

Centennial Academy 2020-2025 Strategic Plan (Draft #5)



Our (Proposed) Mission

*The Mission of Centennial Academy is to provide educational equity through a relevant and rigorous STEAM curriculum to **all** of its scholars in an urban environment.*



Our (Proposed) Vision

*Centennial Academy scholars **and** educators are high achievers, critical thinkers, lifelong learners, and ethical leaders in a global society.*



Our (Proposed) Core Values

A commitment to EXCELLENCE in critical thinking, collaboration, communication, and creativity embodies what it means to be a HERO at Centennial Academy!

- *Critical Thinking: Analyzing and breaking down challenges through applying knowledge from different subjects and disciplines as captured by mindfulness*
- *Collaboration: Working together to reach a goal by combining effort, talent, and expertise as we maintain trust*
- *Communication: Sharing ideas, thoughts, and solutions in effective, open, and transparent ways*
- *Creativity: Trying new approaches to solve problems in order to generate innovation and invention without fear of failure or reprisal*



Our Commitments

- We will focus on scholars' academic achievement and social/emotional growth; they will be at the center of all that we do and serve as the heart of our work.
- We will create a family-oriented environment that is grounded in creativity and innovation.
- We will value all members of our community including our educators, parents, and partners and will treat each other with dignity and mutual respect.
- We will implement a best-in-class system for retaining, developing, and attracting top talent.
- We will hold ourselves accountable and establish measures and means for regularly assessing progress towards our goals. We will target resources, support, and attention where the need is greatest.
- We will adopt a proactive communications approach, eagerly seeking input and clearly and transparently sharing information in a variety of ways to all internal and external stakeholders.
- We will strive for EXCELLENCE and will make decisions that are scholar-centered, data-informed, and evidence-based.



Academic Excellence

Strategic Goal: Centennial Academy will achieve and sustain top tier academic results by outperforming the district and state average, ultimately achieving a score of 90 or above, as measured by the College and Career Readiness Performance Index (CCRPI)

- Adopt curricula that are research-based, standards-aligned, and supported by credible data while ensuring vertical alignment
- Analyze high-quality formative and summative assessment data to ensure scholars in all sub-groups are growing and successful
- Meet the individual learning needs of all scholars through differentiated instruction (*and blended learning as needed*)
- Elevate a school-wide STEAM program that includes daily integration into classroom instruction and rigorous Project-based Learning ultimately resulting in STEAM Certification
- Establish Centennial as a nationally recognized EL Education Network School

Academic Excellence

Strategic Goal: Centennial Academy will achieve and sustain top tier academic results by outperforming the district and state average, ultimately achieving a score of 90 or above, as measured by the College and Career Readiness Performance Index (CCRPI)

- **20-21 Target:** 60% of scholars will demonstrate proficiency in Math and ELA as measured by STAR benchmark data by the end of the academic year

School Culture

Strategic Goal: Centennial Academy will achieve high satisfaction among stakeholders by ensuring a safe, supportive, and inclusive environment for every scholar, educator, and parent as indicated by 4 out of 5 stars on the CCRPI School Climate Star Rating

Strategies

- Champion trauma-informed pedagogy that is focused on elevating scholars' self-esteem and self-worth
- Prioritize school-wide social-emotional learning practices and character education programming
- Build a sense of community by providing leadership, team-building, and social opportunities for scholars, educators and parents
- Apply school-wide classroom management techniques that promote equity and create a respectful, active, collaborative, and growth-oriented culture
- Increase diversity of race, gender, and socioeconomic makeup of scholars and staff

School Culture

Strategic Goal: Centennial Academy will achieve high satisfaction among stakeholders by ensuring a safe, supportive, and inclusive environment for every scholar, educator, and parent as indicated by 4 out of 5 stars on the CCRPI School Climate Star Rating

- **20-21 Target:** 90% of scholars will attend 90% of enrolled days by the end of the academic year

Professional Capacity

Strategic Goal: Centennial Academy will achieve 90% retention among staff by fostering a positive and healthy working environment that retains, supports, rewards, and attracts talented educators

Strategies

- Revisit organizational structure annually to address changing priorities while clarifying roles/responsibilities
- Advance hiring and onboarding process to retain and attract staff who embrace our scholar-centered philosophy
- Strengthen performance management process to include engaging all staff in annual goal setting, professional development, and consistent coaching
- Ensure a competitive compensation structure that rewards and attracts high-performing talent

Professional Capacity

Strategic Goal: Centennial Academy will achieve 90% retention among staff by fostering a positive and healthy working environment that retains, supports, rewards, and attracts talented educators

- **20-21 Target:** 80% of staff will be retained by the end of the academic year

Community Partnerships

Strategic Goal: Centennial Academy will cultivate family and community partnerships to ensure success for every scholar and serve as the school of choice for families who value excellence in academics, applied STEAM integrated learning, and ethical leadership in an urban environment

Strategies

- Promote a philosophy of partnership with families and engage them actively in the life of the school
- Involve the school community in various aspects of decision-making
- Establish a school-wide volunteer and service learning program for scholars, staff, parents, and community partners
- Cultivate strategic partnerships with local universities, corporations, board members, and social service organizations
- Strengthen collaborative relationships with Pre-K institutions (*Blank YMCA & Sheltering Arms*) and temporary housing facilities (*Atlanta Mission & Salvation Army*)
- Foster success for CA's most vulnerable scholars through intensive wraparound support and community engagement

Community Partnerships

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- **20-21 Target:** 80% of parents will participate in a formal Parent-Teacher Conference by the end of the academic year

Financial Sustainability

Strategic Goal: Centennial Academy will align resources to address scholar needs and manage funds to ensure revenue will equal or exceed expenditures annually while achieving all five financial performance standards as stated in charter contract

Strategies

- Obtain an unqualified audit annually
- Grow community investment through fundraising activities including the successful launch of a Capital Campaign
- Foster relationships with grant-making organizations to maximize grant revenue while also advancing staff capacity by increasing knowledge of grant writing
- Actively seek opportunities to increase revenue
- Establish and Fund an Annual Reserve of at least \$100,000

Financial Sustainability

Strategic Goal: Centennial Academy will align resources to address scholar needs and manage funds to ensure revenue will equal or exceed expenditures annually while achieving all five financial performance standards as stated in charter contract

- ***20-21 Target:*** A minimum of \$100,000 will be secured through fundraising activities (grants, donations, etc.) by the end of the academic year to support the annual reserve

#CentennialSTRONG

