

# Strategic Plan:



**STUDENT ACHIEVEMENT**  
*We prepare students with strong academic foundations and the skills needed to navigate life beyond graduation.*



**PEOPLE AND CULTURE**  
*We provide a welcoming environment and positive school and district culture for students, families and employees.*



**COMMUNITY COLLABORATION**  
*We engage families, community members and civic organizations as active partners.*



**FISCAL RESPONSIBILITY**  
*We manage and protect public funds and assets through efficient and effective use of available resources.*

**Outcomes:** What will success look like for our school?

**Middle School Proficiency**  
 50% of 8th grade students will score at or above the 50th percentile on the Iowa Assessment in Math.

**8<sup>th</sup> Grade Literacy**  
 85% of 8<sup>th</sup> grade students will read at or above grade level.

**School and District Culture**  
 Increase the percentage of families and students that would recommend SSCMS as a school to attend.

**Teacher Retention**  
 Obtain a teacher turnover rate of less than 15% .

**Community Engagement**  
 Increase the community volunteer presence within Sandy Springs Charter Middle School.

**Community Relations**  
 Increase two- way communication and collaboration for all stakeholders.

**Transparent and efficient management of local funds**  
 Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils

**Initiatives:** What will we do to achieve success?

**Student Focused Learning**  
 Provide students the tools, strategies, and learning environment to build the essential skills necessary to pursue their paths of choice.

**Balanced Literacy Framework**  
 Implement literacy instruction that includes a progression of teacher modeling, guided practice, and student independent learning.

**Build School and Community Collaboration**  
 Solicit ideas and feedback to improve perception of SSCMS

**School Culture**  
 Strategic focus on a positive working environment.

**Community Champions**  
 Cultivate and sustain community volunteers to support student achievement

**Consistent Communication**  
 Use of Communication Protocols

**Effective Budgeting**  
 Refine and adjust our modified zero-based budgeting process to ensure that resources are used effectively and efficiently to impact district goals

**Initiatives:**  
What will we do to achieve success?

**Critical actions:** What major actions will we complete and by when?

**Evidence of progress:** How will we know that the initiative is working?

**Outcomes:** What will success look like for our school?

Student Focused Learning



- Implement AVID Strategies
- Application of Problem Based Learning in the STEAM program
- Implement Just –in-time instruction in all classrooms.



- ITBS Scores



**Middle School Proficiency**  
50% of 8th grade students will score at or above the 50th percentile on the Iowa Assessment in Math.



**STUDENT ACHIEVEMENT**

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Balanced Literacy Framework



- Implement Writing, Inquiry, Collaboration, Organization and Reading Strategies in all AVID strategies
- Implement Drop Everything and Read
- Implementation of iReady
- Implement Reading and writing across the curriculum
- Implement Just –in-time instruction in all classrooms.



- Fastbridge
- MileStone
- Write Score
- iReady



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Build School and Community Collaboration



- Create a plan that will increase the social media presence for SSCMS.
- Community outreach plan focused on improving the presence of SSCMS in the greater Sandy Springs community.
- Increasing parent involvement in school functions.



- Increased number of followers, views, and likes multiple social media platforms.
- Increase the number community members aware of SCMS events.
- Increased attendance of academic events that reflects the demographics of SSCMS students.



**School and District Culture**  
Increase the percentage of families and students that would recommend SCMS as a school to attend.



**PEOPLE AND CULTURE**

*We provide a welcoming environment and positive school and district culture for students, families and employees.*

School Culture



- Improve culture and climate among teachers and staff
- Allowing teachers to have a voice
- Collaboration among teachers and staff
- Increase teacher leadership opportunities
- School culture team



- Increase teacher retention rates



**Teacher Retention**  
Obtain a teacher turnover rate of less than 15%

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Community Champions



- Create a pool of volunteers for each grade level/department.
- Create a platform to continuously recruit volunteers
- Calendar to advertise volunteer opportunities



- Increased number of community volunteers



**Community Engagement**  
Increase the community volunteer presence within Sandy Springs Charter Middle School.



**COMMUNITY COLLABORATION**

*We engage families, community members and civic organizations as active partners.*

Consistent Communication



- Website update
- Solicit feedback from community
- External media efforts
  - SS reporter
  - SS news
  - SS patch
  - Neighborhood Message Board
  - School Rating Websites.



- Survey feedback
- Measure website traffic



**Community Relations**  
Provide a consistent framework that solicits two way communication and collaboration for all stakeholders.

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What will we do to achieve success?

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**Outcomes:** What will success look like for our school?

Effective Budgeting



- Minimize monthly deficits by monitoring your budget
- Principal and administrative staff will review the Budget Accountability Report (BAR) monthly
- SGCs will monitor school General Fund on a quarterly basis.



- Average monthly deficits are 1 or less each month.
- Carryover is projected to be less than 5% at the end of the school year.



**Transparent and efficient management of local funds**  
Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils.



**FISCAL RESPONSIBILITY**

*We manage and protect public funds and assets through efficient and effective use of available resources.*

