

## Strategic Plan

**American Heritage Charter School Mission:** American Heritage Charter School strives to provide an excellent educational choice where students have the opportunity to become an informed and involved citizenry.

**American Heritage Charter School Vision:** American Heritage Charter School strives to create patriotic and educated leaders. We believe in James Madison’s statement: “The advancement and diffusion of knowledge is the only guardian of true liberty.”

| Strategic Challenges and Root Cause  | Strategic Priorities                             | Strategic Objectives  | Measures/Target  |
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| <p><b>Challenges:</b><br/>Math scores are at 49% proficient.</p> <p><b>Root Cause:</b><br/>Lack of conceptual facts and operational skills</p>   | <p>1.1 Mathematics</p>                           | <p>1.1.1 By the end of the 2016 school year, all students will meet 80% proficiency in identified grade level mathematical conceptual facts as measured by grade level assessments.</p> <p><b>Key Strategy:</b><br/>Fact practices, Reflex Pre and Post Tests</p>   | <p>1.1.1.1 Reflex pretest and post test</p> <p>Target: All students will meet 90% proficiency in identified grade level mathematical conceptual facts.</p>   |
| <p><b>Challenges:</b><br/>Growing and Developing our Mastery Based Blended Program</p> <p><b>Root Cause:</b><br/>Students need to learn what owning their education looks like</p>   | <p>2.1 Blended Program</p>                       | <p>2.1.1 By 2017, 100% of students in the blended program will complete with a passing grade an introductory unit aimed at students learning nonacademic based competencies needed for success in a blended program which will result in a 50% increase in the percentage of students completing courses.</p> <p><b>Key Strategy:</b><br/>Nonacademic Competencies Unit and Student Self Reflection of Competencies</p>   | <p>2.1.1.1 Data to show completion rate of introductory unit. Academic Counselor's credit sheet.</p> <p><b>Target:</b><br/>100% students taking the introductory unit.<br/>50% increase in the percentage of students completing the courses.</p>  |
| <p><b>Challenges:</b><br/>Lack of knowledge of mission, vision, core values, requirements of the Performance Certificate and charter.</p> <p><b>Root Cause:</b><br/>Not enough focus on ensuring employees and new hires work to meet the mission, vision, core values, and charter.</p> | <p>3.1 Maintaining and building AHCS culture</p> | <p>3.1.1 By the end of September 2016, training on the charter will occur for all staff at NVA and their knowledge of this document will increase from their pre-test scores to their post test scores. Students will receive age appropriate training on the Performance Certificate only as part of September’s AH Curriculum each fall.</p> <p><b>Key Strategy:</b> Learning Charter through PD and AH Curriculum.<br/><b>Key Strategy:</b> Professional development</p> | <p>3.1.1.1 Pretest and Post indicators on AHCS's Charter.</p> <p><b>Target:</b> 100% of the staff and students will receive training on the document with a passing score of at least 80%.</p> <p>3.1.1.2 An increase of retention rate for employees from a 68% retention rate to 80% retention rate.<br/>Target: 100% of the applicants will mark if they have read our charter.</p> |

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| <p><b>Challenges:</b><br/>Procedures for the support staff to follow have not been developed for the playground and lunchroom.</p> <p><b>Root Cause:</b><br/>Only one person has been responsible for overseeing these areas.</p> | <p>4.1 Support Staff Improvement efforts</p> | <p>4.1.1 The incident referral from the lunchroom and playground will decrease by 20% by providing systematic procedures by the end of the 2016/2017 school year.</p> <p><b>Key Strategy:</b><br/>Development of Procedures/Professional Development</p>  | <p><b>4.1.1.1</b> Incident Reports from the playground and lunchroom</p> <p><b>Target:</b><br/>20% decrease in incident rates by the end of the 2016/2017 school year.</p>                                   |
| <p><b>Challenges:</b><br/>There is limited use of data</p> <p><b>Root Cause:</b><br/>Teachers don't have the knowledge of the data to collect and articulate across grade levels.</p>   | <p>5.1 Using Data for Improvement</p>        | <p>5.1.1 By January 2017 each teacher will apply data analysis training to make decisions about students needing interventions in mathematics and have a data based student intervention plan for students not at 90% proficiency in identified mathematical concepts.</p> <p><b>Key Strategy:</b><br/>Professional Development/ PSDA</p> | <p>5.1.1.1 Proficient on data usage on AdvancEd Rubric; Classroom data notebook for Math</p> <p><b>Target:</b> Meeting the Advanced Rubric for proficiency; 100% of teachers using data notebook in math</p> |

