

BoT Strategic Planning Update

January 27th, 2024



Celebrating our Accomplishments

- Core Values
- Facilities – opening up options for the school
- Union Agreement(s)
- Focus on Development
- Leadership Strength

The Road Ahead – What's next for AMSA

- Balancing student needs, staff compensation, new infrastructure needs
- Giving students a head start with access to real-world applications (certifications, training, guest speakers, etc.)
- Charter Renewal – doubling-down on our design elements

AMSA Strategy on a Page

Foundation

Our Mission

To create an atmosphere of celebration of knowledge where children of all backgrounds and abilities excel in all subjects, especially in math, science and technology, empowering them to succeed in the workplace in our modern high-tech world

Our Core Values

- **Integrity:** adhere to AMSA's mission, honesty and responsibility, openness to new ideas
- **Excellence:** passion and joy for teaching and learning, high expectations – with results!, innovation, creativity, and collaboration, hard work, commitment and resilience
- **Community:** school spirit and community service, creating an empathic, caring environment for students and staff

Competitive Advantage

What we do best

...

Organization-Wide Strategies

How we will get there

...

Strategic Objectives and Organization Goals

Resources

1. Establish long term financial goals (1, 3, 5 yrs)
2. Establish fundraising plan
3. Ensure adequate policies are in place for optimal financial governance
4. Define and implement a communication plan to increase transparency to stakeholders

Celebration of Knowledge

1. Develop plan for attraction and long-term retention of content-centered faculty.
2. Research and develop plan for funding salary parity
3. Fostering community: outreach events, college and career readiness, engaging community to assess needs and climate.

Leadership

1. Formalize board orientation and conduct onboarding training. Enhance trustee training and preparedness
2. Improve board communication
3. Attract and recruit new board members

Admin-led, future

Key Performance Indicators

How we measure success

Measure	Target
...	...
...	...

Vision

What our organization will look like

- Children with a wide range of abilities can achieve a world-class education
- Acquisition of knowledge is celebrated
- Teachers are the fundamental creative force
- Students exhibit kindness to one another
- Academic rigor complements rich extracurricular life
- We depend on strong stakeholder commitment throughout the community

Implementation

How we make strategy a habit

Track
Empower
Coach

Cadence – quarterly review. Next update: October

Future

School-Wide Strategies

1. Endowment

- Where did we start?
- Are we accomplishing our mission?
- Are our finances/resources in a healthy position?
- Are we investing in the future?

2. Trends

- Are we exposed to growth opportunities?
- Are others with a similar mission/background improving?

3. Your Moves

Source: Adapted from [McKinsey & Co. How to make the bold strategy moves that matter](#)

2018

GOAL:
Vibrant, sustainable
excellent ANSA
in 2028

What trends will affect
us?

globalization

shifting demands on the world economy

human skills not captured by machines

moral atmosphere, cultural impact

critical thinking v. SME

lack of discourse
pipeline issues that companies have

fiscal viability

alumni

not bullying safety

specialization v. generalization

valuing diversity

college + career readiness

embracing technology

ethics in technology

privacy

impact of social media

expanding the school's philosophy (charters)

school's methodology
focus on what's important

deal w/ low tech envt

how students acquire knowledge

teaching how to collaborate + network

teaching to become agile learners

adaptability + entrepreneurship

demographics of sending districts

expansion value add to sending districts

holistic approach to medical of child

classroom impact

medicated children

field trip impact

teacher-board pipeline

admin #B

legislation around charters

stressors on families + children
role models

Framing Strategic Challenges

Step 1: Identify key strategic challenges

Step 2: Identify key questions to ask (and in which order)

Step 3: Identify alternatives

Framing Strategic Challenges

Step 1: Identify key strategic challenges – let's pick ONE today

- Balancing student needs, staff compensation, new infrastructure needs
- Giving students a head start with access to real-world applications (certifications, training, guest speakers, etc.)
- Charter Renewal – doubling-down on our design

Framing Strategic Challenges

Key Strategic Challenge:

	Question	Alternative 1	Alternative 2	Alternative 3	Alternative 4
A	Where/who				
B	How				
C	When				
D					
E					

Next Steps
