



# **STRATEGIC PLANNING SESSION**

Academy at the Farm

September 16, 2016

**DEVELOPED BY:**  
Stepp by Stepp Consulting

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## EXPECTATIONS

- Expectations
- Organized
- Interactive
- Leave with a clear direction
- Focus
- Open Minded
- Dedicated
- Unified
- Creative
- Fun!

## VISION STATEMENT

- For our students to become lifelong learners and respectful members of society.
- Good, successful citizens
  - Successful in life
  - Well rounded
- A model for other charter schools
  - Set standards
- Continue to “build” model students
- 100% “engaged” stakeholders
  
- Develop future leaders
- Build character
- Preparation for future education
  
- Create life-long learners
- Promote positive character traits
- Build future leaders

## SURVEY RESULT FINDINGS

1. What do you see as the greatest strength of Academy at the Farm?
  - a. Class size – 37 responses
  - b. Teachers/Staff – 55
  - c. Atmosphere/Culture – 53
  - d. Academics – 25
  - e. Communication – 9
  - f. Staff – 107
  - g. High standards (academics, character) – 60
  - h. Family feel – 30
  - i. Small environment – 25
  - j. Support – 20

2. What do you see as the greatest challenge facing Academy at the Farm?

- a. Funding – 32 responses
- b. High School – 19
- c. Expansion – 33
- d. Concern about Growth – 18
- e. Technology – 3
- f. Gym – 3
- g. Nothing – 13
- h. Size of school-not getting too big – 37
- i. Financial stability – 32
- j. No high school – 13
- k. Meeting student’s needs (ESE, academic support) – 5
- l. No playground or gym (P.E., recess, stage) – 7
- m. Drop off/Pick up area (car line, parking) – 9
- n. Lack of bus transportation – 2
- o. Remain an “A” school (school excellence) – 3
- p. Lack of electives (P.E., sports) – 5
- q. Communication – 4
- r. Waitlist (enrollment) – 8
- s. Too much homework – 3
- t. Technology – 3

3. There are many external factors Academy at the Farm could take advantage of to advance the school. A list of potential opportunities have been identified and are listed below. Please select 3 potential opportunities you feel could have the greatest impact on Academy at the Farm's success.

- a. High School – 79.1%
- b. Corporate Sponsorship – 38.3%
- c. Community Involvement/Partnering – 38.3%

4. Are there any other external opportunities you can think of that Academy at the Farm should seize?
  - a. High School
  - b. Vocational Training
  - c. Athletics
  - d. After School Programs
  - e. Partnering with community organizations
  - f. Transition to high school
  - g. Community service club
  
5. In addition to external factors, several internal factors could also affect Academy at the Farm's success. Some potential strengths of Academy at the Farm have been identified and are listed below. Please select your top 3 internal strengths you feel will continue to have a direct impact on Academy at the Farm's continued success.
  - a. Paraprofessional/Instructional Aid in every class – 66.3%
  - b. High Quality Academic Curriculum – 44.7%
  - c. Strongly Centered on Students Success – 47.2%
  
6. Are there any other internal strengths you can think of that Academy at the Farm should continue to support?
  - a. Counselor/counseling
  - b. Character development
  - c. Strong PTO support
  - d. Extracurricular activities/programs
  - e. “Outside the box”, creativity
  - f. Fine tuning
  - g. Student to educator ratio
  - h. Supporting/meeting the needs of students
  - i. Communication

7. A list of potential opportunities have been identified and are listed below. Please select 3 potential opportunities you feel could have the greatest impact on Academy at the Farm's future success.
- a. Agriculture Barn with Classrooms – 51.5%
  - b. P.E. Area (concrete and covered) – 51.5%
  - c. Playground for Primary Classes (shaded) – 51%
8. Are there any other opportunities you can think of that Academy at the Farm should seize?
- a. Sports
  - b. Playground (covered play areas)
  - c. Lunchroom/cafeteria
  - d. More social time
  - e. Indoor gym
  - f. Foreign languages classes
  - g. After school programs (athletics, sports)
  - h. P.E. area/gym/playground/covered area/auditorium
  - i. Electives
    - i. Music for primary
    - ii. Financial literacy
    - iii. More variety
  - j. Covered car line area/covered walkways
9. If I could make one change to the Academy at the Farm, it would be....
- a. High school – 34 responses
  - b. P.E. outside facilities/playground – 7
  - c. Multi-purpose/cafeteria – 7
  - d. Transportation – 4
  - e. Improved P.E. program – 8
  - f. Covered walkways – 3
  - g. Sports – 5
  - h. Nothing – 9

## PRIORITIZED STRATEGIC AREAS

- HIGH SCHOOL
  
- FUNDING
  
- PLAYGROUND / P.E. AREA (OUTDOOR FACILITIES)
  
- MAINTAINING CULTURE
  - HIGH ACADEMIC & SOCIAL STANDARDS
  - HIGH QUALITY STAFF
  - FAMILY ATMOSPHERE
  
- AGRICULTURE EDUCATION (EXPANSION) AND FACILITIES



## STRATEGIC GOAL

### **1. Explore opportunities to provide a quality high school education to students**

- Concerns
  - Location/space
  - Number of students
  - Requirements
  - Type/format
    - Private
    - Charter
    - Virtual, etc.

## TACTICAL OBJECTIVES (Next 12 months)

- Gather data from students and parents (more detailed information)
- Research – state graduation requirements based on school format
- Visit other schools

## IMPLEMENTATION PLAN

Strategic Goal: <b>Explore opportunities to provide a quality high school education to students</b>		
Tactical Objectives:	Who's Accountable?	By When?
<ul style="list-style-type: none"> <li>• Research a variety of school formats -charter -virtual -private</li> </ul>	Beth	6/17
<ul style="list-style-type: none"> <li>• Research graduation requirements</li> </ul>	Lori	3/17
<ul style="list-style-type: none"> <li>• Visit a variety of schools – successful and unsuccessful</li> </ul>	Tami	6/17

## STRATEGIC GOAL

### **2. Increase funding in order to maintain financial security and support our strategic goals.**

- a. Educate stakeholders
- b. Marketing
- c. Increase community outreach

## TACTICAL OBJECTIVES (Next 12 months)

- Educate stakeholders
  - Funding sources
  - How money is disbursed
  - Importance of fundraising
  - Fine tune community outreach committee
    - Develop “talking points”
    - Recruit new members (includes grandparents)
    - Visit community organizations
  - New brochure?
  - Explore pre-school expansion
  - Continue PTO relationship and strengthen

## IMPLEMENTATION PLAN

<b>Strategic Goal: Increase funding in order to maintain financial security and support our strategic goals.</b>		
Tactical Objectives:	Who's Accountable?	By When?
<ul style="list-style-type: none"> <li>• Schedule community outreach meeting</li> </ul>	Suzanne	10/17
<ul style="list-style-type: none"> <li>• Educate stakeholders (pie charts)</li> </ul>	Earl	11/16
<ul style="list-style-type: none"> <li>• Community outreach objectives</li> </ul>	Committee	1/17
<ul style="list-style-type: none"> <li>• New brochure and marketing (talking points)</li> </ul>	Committee/Dina & ?	2/17
<ul style="list-style-type: none"> <li>• PTO/explore pre-school expansion</li> </ul>	Board of Directors/ Administration	6/17

## STRATEGIC GOAL

### **3. Develop outdoor areas for our students that will help benefit them in social development and health.**

- Benefits
  - Social, exercise, creativity, problem solving, health, life skills, improved behavior, coordination, motor skills, patience, language development, cognitive skills, variety of activities.
  
- Concerns
  - Funding, safety, liability

## TACTICAL OBJECTIVES (Next 12 months)

- Identify on-site locations for future improvement
- Explore costs (bids, etc.)
- Insurance requirements
- Internal survey for individual level needs
- Identify and propose budget allocations
- Explore specialized or specific fundraising (matching funds, outdoor area fundraiser)

## IMPLEMENTATION PLAN

Strategic Goal: <b>Develop outdoor areas for our students that will help benefit them in social development and health.</b>		
Tactical Objectives:	Who's Accountable?	By When?
<ul style="list-style-type: none"> <li>• Identify on-site locations for future improvement</li> <li>• Explore Costs</li> <li>• Insurance requirements</li> <li>• Internal survey for individual level needs</li> <li>• Identify and propose budget allocations</li> <li>• Explore specialized or specific fundraising (matching funds, outdoor area fundraiser)</li> </ul>	Administration	12/16
	Ray/Dina	2/17
	Dina	1/17
	Marcia Dwyer	11/16
	Board/Ray	3/17-4/17
	PTO	5/17

## STRATEGIC GOAL

### **4. Maintain a culture of high quality faculty and staff, high academic/social standards and family atmosphere.**

#### TACTICAL OBJECTIVES

(Next 12 months)

- Explore a better benefits package for faculty
- Survey for teachers and paras
  - Work environment
- Implement parent commitment form
- Survey parents/grandparents for talents, skills
- Create parent involvement opportunities
  - Quarterly “Eat with Your Child” lunches
  - Holiday celebrations
  - Movie nights
- Survey students
  - What electives do they want?
  - Use results to explore providing those elective classes
- Increase staff/faculty appreciation and support to maintain morale

## IMPLEMENTATION PLAN

Strategic Goal: <b>Maintain a culture of high quality faculty and staff, high academic/social standards and family atmosphere.</b>		
Tactical Objectives:	Who's Accountable?	By When?
<ul style="list-style-type: none"> <li>• Benefits Package (insurance &amp; 401K)</li> </ul>	Dina/Debbie	2/17
<ul style="list-style-type: none"> <li>• Survey teachers/pars (work environment)</li> </ul>	Social committee (Sam B.)	1/17
<ul style="list-style-type: none"> <li>• Survey parents, grandparents (talent, skills)</li> </ul>	PTO	1/17
<ul style="list-style-type: none"> <li>• “Eat with Your Child” lunches</li> </ul>	Team Leaders	Quarterly
<ul style="list-style-type: none"> <li>• Survey students (electives)</li> </ul>	Kim	1/17
<ul style="list-style-type: none"> <li>• Increase staff/faculty appreciation and support</li> </ul>	Administration/PTO	4/17
<ul style="list-style-type: none"> <li>• Parent commitment form</li> </ul>	Luke B.	Draft by 1/17



## STRATEGIC GOAL

### **5. Development and growth of agricultural education for all K-8 students**

- Concerns
  - Needs to be self-sustaining (financially)
  - Care for “living things” on holidays/summer
  - Funding group – how are we going to pay for this?

## TACTICAL OBJECTIVES (Next 12 months)

- Barn with classroom(s)
  - Kitchen
  - Pins
  - possibly a “stage”
- Farming
  - Aquaponics
  - traditional farming of vegetables and flowers
- Animals
  - Care and maintenance of various farm animals
  - Show projects for 4-H
  - Bees, contract with Vet., master gardeners
  - Selling eggs, veggies and flowers

## IMPLEMENTATION PLAN

<b>Strategic Goal: Development and growth of agricultural education for all K-8 students</b>		
Tactical Objectives:	Who's Accountable?	By When?
<ul style="list-style-type: none"> <li>• To build a 40' x 60' pole barn with stalls</li> </ul>	K. Hobby R. Daniels M. Jordan R. Carter Dr. McKay	8/17