

# Achieve Language Academy

## FY23-FY25 Strategic Plan



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# Mission and Vision Impact

## **Theme Statement**

Achieve Language Academy's mission is as follows:

The mission of Achieve Language Academy is to provide a rigorous, standards-based, data-driven, best practices educational program for students in grades PreK through 8th grade. Achieve educates the whole child in a safe environment that values diversity and promotes world cultures with a focus on Hmong and Spanish languages.

All public charter schools must adhere to state standards; however, all charter schools are also required to have a unique focus to meet the alternative learning needs and goals of a defined student population.

The following information represents the Academic Advancement goals within this construct.

### **Goal #1      *Refine mission statement and missional focus***

#### ***Measurable Outcomes***

1. Revisit and refine the Achieve Language Academy Mission Statement to reflect the values and current practices and/or desired practices of the school

### **Goal #2      *Integrate revised missional focus***

#### ***Measurable Outcomes***

1. Inclusion of missional focus into school community
2. Expand student cultural programs to include broader community education programs in an effort to create a learning community

Goal #3      Enhance school staff awareness, education and missional instruction potential

**Measurable Outcomes**

1. Increase staff professional development to enhance cultural awareness and community connectedness

Discussion Topics for Stretch Growth Opportunities
<p>Other Items TBD:</p> <ul style="list-style-type: none"><li>● Answer these questions:<ul style="list-style-type: none"><li>○ How can ALA continue to support/expand communication and dialogue within our diverse linguistic community?</li><li>○ How can our core values of work, respect and belong be integrated into our mission/vision better?</li></ul></li></ul>

# Academic Advancement

## **Theme Statement**

Achieve Language Academy is a Public Charter School in St. Paul, Minnesota. As a public charter school, the primary purpose of ALA is to educate students in PreK-8th grades. In addition to the basic educational elements associated with being a public charter school, ALA's unique mission is to educate students with a focus on world culture, specifically in Hmong and Spanish languages.

The following information represents the Academic Advancement goals within this construct.

### **Goal #1      *Integration of mission throughout content areas***

#### ***Measurable Outcomes***

1. Assign goal to department or committee
  - a. Assign to department/committee
    - i. Evaluate a need for a strategic plan monitor
2. Evaluation of current missional presence in all content areas within 12 months
  - a. Create a method of evaluation
  - b. Conduct evaluation across all grade levels
3. Identify aspects of the current academic plan, which have potential for missional integration
4. Develop a 3-5 year plan for missional integration
  - a. Applies to existing curriculum
  - b. And new curriculum introduced thereafter
  - c. If expansion of grades is approved, evaluate or create plans for high school curriculum, which includes missional presence

Goal #2      *Refine academic curriculum alignment*

***Measurable Outcomes***

1. Teachers
  - a. Review and/or create curriculum pacing guides and measurements at each grade level
    - i. Conduct vertical alignment assessment
    - ii. Establish Professional Learning Communities(PLC)
  - b. Evaluate grading system
2. Students
  - a. Evaluate potential progress monitoring methods and how data will be part of goal analysis
3. Administration
  - a. Create monitoring procedures and accountability measures

Goal #3      *Increase academic extension programs for expanded services*

***Measurable Outcomes***

1. Create social/emotional learning program expectations for all parts of the student experience
2. Evaluate possible integration of social/emotional learning into all parts of the student experience
3. Create programs for gifted and talented students
4. Learning Loss
  - a. Support RTI Program through 9/24 with annual review
5. Continued focus on fulfilling authorizer obligations under the Performance Framework review process

# School Expansion

## **Theme Statement**

Achieve Language Academy currently operates one school facility at 53,000sqft. ALA enrolls 450 students annually and has a staff of approximately 70 staff members. ALA currently offers PreK-8th grade. Classroom sizes range from 20 in each PreK class to a cap of 25 students in every other grade level classroom.

It has been recognized that ALA's resident district continues to show a decline in students, while ALA has remained steady. Projected birth-rate trends show a continued decline within our resident district; however, with the consolidation of resident district schools in our community service areas, the full ramifications of the available student counts remains uncertain.

In addition to uncertain birth-rate numbers, ALA is challenged with enough/appropriate space to operate current and planned programs in the facility with the student population. If a projected expansion of grades is considered and subsequently approved, additional expansion needs will become necessary.

The following information represents the School Expansion goals within this construct

### Goal #1      *Secure community input and commitment*

#### ***Measurable Outcomes***

1. Engage public where staff, families and school community can provide input on the topic of expansion

### Goal #2      *Complete a needs assessment*

#### ***Measurable Outcomes***

1. Determine what spaces are needed for our current population to be adequately supported
2. Determine what spaces are needed if we expand PreK-12
3. Review location availability

4. Review financial feasibility
5. Review expansion of space within the existing building and analyze needs for:
  - a. Review potential changes to grade level structure
  - b. Review class sizes based on building structure/space
  - c. Review appropriate spaces for all programs

Goal #3      *Review community engagement and potential growth*

***Measurable Outcomes***

1. Review population demographics, which mirrors current student population
2. Create a marketing plan to attract new/more students
3. Review PreK programs for potential expansion into all day program option

Goal #4      *If applicable, Create expansion plan*

***Measurable Outcomes***

1. Analyze all data
2. Board decision

Discussion Topics for Stretch Growth Opportunities
<p>Other Items TBD:</p> <ul style="list-style-type: none"> <li>● Answer these questions:               <ul style="list-style-type: none"> <li>○ Do we need additional space for the current student counts?</li> <li>○ If we retain the current building, how can we support our staff better (storage, staff restrooms, behavior rooms, etc)?</li> </ul> </li> </ul>