

# *BOARD RETREAT*

July 20, 2019



*"Start by doing what's necessary; then do  
what's possible, and suddenly you are  
doing the impossible."*

~ Saint Francis of Assisi

# *MISSION*

*To create a culture of opportunity and discovery in which scholars are developed into creative critical thinkers with the vision and courage to impact a global society.*

*We will be a learning community in which all scholars realize their full potential, graduating prepared and motivated for future success.*

# *VISION*



# *STRATEGIC VISION*

**Centennial Academy will lead in educating a socioeconomically diverse population of scholars and be the school of choice for families who value excellence in academics, applied STEAM integrated learning, and ethical leadership in an urban environment.**

**We will achieve this distinction by fostering in scholars a passion for learning, teaching them the importance of rigorous inquiry, and giving them a sense of leadership as a responsibility to the world.**

**Our facilities and use of community partnerships will enable our community of educators and scholars to come together in intellectual, artistic, and athletic explorations as a model of excellence in applied STEAM integrated learning for the betterment of all.**



# *ORGANIZATIONAL CHART*

2019 - 2020

# *PRINCIPAL - DR. CYNTHIA HUDSON*

*01*

## Scholar Performance

Academic Achievement  
& Social Growth  
Attendance, Discipline, &  
Leadership

*02*

## Instructional Leadership

High Performing  
Educators  
Applied STEAM  
Integrated Learning

*03*

## Community Relations

Scholar, parent, and  
teacher  
communication

*04*

## School Operations

Safe and orderly  
learning environment

# *CHIEF FINANCE/OPERATIONS OFFICER - DR. ANTONIO RAYMO*

*01*

## Finance

Annual Budget  
Accounts  
Payable/Purchasing  
Audits/Reporting

*02*

## Facilities

Maintenance  
Vendors/Contractors  
Campus Safety/Security

*03*

## Scholar & Family Services

Transportation  
Food Services  
Technology

*04*

## Enrollment

800 Enrollment Cap  
QBE Allocations  
FTE Counts

# *DIRECTOR OF HR - RENARTA FREEMAN*

*01*

## Staffing

Recruitment (Newton)  
Contracts  
On-boarding/Exit  
Interviews

*02*

## Benefits

Salaries  
Health Insurance  
Vacation/Time Off  
(Paycor)

*03*

## Recordkeeping

CPI/T&E Reporting  
Certifications  
Immigration Status

*04*

## Leadership Development

Performance  
Management  
Training &  
Development

# *INTERIM HEAD OF SCHOOL - TEQUILA LAMAR*

*01*

## Leadership

Strategic  
Goals/Organizational  
Mission & Vision  
Charter Goals  
Compliance  
School-wide  
Management

*02*

## Community Relations

Scholars, Educators, and  
Families  
Governing Board  
APS/GaDOE  
Business Community  
Charter Community

*03*

## Fundraising

Individual & Business  
Donors  
Grants, Foundations &  
Major Events  
Primary Spokesperson

*04*

## Accountability

Scholar Growth &  
Performance  
Climate & Culture  
Finance & Facilities  
Human Capital





# *STRATEGIC GOALS*

2019-2020

Maximize academic achievement to ensure every scholar is college, career, and citizenship ready.

100% of scholars will achieve 9 months - 1 year academic growth in Math and ELA by year 2022 as measured by Moby Max benchmark data.

Targets: 2019 - 2020 (50% of scholars); 2020 - 2021 (75%); 2021 - 2022 (100%)

\*continuously enrolled for 3 years

*ACADEMICS*

Provide leadership opportunities that allow every scholar to develop and demonstrate talents, interests, and critical 21st century success skills.

95% of scholars will attend 90% of enrolled days by year 2022.

Targets: 2019 - 2020 (85% of scholars); 2020 - 2021 (90%); 2021 - 2022 (95%)

# *STUDENT LIFE & LEADERSHIP*



Ensure a safe, supportive, and inclusive environment for every scholar and educator.

Scholar referrals and suspensions will decrease by 20% from the previous school year.

Target: 2019-2020 (296 scholar referrals)

# *SCHOOL CULTURE & COMMUNITY*

Foster a positive and healthy working environment that retains, supports, rewards, and attracts talented educators.

85% of staff will be retained annually by the year 2022.

Targets: 2019 - 2020 (80%); 2020 - 2021 (83%);  
2021 - 2022 (85%)

***HUMAN RESOURCES***

Align resources to address scholar needs.

Centennial will operate within a balanced budget; revenue will meet or exceed expenditures for Fiscal Year 2020.

*FINANCES*

Cultivate family and community partnerships to ensure success for every scholar.

Applied STEAM integrated learning experiences via business, community, arts, and post-secondary partnerships will account for at least 30% of instructional days by the year 2022.

Targets: 2019 - 2020 (20%/36 touchpoints); 2020 - 2021 (25%/45); 2021 - 2022 (30%/54)

*PARTNERSHIPS*

Cultivate family and community partnerships to ensure success for every scholar.

80% of our parents would have participated in at least 3 Parent as Partners opportunities by the year 2022.

Targets: 2019 - 2020 (70% of parents); 2020 - 2021 (75%); 2021 - 2022 (80%)

*PARTNERSHIPS*

# *CHARTER CONTRACT*

2019 - 2024

*01* Fundraising & Development

*02* School Operations & Accountability  
• Enrollment Management

*03* Vulnerable Population of Scholars - Transient & CPA

*04* Human Capital  
• Performance Management/Coaching & Development

# *STRATEGIC PRIORITIES*



*QUESTIONS?*

**Thank you!**

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Ms. Tequila Lamar

Dr. Cynthia Hudson

Dr. Antonio Raymo

Ms. Stephanie Hodges