



COMMUNITY OF PEACE ACADEMY

Strategic Plan

August 2018

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Vision

Creating an educated, empowered and ethical community.

Mission

Fostering academic excellence and character development through the education of the whole person - mind, body and will.

Core Values

Academic excellence

CPA students are prepared to thrive and to lead in a multicultural 21st century world with confidence, compassion, intelligence and positive regard for all.

Relationships

At CPA learning happens through relationships and thrives within a caring and value-rich community.

Peace

CPA is a diverse community of students, parents and staff dedicated to creating a peaceful school environment in which all members are treated with unconditional positive regard.

Goal Area: Academic Excellence

CPA students are prepared to thrive and to lead in a multicultural 21st century world with confidence, compassion, intelligence and positive regard for all.

Goal 1

Improve the academic growth of students in Special Education.

Measured by: MCA, STEP and NWEA growth data

Strategy	Persons Responsible
A. Increase academic rigor and quality of instruction through professional development and coaching on best instructional practices for special education teachers.	Emily Cooley Cindy Stark
B. Examine and improve systems and structures including but not limited to schedule, staffing and service models to ensure greater collaboration between general education and special education staff, and greater instructional coherence between general education and special education environments.	Emily Cooley Cindy Stark Bao Vang Tim McGowan
C. Recruit, develop, evaluate and retain special educators with the qualifications, skills and mindset needed to drive student achievement.	Emily Cooley Cindy Stark Cara Quinn

Goal 2

Evaluate and improve curriculum and instruction in order to drive student achievement.

Measured by: 5E Instructional Leadership results, Coach evaluation results

Strategy	Persons Responsible
A. Allocate people resources to ensure high quality curriculum and instruction leadership across grade levels and subject matters.	Cara Quinn Bao Vang Tim McGowan
B. Recruit, develop and retain coaches and curriculum leaders with the qualifications, skills and mindset needed to drive improvement in teacher practice and student achievement.	Cara Quinn Bao Vang Tim McGowan
C. Evaluate and improve curriculum, and the alignment of curriculum and instruction to the standards across grade levels and subject matters.	Shannon Karkula Nico Zbacnik Molly Huml Ann Ericson

<p>D. Support continuous improvement in teacher practice so as to drive student achievement outcomes across grade levels and subject matters.</p>	<p>Shannon Karkula Melissa Jackson Nico Zbacnik Molly Huml Ann Ericson</p>
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Goal 3

Improve the use of formative student achievement data to provide targeted instruction and intervention to students in order to drive achievement outcomes.

Measured by: MCA, STEP and NWEA growth data

<p>Strategy</p>	<p>Persons Responsible</p>
<p>A. Invest in human capital to ensure capacity to provide high quality intervention and enrichment across grade levels and subject matters.</p>	<p>Cara Quinn Bao Vang Tim McGowan</p>
<p>B. Examine and improve systems and structures including but not limited to schedule, staffing and space to ensure capacity to provide high quality intervention and enrichment across grade levels and subject matters.</p>	<p>Bao Vang Shannon Karkula Tim McGowan Tom Ciaccio</p>
<p>C. Ensure that systems of formative assessment and ongoing progress monitoring are in place across grades and subject matters in order to identify students for intervention and monitor response to intervention.</p>	<p>Bao Vang Shannon Karkula Tim McGowan Tom Ciaccio</p>

Goal Area: Relationships

At CPA learning happens through relationships and thrives within a caring and value-rich community.

Goal 1

Increase meaningful parent engagement.

Measured by: 5Essentials Involved Families results, Parent Survey data and participation rates

Strategy	Persons Responsible
A. Review and revise the format and goals for Home Visits, and train teachers on those.	Cara Quinn Bao Vang Tim McGowan
B. Review and revise the format and purpose of the Parent Involvement committee to increase parent participation and ensure compliance with ESSA requirements.	Cara Quinn Sadie Fischer Liaisons
C. Review and revise the format and procedures for end of year parent survey to increase parent participation rate.	Cara Quinn Katy Sanchez

Goal 2

Improve teacher and staff onboarding, training and support in implementing Character Education and CPA's core practices.

Measured by: Leadership Team and Teacher Report

Strategy	Persons Responsible
A. Establish and implement onboarding procedures for all new hires.	Cara Quinn Bao Vang Tim McGowan
B. Review and revise initial and ongoing training for paraprofessional staff.	Cara Quinn Emily Cooley Cindy Stark
C. Review and revise Ethics/Advisory curriculum and community building procedures.	Tim McGowan Molly Huml

Goal 3

Improve use of data to assess student relationships and connectedness and drive programming and intervention needs.

Measured by: YouthTruth and 5Essentials Supportive Environment results, disaggregated attendance data and discipline data

Strategy	Persons Responsible
A. Use 5Essentials and Youth Truth Survey data to measure individual and schoolwide student engagement and to drive programming and improvement.	Bao Vang Tim McGowan Ann Ericson
B. In accordance with ESSA requirements, monitor disaggregated attendance data quarterly to and develop student-specific outreach plans for students demonstrating patterns of absenteeism.	Kenan Moore Chris McElroy Attendance team
C. Use discipline data to identify students for intervention and monitor response to intervention.	Kenan Moore Chris McElroy

Goal Area: Peace

CPA is a diverse community of students, parents and staff dedicated to creating a peaceful school environment in which all members are treated with unconditional positive regard.

Goal 1

Improve teacher practice and fidelity in implementing Peace and Ethics initiatives.

Measured by: Coach and administrator observation of implementation fidelity, teacher survey

Strategy	Persons Responsible
A. Review and revise initial and ongoing training in the Peacebuilders, Inc. program and expectations for implementation.	Bao Vang Tim McGowan
B. Review and revise initial and ongoing training in Responsive Classroom and Developmental Designs and expectations for implementation, with particular emphasis on teacher language and restorative practices.	Bao Vang Kenan Moore Tim McGowan Chris McElroy Ann Ericson

Goal 2

Use data to drive continuous improvement in character development and school climate.

Measured by: Disaggregated discipline referral data

Strategy	Persons Responsible
A. Analyze disaggregated student behavior and discipline data to inform whole group and individual professional development and support for staff.	Kenan Moore Chris McElroy
B. Analyze disaggregated student behavior and discipline data to inform whole group and individual supports and services for students.	Kenan Moore Chris McElroy

Goal Area: Operations and Infrastructure

Goal 1

Increase the percent of CPA students who attend CPA for Elementary, Middle and High School.

Measured by: ED report

Strategy	Persons Responsible
A. Pursue expansion of CPA elementary from two to three sections to match the Middle and High School configuration.	Cara Quinn Bao Vang Tim McGowan
B. Reorganize CPA Middle School from Grades 7-8 to Grades 6-8 to match the SPPS elementary and middle school model.	Cara Quinn Bao Vang Tim McGowan

Goal 2

Address current space confinements, with particular attention to Special Education, Specialist and Cafeteria space needs.

Measured by: ED report

Strategy	Persons Responsible
A. Pursue acquisition or construction of a second campus to accommodate elementary expansion and to alleviate space restrictions in the current facility.	Cara Quinn CPA Board

Goal 3

Improve Brand Awareness and Market Positioning.

Measured by: ED Report

Strategy	Persons Responsible
A. Pursue a targeted marketing campaign to increase brand awareness in our community.	Cara Quinn Sadie Fischer
B. Continue to develop CPA brand and visual presence though marketing materials, online presence and environmental branding in and around the school.	Cara Quinn Sadie Fischer