



# GEORGIA CYBER ACADEMY

STRATEGIC PLAN **2024-2029**



## Dear GCA family,

As Superintendent of Georgia Cyber Academy, I am pleased to present our strategic plan for the next five years. Over the past few months, we have continuously sought feedback from our students, families, teachers, and staff to understand better what they love about GCA and the best ways to drive our learning organization forward. As a result, this strategic plan showcases our mission and vision for the future and will help align our efforts to accomplish our goals for GCA students and the broader GCA school community.

Our community engagement efforts have identified our school's priorities: student support and achievement, investing in our staff, and providing effective communication. This plan outlines the framework for accomplishing our goals while acting as a measuring stick for our efforts to meet all our students' unique needs by providing flexibility in a high-quality, interactive virtual learning environment.

As we embark on this journey, I invite all members of the GCA community to join us in fulfilling the mission and vision outlined in this strategic plan. With your support, continued feedback, and collaboration, I am confident that we can achieve our goals and, in turn, do great things for GCA.

Sincerely,  
**MICHAEL KOOI,**  
Superintendent







## Mission Statement

Georgia Cyber Academy is a K through 12 charter school committed to providing students with a flexible, high-quality, and interactive virtual learning environment.



## Vision Statement

Through the collaboration of all stakeholders in our learning community, Georgia Cyber Academy aims to create a nationally recognized, high-quality virtual learning environment that develops and empowers our students to become career or college-ready leaders in society.

## Values



### Community

We believe in one GCA community where all members feel seen, included, and supported.



### Excellence

We are committed to high expectations for our learning community and developing our students to meet them.



# PILLAR 1

## Student Support and Achievement

We will provide students with the necessary support and resources to fully engage in their GCA experience and unlock their potential in a supportive learning environment dedicated to a sense of belonging

### Goals

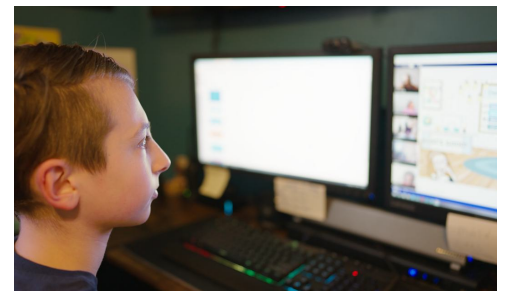
We will know we are successful when:



Students have virtual and in-person opportunities to connect through classroom and extracurricular activities.



Students are adequately prepared and feel confident to take academic risks and demonstrate mastery in learning.



Student performance on state assessments increases.



Students are engaged in their learning.



GCA sees more effective ROI in the areas of student performance and engagement.



# Key Initiatives

## We will...



Give students opportunities to connect and collaborate through structured virtual non-instructional sessions during the school day or through extracurriculars.



Continue to offer students opportunities to connect and collaborate through in-person activities.



Offer peer-to-peer student support through peer tutoring grades K-12 and various students serving as teacher assistants in the classroom to increase student engagement.



Enhance our efforts to meet the needs of each student by offering multiple ways for students to demonstrate mastery of the standards. This could include project-based learning, demonstrating their knowledge by teaching others the content, and addressing multiple intelligences.



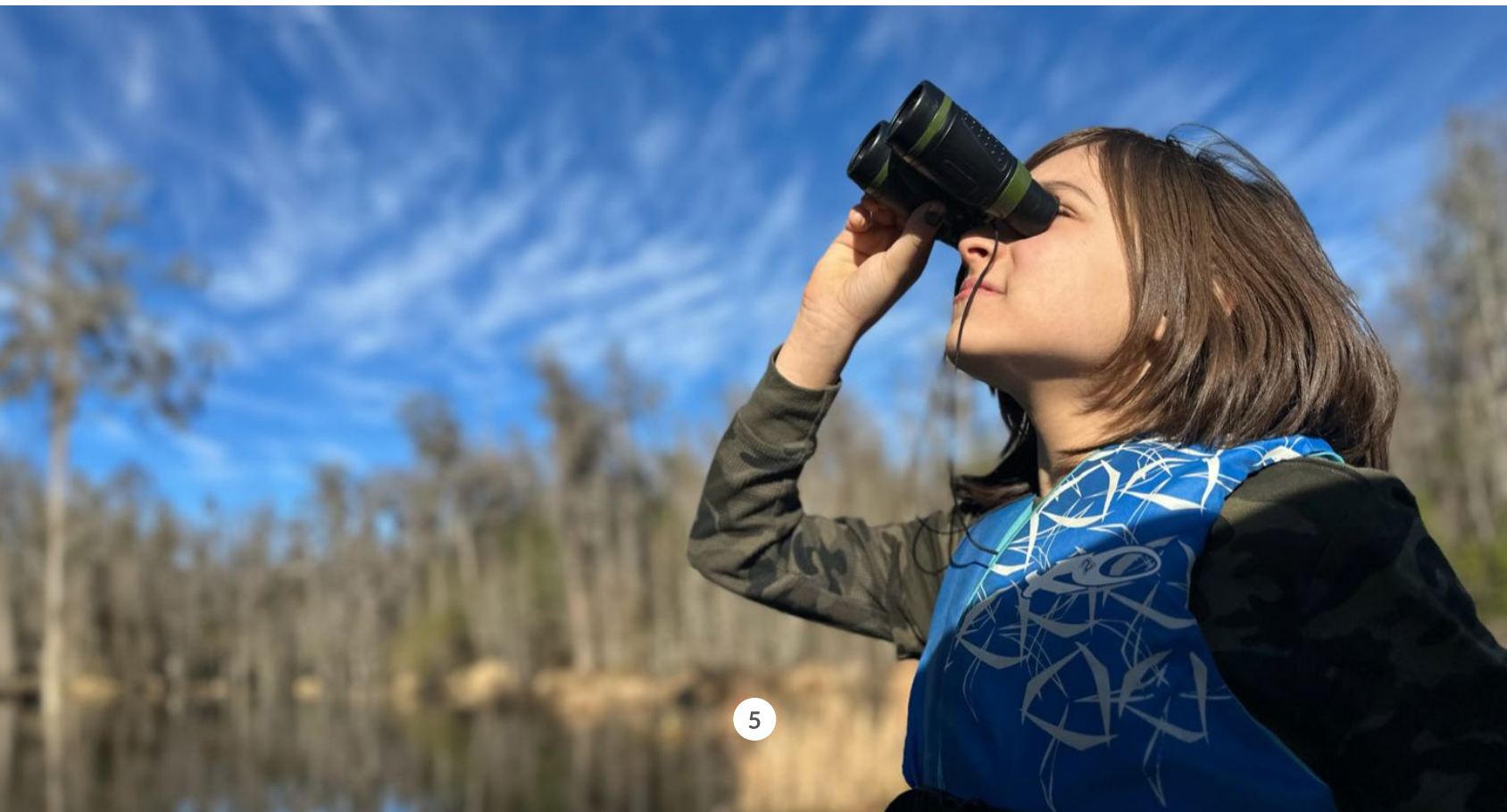
Prioritize increasing student engagement through collaboration with learning coaches to engage all GCA students in their learning.



Regularly review of curriculum options, testing schedules, and student scheduling to ensure we offer the best structure to support the needs of our students and staff.



Continuously review our state reporting structures and processes to ensure that we are maximizing our state funding opportunities and explore opportunities for grants and other potential funding streams to support student achievement.







## PILLAR 2 Effective Communication

We will prioritize clear internal and external communication structures to ensure our constituents feel well-informed and establish trust and transparency within our organization and the communities we serve.

### Goals

We will know we are successful when:



Students, staff, and families feel informed on GCA decisions and updates.



Students, staff, and families know how to access GCA information, resources, and support.



There is greater awareness across GA communities of GCA's impact and mission.



# Key Initiatives

## We will...



Streamline communications with staff and families by implementing a defined, consistent and consolidated communications strategy to connect with stakeholders.



Communicate a concise yet comprehensive mission and vision that will be understood, retained, and embedded in the culture by all stakeholders.



Educate the GCA community and external stakeholders about our school culture, programs, and overall value through increased marketing efforts.



Increase community involvement and partnership development through effective communication to support fundraising efforts.



Develop a fundraising program that leverages all stakeholders, vendors, alumni, community partners and friends to support GCA.







## PILLAR 3 Investment in Our People

We will attract and retain a highly qualified workforce and provide our staff with the resources and support they need to thrive and meet the needs of all our students in the virtual learning environment.

### Goals

We will know we are successful when:



Professional development and coaching are relevant to staff needs and interests and help them grow their knowledge and skill set.



GCA is seen as an excellent workplace.



Staff feel supported and feel like they can be successful.



# Key Initiatives

## We will...



Empower faculty and staff and foster a culture of collaboration by establishing committees focused on capacity building, leadership, and participation in initiatives that enhance their individualized professional and personal development.



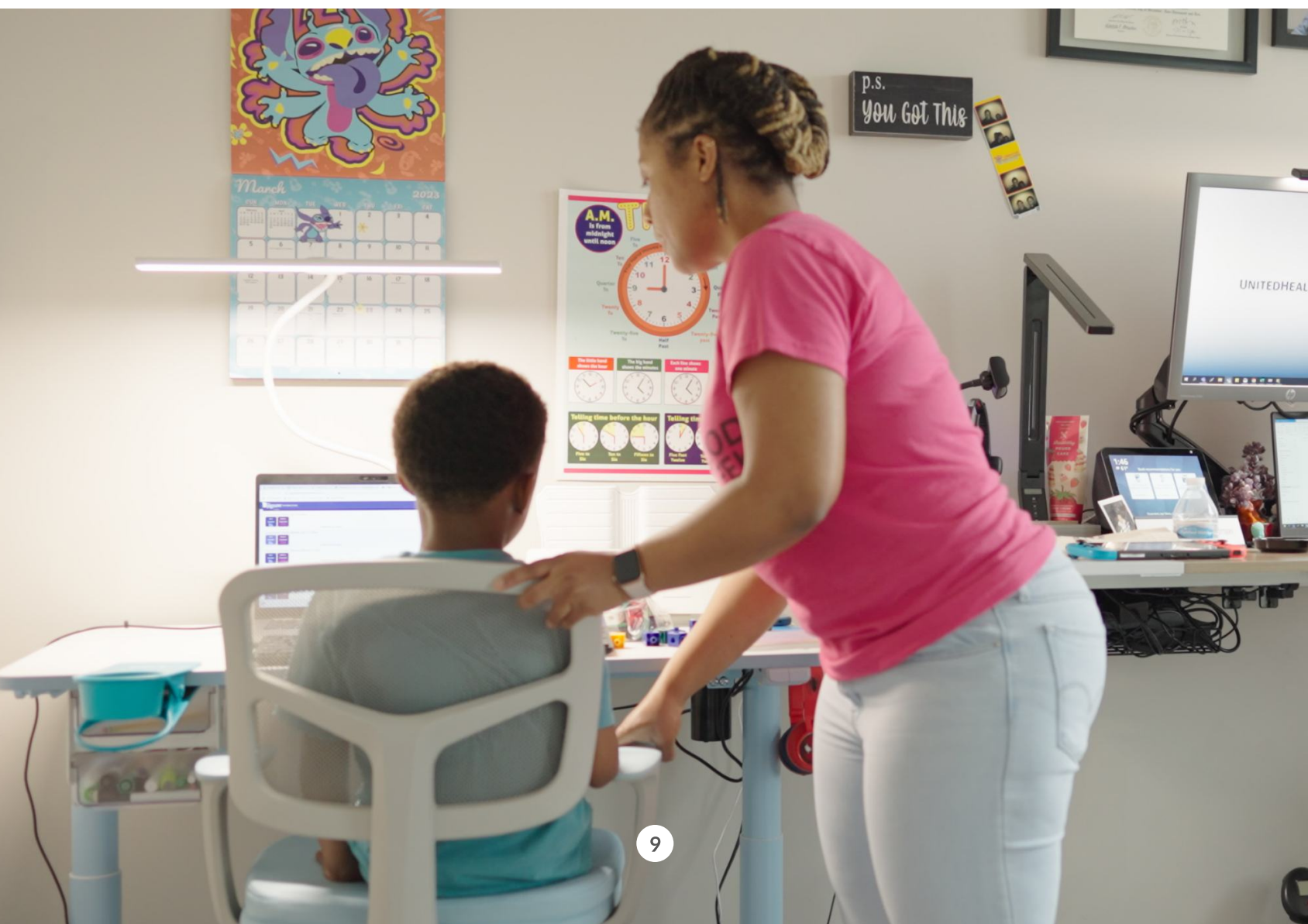
Provide a high-quality evaluation system and process that enhances continuous improvement through identified areas of professional growth.



Attract talented faculty and staff through recruitment opportunities and become an employer of choice.



Retain faculty and staff by offering transparent pay scales and compensation that incentivize long-term commitment to excellence through innovation around evaluations.





For more information, please visit  
[WWW.GEORGIACYBER.ORG](http://WWW.GEORGIACYBER.ORG)

**A special thank you to the GCA Steering Team whose commitment, dedication, and efforts to ensure this strategic plan reflected the GCA community were essential**

- **Michael Kooi**, Superintendent
- **Ahoba Arthur**, Chief Academic Officer
- **Andre Hopewell**, Chief Financial Officer
- **Jennifer Mitchell**, Operations and Compliance District Director
- **Crystal Amey**, Family Engagement Liaison Supervisor
- **Ingrid Bailey**, Principal
- **Maria Blencowe**, Communications, Marketing and Public Relations Director
- **Deirdre Daniels**, Instructional Programs Assistant Director
- **Julie Ferrer**, Federal Programs Manager
- **Marian Hoyt**, Teacher
- **Christy Pierce**, Accreditation and Continuous Improvement Coordinator
- **Gail Robertson**, ISS Director
- **Nancie Sanders**, Parent
- **Brock Tarno**, SPED Director
- **Derrick Westry**, School Counselor
- **Angel Williams**, Student
- **Emma Wright**, Student
- **Stacie Zaleski**, Teacher
- **Rebekah Zimmerman**, Assistant Principal