: Having sincere value for all people, beliefs, and property.



INTEGRITY: Consistently doing the right thing regardless of circumstance, even when no one is looking.



DRIVEN TO EXCELLENCE: The commitment to surpass ordinary standards and become your best self.



EMPATHY: Ability to see beyond yourself, to understand and connect to others' feelings, and to show compassion.

Our Strategy

The strategy describes the six primary goals that will drive our work and focus our efforts toward accomplishing our mission and vision for our students.

Our Six Primary Strategic Goals

Goal 1. Cultivate an exemplary learning environment to achieve our desired student outcomes: *critical thinking, verbal and written communication, problem solving, collaboration, and Spanish language acquisition.*

Goal 2. Develop in our students strong character, perseverance, and social and emotional well-being.

Goal 3. Conduct regular outreach to build community through special events and traditions to bring families and staff together, and to educate families about Pine Lake Prep.

Goal 4. Maintain long term financial stability through the identification of new revenue streams, fostering a culture of giving, and operating with fiscal responsibility.

Goal 5. Recruit and hire, develop and retain a premier workforce.

Goal 6. Create an environment that develops an appreciation for differences in perspective, privilege, background, culture and identity.

