

Thomas MacLaren School Strategic Plan 2010-11

Adopted February 2010 : Revised 1-24-2011

Vision Statement: Thomas MacLaren School strives to build a lasting community of learners in which each student is the agent of his or her education.

Mission Statement: From the seminar to the science lab, from the music room to the playing field, we begin with the conviction that *all human beings can know truth, create beauty and practice goodness*. To that end, we expect students to develop basic tools of learning, ordered basic knowledge, moral seriousness, breadth and depth of imagination, artistic ability and sensitivity, and a sense of wonder.

Environmental Inventory: Strengths, Weaknesses, Opportunities, External Challenges - Analysis:

Strengths	Weaknesses
<ul style="list-style-type: none"> • Committed/Talented Board of Directors • Outstanding Head of School • Excellent Staff <ul style="list-style-type: none"> • Many MAs in content areas • Strong Curriculum <ul style="list-style-type: none"> • Unique orchestra and Humane Letters programs • Clarity of Mission and Vision <ul style="list-style-type: none"> • Clear understanding of culture we want • Relationship with Academy Project • Links to “Great Books” programs • Committed Parents • Public School <ul style="list-style-type: none"> • Commitment to at-risk students 	<ul style="list-style-type: none"> • Low enrollment • Facilities/sharing space <ul style="list-style-type: none"> • Lack of space, particularly athletic field • Lack of permanent facility • Limited resources and funds to support school culture <ul style="list-style-type: none"> • Potential for faculty burnout • Limited time for HOS • Small administrative staff • Thin sports program • Thin SPED resources • Enrollment demographic does not yet match D-11 • No hot lunch program • No transportation offered
Opportunities	Threats
<ul style="list-style-type: none"> • Community Partnerships • Shift in government support to strengthen education • Increase in enrollment • Transportation/busing • Grants/donors • Nevada Avenue corridor (central location, ease of access) • Saturday Morning Series (Seminars with parents and community) • Training (CDE, CLCS) • Community volunteers • Development of more formal partnerships with “Great Books” programs • Community business gifts for faculty 	<ul style="list-style-type: none"> • Status quo performance demands • Bureaucracy creep • Securing funding for our own facility • Decline in per pupil revenue (PPR) from the State • Communicating the mission/vision and implementing it • Pressure to change from parents or others • Culture of apathy • Saturation of charter school market • Students academically ill-prepared

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Implementing Mission and Vision

Long Term Goal	10-11 Objective	Strategies	Responsible Party/Target Date	Notes
Goal #1 Academic excellence	A. Accountability and Accreditation	<ul style="list-style-type: none"> Review Accountability and Accreditation obligations Create dashboard Create directives for SAC 	<ul style="list-style-type: none"> Board/March 2011 Board (EXCOM)/February 2011 Board, February 2011 	Related Documents
	B. Continue to implement curriculum	<ul style="list-style-type: none"> Work with Academy Project 	<ul style="list-style-type: none"> Administration/ongoing 	Budget Impact Notes:
	C. Increase Academic Growth in Mathematics	<ul style="list-style-type: none"> Track growth in mathematics Strategic use of tutorial and academic Extra-curricular events 	<ul style="list-style-type: none"> Administration/report February 2011 Administration/ ongoing 	Support:
Goal #2 MacLaren Culture	A. Cultivate faculty at the heart of the community of learners	<ul style="list-style-type: none"> Faculty seminars Cultivate leadership among faculty 	<ul style="list-style-type: none"> Administration/ ongoing Administration/ Spring 2011 	Other Notes:
	B. Develop student ownership	<ul style="list-style-type: none"> Build sports program Support extra-curricular clubs MacLaren Life 	<ul style="list-style-type: none"> PSA/ongoing Administration, Parents and Faculty/ongoing Administration and Faculty/Spring 2011 	Celebration:
	C. Establish parental involvement	<ul style="list-style-type: none"> Build PSA 	<ul style="list-style-type: none"> PSA Steering Committee/ongoing 	
	D. Establish community opportunities	<ul style="list-style-type: none"> Continue Lecture series 	<ul style="list-style-type: none"> Administration/ongoing 	
	E. Develop partnerships to promote culture	<ul style="list-style-type: none"> Create networking committee 	<ul style="list-style-type: none"> Board/March 2011 	

Operations/Finances

Long Term Goal	10-11 Objective	Strategies	Responsible Party/Target Date	Notes
Goal #3 Enrollment	A. Develop Enrollment Team	<ul style="list-style-type: none"> Strategic use of Open Houses/School Events Focus on Fifth Grade Build Team to meet with individual families 	<ul style="list-style-type: none"> Head of School/January 2011 Enrollment Committee/Spring 2011 Enrollment Committee/Spring 2011 	Related Documents
	B. Continue to develop Marketing Strategies	<ul style="list-style-type: none"> Continue to develop branding with concise message Develop and maintain website with community calendar 	<ul style="list-style-type: none"> Enrollment Committee/March 2011 Katherine Brophy/January 2011 	Budget Impact Notes:
	C. Develop a Food Program	<ul style="list-style-type: none"> Find funding to subsidize program 	<ul style="list-style-type: none"> Business Manager with Get Smart Schools/April 2011 	Support:
				Other Notes:
				Celebration:

Goal #4 Faculty and Staff Support	A. Ensure adequate administration	<ul style="list-style-type: none"> Clarify model of administration that complement the mission and vision 	<ul style="list-style-type: none"> Administration/May 2011 	
	B. Develop faculty retention and recruitment plan	<ul style="list-style-type: none"> Retain excellent teachers Raise salary Ensure merit pay Develop non-monetary incentives and thanks 	<ul style="list-style-type: none"> Administration/May 2011 FINCOM/May 2011 Board,/May 2011 Board and PSA/ongoing 	
Goal #5 Facility	A. Develop long term facility plan	<ul style="list-style-type: none"> Develop deadlines in conjunction with 5-year budget 	<ul style="list-style-type: none"> Facility Committee/March 2011 	
	B. Develop mature Building Safety Plan	<ul style="list-style-type: none"> Meet with Local Agencies Create document with deadlines 	<ul style="list-style-type: none"> Administration/February 2011 Administration/February 2011 	

Governance/Leadership

Long Term Goal	10-11 Objective	Strategies	Responsible Party/Target Date	Notes
Goal #6 Board Leadership	A. Create Development Plan	<ul style="list-style-type: none"> Establish development committee Research diverse sources of revenue 	<ul style="list-style-type: none"> Board/February 2011 Development Committee/Spring 2011 	Related Documents
	B. Board Training	<ul style="list-style-type: none"> Complete Board Training Modules Participate in Morning Assembly Schedule Board Member classroom visits Board Training at every Board meeting Create arena for Board interaction with Faculty 	<ul style="list-style-type: none"> Board/February 2011 Board/Spring 2011 Board/Spring 2011 Board (EXCOM)/ongoing Board (EXCOM)/ongoing 	Budget Impact Notes: Support:
	B. Develop SAC	<ul style="list-style-type: none"> Written directives from Board Quarterly reports from SAC 	<ul style="list-style-type: none"> Joel Barstad/February 2011 SAC/ongoing 	Other Notes:
Goal #7 Stakeholder Engagement	A. Continue to establish relationship with CSI	<ul style="list-style-type: none"> Board/Admin visit to CSI Board meeting 	<ul style="list-style-type: none"> Board and Administration/ongoing 	Celebration:
	B. Continue networking with the League and other charter schools	<ul style="list-style-type: none"> Participation at CLCS conference Attend local/regional CDE, CLCS, CSI gatherings 	<ul style="list-style-type: none"> Board, Administration and staff/ongoing 	
	C. Establish relationships with community groups	<ul style="list-style-type: none"> Board members must continue to network with a broad range of community organizations and non-profit agencies Develop SAC 	<ul style="list-style-type: none"> Board/ongoing SAC, Board, Administration and Parents/ongoing 	
	D. Broaden Parent outreach and training	<ul style="list-style-type: none"> Establish Saturday Morning Series Implement Annual Board-Parent Night Parent Survey Support Parent Service Association (PSA) 	<ul style="list-style-type: none"> Administration/May 2011 Board/May 2011 SAC/April 2011 PSA and Administration/ongoing 	
	E. Develop Student Life	<ul style="list-style-type: none"> Develop MacLaren Life Committee Student Survey 	<ul style="list-style-type: none"> Administration/Spring 2011 SAC/April 2011 	

