19-20 Strategic Goals (DRAFT)

Key	Charter Goals	Strategic Goals	Board Goals	HOS Personal Goals

Reporting Out	Strategic Goals	Measures
Academic Accountability	● 50% of scholars will achieve 9 months - 1 year academic growth in Math and ELA by the end of the year	Moby Max Assessment Data
	● 85% of scholars will attend 90% of enrolled days by the end of the year	GaDOE Attendance Live Portal
	● Scholar referrals and suspensions will decrease by 20% from the previous school year (total: 308)	Discipline Data
	● Applied STEAM integrated learning experiences via business, community, arts, and post-secondary partnerships will account for 20% of instructional days	STEAM Touchpoints
	● 70% of parents would have participated in at least 3 Parents as Partners opportunities by the end of the year	Parent Sign-up Data
Finance/Operations	● CA will operate within a balanced budget; revenue will equal or exceed expenditures for FY20	Monthly Financials
	● Have a Current Ratio (Working Capital Ratio) that is 1.0 or greater and a one-year trend that is positive	Monthly Financials
	● Have a Debt to Asset Ratio that is less than 95%	n/a
	● Have Unrestricted Days Cash (Total Expenses/365) greater than 45 days with a one-year positive trend	Cash Flow Report
	● Be neither in default of loan or bond covenant(s) nor delinquent with debt service payments	n/a

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		● An annual audit that includes: 　○ An unmodified audit opinion 　○ An audit devoid of significant findings and conditions, material weaknesses, or significant internal control weaknesses 　○ An audit that does not include a going concern disclosure in the notes or an explanatory paragraph 　○ No other adverse statement indicating noncompliance		Annual Audit
Governance		● All governing board members act in accordance w/ the Standards for Effective Governance of a GA Non-Profit School Governing Board: 　○ The governance leadership team develops and adopts the school's strategic plan. 　○ Through board policy, adopts, revises, and follows effective procedures for: 　　■ Policy development, adoption, revisions, and repeal 　　■ Emergency adoption of policies 　　■ Policy dissemination 　○ Annually reviews ethical standards to ensure and enhance governance structure and organizational effectiveness		Strategic Plan; Board Policies
		● Implement all legal requirements including the governing board members training requirements		Governing Board Training Dashboard
Governing Board		● Ensure 100% board participation to Centennial's annual fund		Board Giving Report
		● All governing board members act in accordance w/ the Standards for Effective Governance of a GA Non-Profit School Governing Board: 　○ Implements a board action plan for monitoring and reporting performance objectives, performance measures and targets, and effectiveness that is aligned with the school's strategic plan 　○ Announces and holds meetings in accordance with the Open Meetings		Monthly Committee Reports; Agendas; LKES; FY20 Budget

Key	Charter Goals	Strategic Goals	Board Goals	HOS Personal Goals

	Act ○ Employs, sets performance expectations for, and evaluates the work of the School Leader ○ Adopts a budget that adheres to State law provisions and is consistent with its strategic plan		
HOS	● 80% of staff will be retained during the 19-20 academic year	HR Personnel Report
	● 100% implementation of all legal requirements including the Teacher and Leader Keys Effectiveness System as verified by GaDOE	TKES Evaluation Tool
	● Increase the College and Career Readiness Performance Index (CCRPI) score by at least 5% (69.3 to 72.8 to 76.4)	CCRPI annual report
	● Steward existing donors and ensure a minimum of three touchpoints (written communication and in-person visits)	Donor Dashboard
	● Ensure 100% staff participation to Centennial's annual fund & increase parent participation by 5%	Donor Dashboard
	● Improve school to district (APS) and school to state (GaDOE) relationships	360 Evaluation**
	● Professional Development Goals are to increase knowledge in: ○ **Instructional Leadership -** Provides leadership for the design and implementation of the scheduling ○ **School Climate -** Develops and/or implements best practices in school/district wide practices in school/district wide behavior management that are effective within the school community ○ **Planning and Assessment -** Uses research-based techniques for gathering and analyzing data from a variety of sources	Leader Disposition Assessment