



# Strategic Plan 2018-2025

## Vision

*Vanguard Classical School graduates will be literate in the classics and the ideals of Western Civilization, while valuing the diversity of ideas, abilities, and cultures in today's world, and will be prepared to contribute meaningfully to their communities.*

## Mission

*To facilitate individual academic achievement and character development through a rigorous, content rich, inclusive learning environment.*

## 1.0 Academic Performance

Goal	Outcome
Provide visionary leadership to meet school goals and secure the school's future viability.	<p>VCS is recognized with at least one state-level award for academic growth and/or achievement, including one or more of the following:</p> <ul style="list-style-type: none"> <li>● ELPA Excellence</li> <li>● John Irwin Schools of Excellence</li> <li>● National Blue Ribbon Schools</li> <li>● Colorado Governor's Distinguished Improvement</li> <li>● Colorado Centers of Excellence</li> </ul> <p>VCS is a top 5 school in APS in Math and Reading growth on annual state tests.</p> <p>VCS is a top 10% school in Colorado in Math and Reading achievement within 5 years.</p>
Ensure compliance with applicable laws, regulations, and provisions of the charter.	Achieve and maintain "Meets standard" or equivalent rating on APS Annual Performance Framework in the area of Educational Program.
Ensure compliance with expectations of Colorado Academic Standards and Assessments.	<p>Maintain "performance" rating on School Performance Framework.</p> <p>11th grade students meet or exceed <u>district</u> average in composite score on SAT tests each year.</p> <p>11th grade students meet or exceed <u>state</u> average in composite score on SAT tests within three years</p>



<p>Improve student learning and achievement through a rigorous, challenging, content-rich, Classical curriculum</p>	<p>50% of students in each grade level meet or exceed NWEA MAP growth goals in Math and Reading, measured from Fall to Spring each year.</p> <p>60% of students in each sub-group meet or exceed NWEA MAP growth goals in Math and Reading, measured from Fall to Spring each year. Sub-groups include:</p> <ul style="list-style-type: none"> <li>● English Language Learners</li> <li>● Students with Disabilities</li> <li>● Gifted</li> <li>● Minorities</li> <li>● Economically Disadvantaged</li> </ul> <p>Students in all at-risk subgroups score within 15% of non-risk subgroups on state-mandated assessments.</p>
<p>Facilitate character development in an inclusive learning environment.</p>	<p>Teacher and parent surveys rate the school as “meets expectations” or better for condition of learning environment.</p>
<p>Prepare students to participate successfully in their chosen career and to contribute meaningfully to their communities.</p>	<p>95% of students are accepted into the college or career of their choice and/or community involvement.</p> <p>100% of juniors and seniors participate in college and career counseling through Advisement classes.</p> <p>100% of students requiring a Transition Plan have been provided appropriate support.</p>
<p>Hire and retain teachers that meet VCS standards for excellence in instructional methods, content mastery, and character.</p>	<p>85% retention of qualified teachers</p> <p>VCS salary and compensation package are competitive with local charter schools and entry level district salaries.</p>



## 2.0 Financial Performance

Goal	Outcome
Ensure compliance with applicable laws, regulations, and provisions of the charter related to financial reporting and transparency.	“Meets standard” or equivalent rating on APS Annual Performance Framework in area of Financial Management.
Pursue plans to enable VCS to become financially autonomous from ACCO.	VCS will set aside up to 3% for reserves over next five years.
Develop plans to improve facilities.	School offers full range of facilities, based on priorities set by Board of Directors within five years.

## 3.0 Organizational Performance

### 3.1 Governance, Reporting and Staff

Goal	Outcome
Ensure compliance with applicable laws, regulations, and provisions of the charter related to governance, reporting and staff.	“Meets standard” or equivalent rating on APS Annual Performance Framework in area Governance, Reporting and Staff.
Provide visionary leadership to meet school goals and secure the school’s future viability.	Board members fulfill obligations with fidelity. Zero unresolved parent concerns.
Provide mindful leadership in the education of all children through a rigorous, planful utilization of the resources provided by our community.	Zero unresolved complaints regarding benefits and pay. Teacher surveys rate the school as “meets expectations” or better for Human Resources.

### 3.2 School Environment

Goal	Outcome
Ensure compliance with applicable laws, regulations, and provisions of the charter related to school environment.	“Meets standard” or equivalent rating on APS Annual Performance Framework in area of School Environment.  All Vanguard policies are aligned with the Compliance with Safe Schools Act 4.01 (1)(H.)  Zero unresolved safety concerns.
Provide mindful leadership in the education of all children through a rigorous, planful utilization of the resources provided by our community.	Routine and long-term maintenance and repairs are managed within budget.



	Teacher and parent surveys rate the school as “meets expectations” or better for condition of facilities.
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### 3.3 Enrollment

Goal	Outcome
Provide mindful leadership in the education of all children through a rigorous, planful utilization of the resources provided by our community.	“Meets standard” or equivalent rating on APS Annual Performance Framework in area of Enrollment.

### 4.0 Fundraising

Goal	Outcome
Provide mindful leadership in the education of all children through a rigorous, planful utilization of the resources provided by our community.	Fundraising and grants generate additional funding to meet school goals.