

TCPCS STRATEGIC PLAN

BOARD PREFACE

Taylor's Crossing Public Charter School plans to utilize strategic planning as an ongoing responsibility and opportunity for school improvement. We anticipate our strategic plan to be a living document that will map future opportunities while flexing to new information and perspectives. What will remain constant is our commitment to fulfilling the Charter which initiated the school's creation.

Taylor's Crossing Public Charter School's Strategic Plan will be a dynamic document which will preserve the school's foundation and culture while identifying opportunities to grow. The plan has been informed by various means of input including a Strategic Planning Committee, parent surveys, employee engagement, work sessions and board retreats. TCPCS began with a Safe Harbor in an atmosphere that affirms academic achievement. Through the process of strategic planning the leaders of the school plan to enhance efforts in three areas: academic excellence, school climate and culture, and governance. The initiatives we will pursue in each of these areas are outlined within our strategic plan goals.

Respectfully submitted,
TCPCS Board of Directors

TCPCS MISSION

By giving our students a firm foundation built on a core curriculum of mathematics, science, reading, writing and social studies, with an enhanced emphasis on American History and the Constitution, Taylor's Crossing Public Charter School will guide our students across the bridge from childhood into adulthood. The students will be prepared to accept challenges with the confidence, courage, and skills needed to achieve success. In a highly challenging academic environment which nurtures respect and care for all, our students will become people of integrity, vision and virtue.

TCPCS VISION

The vision of TCPCS is rooted in the belief that when there is low threat and content is highly challenging, accelerated learning takes place. TCPCS will improve student learning by creating a low-threat environment and safe harbor. TCPCS will create this low-threat environment and safe harbor with the innovative Harbor character education curriculum that focuses on kindness and taps into each child's innate need to know boundaries while protecting every child's dignity.

TCPCS DEFINED

- T:** Teach and encourage by challenging students to reach their potential
- C:** Create the school culture by practicing the principles of the Harbor Method.
- P:** Proactively model and motivate kindness, respect, honor, and good character.
- C:** Challenge and promote accountability by defining expectations and recognizing success.
- S:** Safety is maintained through a school-wide standard of behavior and consequence.

SPECIAL EMPHASIS

We give our students a firm foundation with an enhanced emphasis on American History, Constitutional Studies, and the Founding Fathers. The great Republic of America will only endure as long as the ideas of the men and women who founded it are understood and embraced. Therefore, education is essential for the preservation and perpetuation of liberty.

As our students study the lives, ideas, and values of the men and women who pledged their lives, their fortunes and their sacred honor in the development of this nation, they will gain an understanding of the role our government plays in the world today and how it is to function. As they learn of their responsibilities as American citizens, students will seek to preserve, protect, defend, and live the principles of freedom, peace, and prosperity found in the Constitution of the United States. Because of their education at TCPCS, our graduates will feel a heightened sense of patriotism.

CORE BELIEFS

- College preparation begins with elementary education.
- All students need excellent teachers who inspire and who expect exceptional results.
- All students need a rigorous, college preparatory curriculum focused on the core subjects.
- All teachers must assess frequently, reflect deeply and act strategically to maintain excellent classroom instruction.
- All students need a safe, respectful and structured school culture to accelerate academic achievement and empower them to strive for and attain their personal best.
- All school staff – leaders and teachers – will partner with students, parents and families to accomplish the mission and vision of the TCPCS Charter.
- A TCPCS graduate will have an excellent opportunity to be accepted into a college of their choice.

TCPCS CHARACTERISTICS

- Culture of Kindness
- Climate of Safety
- Cognitive Development through Accelerated Academics

TCPCS VALUES

Administration, Staff, and Students are:

- Individuals of Character exemplified by virtue and vision.
- Constitutional Patriots as defined by the Founding Fathers.
- Servant Leaders: I will lead by example while serving those for whom I have stewardship.
- Responsible: The story of my life is not written by what happens to me, but by what I choose.
- Loving: I will treat others with kindness and respect. I will help others who are in need.

- Integritous: I will live by moral and ethical principles and honor my commitments. My word is my bond and a sacred treasure. I will be honest.
- Independent: I will do the right thing without being told.
- Humble: I will be teachable and continually seek learning and growth.
- Optimistic: I will see and expect goodness.
- Persistent: success is a process and I will try until I succeed.
- Courageous: I will act even in the face of difficulty and pain.
- Hardworking: I will exert great effort to accomplish my goals.
- Grateful: I will recognize and express appreciation for the assistance and kindness I receive.
- Innovative: I will look for ways to improve the lives of others in my family, my school, my community, my nation, and the world.

ACADEMIC EXCELLENCE – Emphasis Area 1

Foregoing statements which reflect TCPCS’s emphasis on academics include the following:

1. In a highly challenging academic environment which nurtures respect and care for all, our students will become people of integrity, vision and virtue.
2. The vision of TCPCS is rooted in the belief that when there is low threat and content is highly challenging, accelerated learning takes place.
3. Teach and encourage by challenging students to reach their potential.
4. Challenge and promote accountability by defining expectations and recognizing success.
5. All students need a rigorous, college preparatory curriculum focused on the core subjects.
6. Cognitive Development through Accelerated Academics.
7. A TCPCS graduate will be accepted into a college of their choice.
8. College preparation begins with elementary education.
9. All students need excellent teachers who inspire and who expect exceptional results.

Goal: Taylor’s Crossing Public Charter School is committed to a rigorous curriculum that emphasizes accelerated learning.

Objective A: TCPCS will ensure that the curriculum teaches to the high.

Performance Measure 1: Number of High School classes which are dual credit, AP, or Honors.

Benchmark: TCPCS will offer 14 classes which are classified as dual credit, AP, or Honors.

Performance Measure 2: Scores on college placement exams (SAT or ACT).

Benchmark: 45% of students will test as college ready (as defined by the ACT or SAT).

Performance Measure 3: Number of students taking advantage of Advanced Opportunities.

Benchmark: 35% of students will enroll in the Fast Forward Program, the 8 in 6 program, or the Dual Credit for Early Completers Program.

Performance Measure 4: Number of students testing proficient or advanced on the ISAT by Smarter Balance.

Benchmark: 90% of students will test proficient or advanced on the ISAT by Smarter Balance.

Performance Measure 5: Number of students who enroll in post-secondary education.

Benchmark: 80% of TCPCS graduates will enroll in a post-secondary institution within 3 years of graduation.

Objective B: TCPCS teachers are skilled mentors who focus on delivering a rigorous curriculum with high expectations for student mastery.

Performance Measure 1 (goal): Danielson evaluation ratings.

Benchmark: Teachers will receive an evaluation in which they are rated distinguished in at least 30% of the evaluation items, no more than 15% rated as basic, and none of the items will be below basic.

Performance Measure 2 (goal): Student growth.

Benchmark: The average student growth in each class will be 10% above the state average for student growth as measured by the ISAT by Smarter Balance.

Performance Measure 3 (goal): Student and parent evaluation.

Benchmark: 75% of students and parents will evaluate each teacher as outstanding or excellent (students in grades 3-12).

Objective C: TCPCS professional development opportunities will focus on academic improvement.

Performance Measure 1: Topics for Professional Development.

Benchmark: TCPCS will provide Professional Development which will improve instruction in the academic area with the lowest scores on the ISAT from Smarter Balance.

Performance Measure 2: Quality of Professional Development.

Benchmark: The majority of teacher evaluations of the Professional Development activities provided by the school will rate the presentations as important for improved academics, and highly motivating.

Objective D: TCPCS will enhance instruction in the areas of character development as exhibited by the founding fathers, the constitution, and U.S. History.

Performance Measure 1: U.S. Civics knowledge base.

Benchmark: 86% of 12th grade students who are not foreign exchange students will pass the U.S. Naturalization Civics Test with at least 80% accuracy.

Performance Measure 2: Leadership/Advisory curriculum.

Benchmark: 40% of the curriculum for the Leadership/Advisory period in the high school will be devoted to character development as exhibited by the founding fathers.

Performance Measure 3: K-8 focus on character development and U.S. History.

Benchmark: On at least 3 days per week, all classes in grades K-8 will be taught a lesson on character development, the constitution, or significant events in U.S. History.

Objective E: TCPCS will foster a climate of highly challenging academics.

Performance Measure 1: Student perceptions about TCPCS's challenging academics.

Benchmark: TCPCS students will rate the school at 4.0 or above on the Comprehensive School Climate Inventory Dimension #4 Support for Learning.

Performance Measure 2: Parent/Guardian perceptions about the challenging nature of academics at TCPCS.

Benchmark: TCPCS parents/guardians will rate the school at 3.75 or above on the Comprehensive School Climate Inventory Dimension #4 Support for Learning.

SCHOOL CLIMATE AND CULTURE – Emphasis Area 2

Foregoing statements which reflect TCPCS's emphasis on school climate and culture include the following:

1. In a highly challenging academic environment which nurtures respect and care for all, our students will become people of integrity, vision and virtue.
2. TCPCS will create a low-threat environment and safe harbor with the innovative Harbor character education curriculum that focuses on kindness and taps into each child's innate need to know boundaries while protecting every child's dignity.
3. Create a Harbor culture by practicing the principles of the Harbor School Method.
4. Proactively model and motivate kindness, respect, honor, and good character.
5. Challenge and promote accountability by defining expectations and recognizing success.
6. Safety is maintained through a school-wide standard of behavior and consequence.
7. All students need a safe, respectful and structured school culture to accelerate academic achievement and empower them to strive for and attain their personal best.
8. Culture of kindness and a climate of safety.
9. Individuals of Character exemplified by virtue and vision.
10. Citizen Leaders Engaged in Service.
11. Teach character values of responsibility, love, integrity, independence, humility, optimism, persistence, courage, hard work, gratitude, innovation, and servant leadership.

Goal: Taylor's Crossing Public Charter School is committed to teaching students in a school with a culture of kindness and climate of safety where they may develop character values which are the hallmark of a virtuous life.

Objective A: TCPCS will foster a climate where students feel socially and emotionally secure.

Performance Measure 1: Students feel socially and emotionally secure.

Benchmark: TCPCS students will rate the school at 4.0 or above on the Comprehensive School Climate Inventory Dimension #3 Sense of Social and Emotional Security.

Performance Measure 2: Parents/guardians feel their child is emotionally and socially safe at school.

Benchmark: TCPCS parents/guardians will rate the school at 3.75 or above on the Comprehensive School Climate Inventory Dimension #3 Sense of Social and Emotional Security.

Objective B: TCPCS students are engaged citizens.

Performance Measure 1: Students at TCPCS learn social and civic skills.

Benchmark 1: TCPCS students will rate the school at 4.0 or above on the Comprehensive School Climate Inventory Dimension #5 Social and Civic Learning.

Benchmark 2: TCPCS parents/guardians will rate the school at 3.75 or above on the Comprehensive School Climate Inventory Dimension #5 Social and Civic Learning.

Performance Measure 2: Students at TCPCS demonstrate civic responsibility.

Benchmark: TCPCS students will rate the school at 4.0 or above on the Civic Responsibility Survey.

Objective C: Culture of a Harbor School will be taught.

Performance Measure 1: TCPCS faculty and staff will receive Professional Development in Harbor culture.

Benchmark 1: 100% of TCPCS faculty and staff will attend Harbor Culture professional development each year. The training will emphasize the school culture of kindness and respect.

Benchmark 2: The majority of teacher evaluations of the Professional Development activities provided by the school will rate the presentations as important for school culture, highly motivating, and having implementation ideas.

Performance Measure 2: TCPCS Students taught Harbor School culture.

Benchmark: TCPCS teachers will review daily at least one characteristic of Harbor School Culture.

Objective D: TCPCS students receive character training.

Performance Measure 1: Students in grades 3-8 memorize quotes which help them remember good character traits.

Benchmark: 95% of students in grades 3-8 will be able to individually recite the quotes memorized by the class.

Performance Measure 2: Character instruction.

Benchmark 1: 40% of the curriculum for the Leadership/Advisory period in the high school will be devoted to character development as exhibited by the founding fathers.

Benchmark 2: Students in grades K-8 will have a weekly lesson and discussion on at least one of the character traits described in the TCPCS Values section of this document.

Objective E: TCPCS students will exhibit good behavior in school.

Performance Measure 1: Behavior incidents.

Benchmark 1: TCPCS grades K-8 classes will submit no more than an average of 1 behavior referral per week to the office.

Benchmark 2: TCPCS grades 9-12 will have no more than an average of one discipline referral per day.

SCHOOL GOVERNANCE – Emphasis Area 3

Goal: Taylor’s Crossing Public Charter School Board of Directors will ensure that the school is fiscally sound, strategically planned, adheres to the principles of the charter, and that students are academically prepared.

Objective A: Strategic planning is integral to the school.

Benchmark: TCPCS Strategic Plan will be reviewed quarterly and updated annually by the Board.

Objective B: TCPCS is fiscally sound.

Benchmark 1: TCPCS will place two percent of its general fund revenue in reserves at the end of each fiscal year.

Benchmark 2: TCPCS will submit a budget to the State which allows the district to meet its educational needs and meet the reserve goal of Benchmark 1.

Benchmark 3: TCPCS Board of Directors will ensure on a monthly basis that the district finances are on budget.

Objective C: TCPCS will adhere to its charter.

Benchmark 1: TCPCS Board of Directors will conduct an annual review of the charter.

Benchmark 2: The TCPCS Administrator will report annually to the Board areas of charter compliance and non-compliance.

Benchmark 3: The School Improvement Committee will evaluate the extent of charter compliance and report this back to the Board of Directors.