

CPA Strategic Plan: Master Doc

Academic Excellence	Social Emotional Development	Equitable Outcomes	Organizational Health & Sustainability
Goals	Goals	Goals	Goals
CPA PreK students will be ready for Kindergarten.	CPA students will attend school consistently and engage in our school culture.	Academic achievement will be equitable across student groups.	CPA will meet its enrollment targets.
CPA students will read at grade level by 3 rd Grade.	CPA students will acquire and apply the tools to resolve conflict peacefully.	Attendance will be equitable across student groups.	CPA will be fully staffed with qualified teachers.
CPA students will be proficient in Reading and Math.	CPA students will build peace at home, at school and in the community.	Disciplinary referrals will be equitable across student groups.	CPA will maintain a healthy budget.
CPA Graduates will be ready for a College or Career Pathway.	CPA staff and families will engage in an active partnership to develop social-emotional skills.		CPA will maintain the school facility.
Objectives	Objectives	Objectives	Objectives
80% of CPA PreK students will matriculate into CPA kindergarten each year.	90% of students will be in attendance 90% of the time across schools.	The percent of students at each achievement level on the MCA Math and MCA Reading will not vary by more than 10 percentage points across all student groups.	CPA will meet and maintain its target enrollment annually.
95% of PreK will be at grade level in Reading and Math on end-of-year FAST assessments.	The total number of reportable disciplinary incidents will decrease each quarter across schools.	The percent of students at grade level in reading and math on end-of-year FAST assessments will	CPA will retain 90% of its students from October 1 to October 1 the following year for Grades PreK-11. CPA will be fully staffed throughout the school year.

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Elementary, Middle School and High School students will read at grade level by 2028 based on end-of-year FAST assessments:

Elementary, Middle School and High School students will achieve at grade level in Math by 2028 based on end-of-year FAST assessments.

The percent of students who meet or exceed the standard in reading and math will increase annually by at least 5% per year through 2028.

At least 35% of CPA students in the Does Not or Partially Meets will improve their year-over-year achievement level on the MCA Math and Reading (*Does Not Meet to Partially Meets, Partially Meets to Proficient*).

The percent of ELs who meet or exceed their personal performance target on the ACCESS will match or exceed SPPS and statewide average outcomes.

The average progress of ELs toward their learning target will

The number of students with multiple reportable disciplinary incidents will decrease quarterly across schools.

The number of students with one or zero reportable disciplinary incidents will increase quarterly across schools.

The number of non-reportable behavior incidents will decrease quarterly across schools.

Each homeroom will complete at least one service learning project each year.

not vary by more than 10 percentage points across all student groups.

CPA's 4-year grad rate will not vary by more than 10 percentage points across all student groups.

Each CPA student group will perform as well as or better than statewide average proficiency for that student group on the MCA Math and MCA Reading.

The 4-year graduation rate of each CPA student group will match or exceed the statewide average 4-year graduation rate for that student group.

Each student group will meet the consistent attendance threshold of 90% of students in attendance 90% of the time.

The percent of students with disciplinary incidents will be equitable across all student groups.

CPA teaching staff will hold a Tier 3 or Tier 4 license.

CPA will retain 90% of its instructional staff from year to year.

Revenue will exceed expenses at the end of each fiscal year.

CPA will meet the 60-day cash-on-hand standard established by its bond covenants.

CPA will establish and implement a long-term facility maintenance plan in accordance with its bond covenants.

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match or exceed SPPS or statewide average outcomes.

CPA's 4-year graduation rate will be at or above 90%.

Each CPA senior will have a viable college and/or career plan.

Strategies	Strategies	Strategies	Strategies
Ensure a high-quality-curriculum aligned to Minnesota State Standards.	Develop and implement a system of quarterly review of attendance data and quality interventions.	Ensure students and families have equitable access to Family Engagement Specialists.	Implement a targeted marketing campaign to recruit mission-affiliated families at under-enrolled grade levels.
Ensure high quality data driven instruction through regular observation and coaching.	Develop and implement a system of quarterly review of discipline data and quality interventions.	Clarify the position description and scope of work of the Family Engagement Specialists.	Expand the PreK program from two to three sections for a total of 54 students.
Ensure systemic, high quality interventions.	Develop and implement a list of service learning opportunities at each grade level with resources and support for teachers in 2023-2024 for implementation in 2024-2025.	Support staff in strengthening their cultural competency.	Implement a targeted marketing campaign to recruit mission-affiliated and qualified staff.
	Develop and implement a schoolwide plan for teacher training, support and curriculum for teaching Peace & Ethics.	Continue efforts to recruit and retain a racially/culturally diverse staff.	Offer competitive staff salaries to the extent possible within budget limitations.
	Establish a format for sharing social-emotional goals and	Ensure systems for regular review of attendance data and intervention.	Continue to explore and implement longevity pay as a retention incentive, to the extent possible within budget limitations.
		Ensure systems of regular review of discipline data and intervention.	

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progress with families at virtual visits, fall and spring conferences.

Evaluate EL programming and service model to meet the academic and language acquisition needs of CPA's ELs.

Consider alternate salary frameworks when making salary determinations for hard-to-fill positions.

Pilot use of FASTBridge SAEBRs with two special education teachers in school year 2023-2024; evaluate for department-wide use in school years 2024-2025 and beyond.

Continue to make budgetary decisions that lead to a balanced budget that meets cash-on-hand requirements.

Continue to engage in conservative, long-range budget planning and facility maintenance planning.

Establish a quarterly maintenance review system.

Resources Needed	Resources Needed	Resources Needed	Resources Needed
Dedicated PLCs for curriculum and assessment planning.	Dedicated quarterly administrative team meetings and a standardized template to review and respond to attendance and intervention data.	Full Time African American Family Engagement Specialist.	Dedicated space and a teacher to expand PreK to three sections.
Dedicated collaborative time for curriculum and assessment.		Professional development plan for strengthening cultural competency of staff.	Plan to market to mission-affiliated families at under-enrolled grade levels.
Regular observation and coaching on intentional cycles for growth.	Dedicated quarterly administrative team meetings and a standardized template to review and respond to discipline and intervention data.	Recruitment and retention plan for a racially and culturally diverse staff.	Plan to recruit mission affiliated, qualified staff.
FAST testing and data review in Fall, Winter & Spring.	Schoolwide plan for service learning to include a list of	Dedicated quarterly administrative team meetings and a standardized template to	Strong enrollment and state and federal revenue in order to allocate resources toward competitive salaries, longevity

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opportunities at each grade level, community relationships and in-house community partnerships.

Schoolwide plan for Peace & Ethics to include curriculum and professional development at each school.

An Ethics lead at each grade level in CPA Middle School.

A rubric and script/talking points for teachers to share social-emotional goals with families at virtual visits, fall and spring conferences.

review and respond to attendance and intervention data.

Dedicated quarterly administrative team meetings and a standardized template to review and respond to discipline and intervention data.

English Learner consultant for EL program review.

pay, facility maintenance and budget management.

Dedicated quarterly administrative team maintenance review system.