

New Dimensions School:
A Challenge Foundation Academy

Strategic Plan

2017-2020

Introduction

This strategic plan offers a comprehensive guideline for establishing expectations for New Dimensions School: A Challenge Foundation Academy (CFA). This plan is intended to be a supportive mechanism for the administration, faculty, board, parents and community in their efforts to provide a rich, diverse and Core Knowledge education to every student. Balancing an appreciation of current accomplishments with an innovative eye to the future, this plan outlines key strategic directions for achieving our goals.

New Dimensions School: A Challenge Foundation Academy

New Dimensions School: CFA is a public charter school located near downtown Morganton, North Carolina. As of the 2016-2017 school year, we had an enrollment of 291 students in grades K – 8. Our school is committed to the Core Knowledge (CKLA) Curriculum, as well as adhering to the North Carolina Common Core and Essential Standards State Curriculum. Our teachers use the CKLA curriculum and Singapore math series to direct instruction in those two content areas. An involved parent body and strong PTO support the faculty and staff of New Dimensions School: CFA. Class sizes are normally small in the elementary grades, and increase slightly as the grade levels increase. Through our Core Knowledge Curriculum, we have an enriched arts program with hands-on art activities, visual arts, singing, and instrumental music in our middle school. An after-school program provides daycare for our parents who have a late work schedule.

Mission Statement

The mission of New Dimensions School: A Challenge Foundation Academy is to nurture every student, every day to develop strong character, academic excellence, and good citizenship.

Vision Statement

To be a highly regarded school known for academic excellence and for its contributions in actively serving and improving the community in which we operate.

Foundations

Our school is built on four basic beliefs about student learning:

1. All students have interests and talents that form the foundation for meaningful academic achievement.
2. Students are most successful in school when teachers and parents work together to help students learn how to learn.
3. Students' learning is most successful when caring communities contribute to strong school/home/community relations
4. Core Knowledge is a curriculum that is solid, sequenced, specific and shared. It is a curriculum that provides a solid, coherent foundation of learning.

Strategic Planning Process

This strategic plan reflects the dedicated, collaborative efforts of New Dimensions School: A Challenge Foundation Academy's Board of Directors and Director. The planning process focused on the following performance areas: Academic Performance, Financial Stability, Professional Development and Retention.

Strategic Plan

Our strategic plan ensures that we remain accountable to our community for meeting our goals in manageable and measurable increments. The Board of Directors is responsible and accountable for establishing our goals and a plan to achieve them. It is the responsibility of the Director to see that our school is doing everything we can to provide our students with a quality education, and to see that they progress and learn as outlined.

Academic Performance

Long Term Goals:

1. New Dimensions School will move from a B school to an A school by June 30, 2019.
2. New Dimensions School will maintain and exceed Exceptional Child (EC) compliance by June 30, 2019.

Short Term Goals and Strategies:

1. All students at New Dimensions will achieve annually 80% proficiency and 100% growth by June 30, 2018.
 - a. Utilize TeamCFA coaches specifically to address math inadequacies in 4-8 grades.
 - b. Continue to consult with Kristen Rodriguez to identify strengths and weaknesses in data trends.
 - c. Collaborate with other network schools to gain knowledge and share resources.
 - d. Increase marketing programs to highlight excellence in education.
 - e. Host monthly orientation meetings for prospective parents.
 - f. Collaborate with network schools on student retention programs.
 - g. Review exit interview forms to determine trends.
 - h. Develop teacher recognition programs.

- i. Improve staff morale – See also Professional Development and Retention strategies
 - j. Continue to require tutoring programs for students in need.
 - k. Utilize data trends for improvements in tutoring process.
 - l. Utilize teach-back programs for academic improvement.
 - m. Implement small group and individualized plans for students.
 - n. Improve academic data communication to parents.
 - o. Promote NC Standards in current curriculums.
2. New Dimensions School will have a fully compliant EC department by December 31, 2017.
 - a. Increase and improve staff development opportunities for EC department.
 - b. Utilize TeamCFA coaches to improve EC performance.
 - c. Complete all audit items.
 - d. Maintain up to date files for all students in EC department.
 - e. Develop and implement an EC Standard Operating Procedure.
 3. New Dimension School will fully implement Compass Learning and Singapore math in all classrooms by December 31, 2017.
 - a. Expand staff training on Compass Learning and Singapore math.
 - b. Develop Compass Learning requirements.
 - c. Utilize TeamCFA coaches to improve teaching of Singapore math curriculum.

Financial Stability

Long Term Goals:

1. New Dimensions School will achieve an annual surplus of 3-5%.
2. New Dimensions School will expand facilities to include classrooms, cafeteria, gym and band room by June 30, 2019.

Short Term Goals and Strategies:

1. New Dimensions School will develop accurate budgeting, including surpluses by December 31, 2017.
2. New Dimensions School will begin the funding of depreciation by June 30, 2018.
3. New Dimensions School will achieve a 3-5% surplus by June 30, 2018.
4. New Dimensions School will increase student enrollment by 15-20% each year, to achieve a target enrollment of 425 students.
 - a. Address budget adjustments at a net zero when applicable.
 - b. Fully execute marketing plan for increased enrollment.
 - i. Modify current marketing message.
 - ii. Consolidate current marketing committee and public relations committee.
 - iii. Expand the reach of marketing messages.
 - iv. Collaborate with network schools to share marketing resources.
 - c. Expand budget line items to include depreciation and capital reserves.
 - d. Allocate 2% of surplus each year to recognition line item.
 - e. Implement policy regarding school vision for enrollment, class size and grade progression.

Professional Development and Retention

Long Term Goals:

1. New Dimensions School will increase total buy-in to include 100% of all staff by June 30, 2019.
2. New Dimensions School will increase administrative staff through the hiring of an Assistant Director by June 30, 2019.

Short Term Goals and Strategies:

1. New Dimensions School will hire the right school director by June 30, 2017.
 - a. Define school director job description and post for applications.
 - b. Develop a comprehensive search committee consisting of board, staff, and TeamCFA representatives.
 - c. Refine applications through comprehensive first review rating system.
 - d. Conduct panel interviews for first-round candidates.
 - e. Further refine candidates through second review rating system.
 - f. Conduct additional panel interviews and full board interviews.
 - g. Finalize selections and present to board for approval.
2. New Dimensions School will improve staff morale by June 30, 2018.
 - a. Define board communication procedures.
 - b. Develop and implement teacher recognition programs.
 - c. Improve team building activities.
 - d. Define board liaison roles.
 - e. Improve hiring process.
 - f. Hire the right staff.
3. New Dimensions School will increase staff participation on board committees by June 30, 2018
 - a. Improve communication of opportunities to serve on board committees.

Conclusion:

New Dimensions School's strategic plan outlines an ambitious yet achievable direction for the next few years. The plan is a starting point and a guide along the way, to keep us focused on what we want to accomplish. We must always remember that lasting change occurs with dedicated action. Standing behind our school mission, vision, future goals, and the strategic actions of our plan requires commitment and hard work. Every member of the New Dimensions School: CFA community is encouraged to participate in bringing this plan into action. Because the best strategies often evolve with time and continuous effort, flexibility and commitment are key components to our plan. As a roadmap to strategic planning, everything we do is based on our goal of improving student achievement. The Board will review the Strategic Plan regularly to measure its progress.

Special thanks go out to the members of New Dimensions School Board of Directors and the Director for giving their time and heartfelt ideas in the development of this strategic plan.

