



2018-2019 Strategic Plan

To Our Community,

The Stargate Governance Board of Directors is pleased to present the 2017 – 2018 Strategic Plan and goals. Each goal is broken down into specific strategies for this year that will help us achieve the goal. We measure achievement of these goals using Key Performance Indicators (KPIs)—high-level, quantifiable measurements of the school’s truly critical success factors.

The KPIs are measured and monitored by the School Accountability Committee (SAC). The SAC provides quarterly updates to the KPI Dashboard. The KPI Dashboard is published on the Stargate website and is used as a tool to assist the Board with making data driven decisions.

We invite you to be part of the Stargate Way!

Sincerely,

Stargate Governance Board of Directors



Vision: Stargate community will be a leader and innovator in intellectually gifted education by providing a learning environment to enhance gifted students' needs.

Mission: Stargate School will provide a differentiated program designed specifically to meet the needs of identified intellectually gifted learners in order to challenge each student's academic abilities, support their unique emotional needs, promote individual character development and encourage a life-long love of learning.

Strategic Plan – Represented by the Five Pointed Star

Superior student achievement is at the center of our five pointed star representation for a very deliberate reason: simply stated, offering an Exemplary Gifted Program is at the heart of everything we do at Stargate. Our mission of delivering a differentiated, K-12 educational program that provides an educational foundation, allows them to discover their strengths and understand their next steps in applying their gifts. With the ultimate goal of creating adults that become lifelong learners.

Each area—Instruction, Community, Learning Environment, Governance and Finances—contains a group of Key Performance Indicators (KPIs) that defines our performance targets in critical areas. Each KPI also has at least one identified threshold, which defines the data point at which the status light will move from green (above threshold) to yellow (at threshold) to red (below threshold) in the data summary. When a KPI turns red, this is a signal that board discussion is warranted to understand the root cause(s) and potential corrective and preventative actions.





Responsible Governance

Goal: A Governance framework that maximizes the talents and skills of our growing community.

2018-2019 Strategies:

- Improved communications with the Community **(Tasked to Elizabeth)**
 - Board to host a minimum of three community engagement presentations
 - Leadership structure review **(Tasked to Calley and Teresa)**
 - Additional staff survey (including retaliation and professional development) **(Tasked to Teresa and SAC)**
 - Policy creation, adherence, implementation, and accessibility
 - Improved community accessibility to Policies and Procedures **(Tasked to Lynne and KC)**
 - Process for tracking District requirements **(Tasked to Samantha)**
 - Collaboration with the District
 - Increased participation in District Board meetings **(Tracking Tasked to Samantha)**
 - Increased participation in District trainings **(Tasked to Rob and Missy with tracking by Samantha)**
 - Review and propose strategy for socio-economic diversity **(Tasked to Teresa)**
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Financial Stability:

Goal: Long-term viability of the school.

2018-2019 Strategies:

- Maintain investment grade rating **(Tasked to Lynne)**
- Review of current Fundraising and FAC structure **(Tasked to Taylor, Samantha, Rob, and Lynne)**
- Forecast building maintenance expenses **(Tasked to Lynne)**
- Succession plan for Director of Finances and Operations **(Tasked to Lynne)**



Superior Instruction:

Goal: Hire, develop, and retain exceptional educators.

2018-2019 Strategies:

- Set baseline data to determine High School success, including: **(Tasked to Rob)**
 - Graduation rate
 - Scholarships earned
 - Merit Scholarship earned
 - Acceptance into college
 - Student post-graduation path
 - Track percentage of 8th graders staying for high school **(Tasked to Rob)**
 - Track percentage of 5th graders staying for middle school **(Tasked to Missy and Rob)**
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Quality Learning Environment:

Goal: A safe environment that encourages a life-long love of learning.

2018-2019 Strategies:

- Growth in understanding/satisfaction of Adroit **(Tasked to Rob and Missy)**
- Develop and maintain a comprehensive and educational academic program
 - Curriculum alignment guide **(Tasked to Rob and Missy)**
 - Elementary – novel studies vertical alignment **(Tasked to Missy)**
- Training in SPED/IEP/504 compliance **(Tasked to Rob and Missy)**
- Implementing and monitoring tracking service minutes and accommodations for IEPs and 504s **(Tasked to Missy)**
- Survey for special population parents (including curriculum transition) **(Tasked to Missy, working with SAC)**
- Review process for crisis management and plan development **(Tasked to Rob and Missy)**
- Refine student climate survey and possibly develop a KPI for engagement and curriculum transition **(Tasked to Rob and Missy, with Counselors and working with SAC)**
- Implement staff feedback mechanisms in K-5, similar to Secondary **(Tasked to Missy)**
- Consider 360 review **(Tasked to Lynne and KC)**
- Consider implementing an update from the Board to the staff **(Tasked to Brad, working with SAC)**



Engaged Community:

Goal: A unified and engaged community.

2018-2019 Strategies:

- Develop social/emotional task force (including gifted best practices related to social/emotional needs – See SAC recommendation 18.2c) **(Tasked to Missy)**
- Community support around mentors and internships for Junior/Senior High School students **(Tasked to Rob)**
- Acquiring data from Five Star Students and develop opportunities for trending data **(Tasked to Rob)**
- Board participation at events **(Tracking - Tasked to Samantha)**
- Develop/improve volunteer webpage and recruiting strategies **(Tasked to Taylor)**
- Implement strategic assessment recommendations **(Tasked to Calley and Taylor)**