

Executive Director Goals 2022 – 2023

1. Student educational attainment (25%)
 - a. At least 98% of students in grades 9-12 score at the Advanced or Proficient level (or NextGeneration equivalent) on MCAS Math, Science and ELA
 - b. 85% of all AMSA students will take at least one Advanced Placement course during their high school career.
 - c. The number of Advanced Placement exams taken by AMSA students earning at least a score of "3" will exceed the state average by 15% and the national average by 20%.

2. Social and Emotional Learning (25%)
 - a. Provide AMSA staff with 2-3 professional development opportunities focused on social and emotional learning
 - b. Implement a student climate survey in the early spring of 2023 and use the results to inform SEL planning for 2024 (use new Panorama survey)
 - c. Implement the new Panorama program with Department Chairs to support our Multi-Tiered Systems of Support (MTSS). Complete training and develop a culture of regular data reviews at least quarterly.

3. Organizational effectiveness (20%)
 - a. Continue to build a collaborative community based on mutual trust and respect
 - b. Demonstrate effective management of the Construction Project Task Force and Construction Project Team with the primary goal of breaking ground Summer 2023
 - c. Operate school within Board-approved operations budget
 - d. Work within the Construction Project Task Force to create a board-approved construction project and budget
 - e. Operate construction project within separate Board-approved project budget

4. Inclusion and Belonging (DEI) (15%)
 - a. Design and maintain a DEI page on AMSA's website to promote AMSA's commitment to DEI and to highlight current initiatives
 - b. To beautify AMSA by infusing our halls and classrooms with themes related to our diverse community and our mission and core values. This will be a multi-year process with this year's goal focused on - with staff input - designing a clear plan for how to proceed.
 - c. To review the AMSA employee manual through a DEI lens and to propose any needed revisions by the end of the school year.
 - d. To continue the growth of the Board of Multicultural Student Activities (BMSA) through the establishment of formal meetings, leadership positions, and at least one school-wide event.

5. Development goal (10%)

- a. Recruit and hire a top-notch Director of Development to lead the Capital Campaign and to establish AMSA's future development program
 - i. Integrate DoD into the AMSA community by providing deep cultural, mission, core values, and academic program training
 - ii. Work closely with DoD to develop existing and established new corporate relationships
 - iii. Work closely with DoD to create a AMSA community culture of giving
 - iv. Collaborate with DoD to create a Capital Campaign plan and a 5 year AMSA Development Plan
 - v. By June 30, 2023, have a solid foundation which will lead to a successful Capital Campaign to raise \$2M by the end of June 2025
- b. Maintain an active Capital Campaign Committee of at least 6 active members

6. Executive Director professional development (5%)

- a. Charter School ED Leadership Program - Massachusetts Charter Public School Association (MCPSA)
 - i. Executive Director Consultancy Group - monthly meeting
 - ii. Executive Director Northeast & Central Regional Alliance - monthly meeting
 - iii. Executive Director White Allies Discussion and Consultancy Group - quarterly