

## Strategic Plan Through 2029

### National Recognition -

Build/grow a nationally recognized program integrating Core Knowledge Sequence, Classical trivium) approach to making learning effective and exiting, college and career readiness

Build advanced programming for college and career readiness – See student goal

Build best in class operational discipline

The Vanguard model for rapid academic growth for new comers and those who are academically challenged becomes replicable, sustainable, and attractive for long term family relationships. -

### Students

*Describe key student performance goals –*

Currently 1100 students, goal by fall 2026 1500 students through proactive partnership.

Build sense of belonging as measured by improved student survey scores showing year over year growth

Foster safety and a sense of emotional security as measured by improved student survey scores showing year over year growth.

Focus on growth in performance outcomes as measured by academic growth improvement on , annual SPF - Accepting academic achievement challenged students is an organizational value.

Teach college/career path options for every student beginning no later than student grade 3?  
ICAP requirements? Possible program licensure? – integrate program by Fall 2027

Expand partnerships and funding for dual enrollment to enhance college/career readiness –  
Implement wide ranging programs by Fall 2027 Accent \$, industry recognized credentialing?  
State reimbursement options?

Maximize direct resources to students as measured through annual budget and actual expenses.  
Measurement includes teaching staff to student ratio and total staff to student ratio.

\*\* Utilize innovative recruiting and certification programs to secure high quality staff.  
apprenticeships, poc training programs, seek out other programs.

Deliver the highest possible educational product – active and innovative recruiting through multiple channels for high quality staff, increase staff retention (see below,)

Consider an early learning center by Fall 2026 – feasibility complete by May 2025.

## 2. Staff

Provide support – Staff survey of what is working and what is not and what specific supports are useful. Initiate staff survey by March 2025

Ask for performance stretch – annual measurable performance goals and feedback for all staff.

Full team operates as one – East/West and Admin/Staff – define processes, roles and responsibilities for all staff by May 2026.

Create defined and measurable promotional paths for all staff. – May 2025

Ask staff to be the person a student connects with

Evaluate through student/family/staff surveys beginning April/May 2025

Evaluate through NPS surveys

Consider creating options for active and innovative recruiting through multiple channels for high quality staff acquisition and increased staff retention – WGU, Apprenticeship, student teaching and other targeted efforts. – Program development no later than May 2025

## 3. Support and Structures

Transparency – Accessible dashboards for staff, students, board members by Jan 2026 Initial strawperson dashboards presented to board by January 2025.

Establish standards for operations/support performance – March 2025

Ensure all staff receive goal setting and mid and end of year performance evaluation against goals. – leaders ongoing

Develop and utilize well documented procedures that support data drivers – May 2025

Develop 20+ year physical plant plan including both campuses – develop plan by October 2025.

Support charter advocacy statewide through a wide range and deep partnership with supporting entities - ongoing