

2022 VISION CHARTER BOARD STRATEGIC PLAN: -

<i>Strategic Perspective</i>	<i>Objective</i>	<i>Metric</i>	<i>Goal</i>	<i>Results:</i>	<i>Initiatives</i>
Financial	Live within our means				
		waitlist	Ensure enrollment numbers do not fall below our budgeted #'s.	1123 on waitlist on April 8, 2022.	Marketing
		Annual audits, annual report	60 days cash on hand	2021 Annual Report indicates 146 cash on hand	
		SDE report, Annual Report	95% or less enrollment variance	2021 Annual Report indicated 99.44 % enrollment variance	
		Site Master Plan	Begin Auditorium addition to our site within five years	2022 update in Dec	Understand P&Z options
		Annual audits, annual report	The school's debt service coverage ratio is 1.5 or greater.	7.95 on our last annual report	
		Annual audits, annual report	The school's multi-year cumulative cash flow is positive, and the most recent year's cash flow is positive.	2021 data from the Annual Report: Most Recent Year \$204,240 Previous Year \$969,590 Multi-Year \$1,173,830	
Employees	<i>Recruit, hire and retain a highly effective team of certified educators.</i>	Contract renewal	95% retention rate of distinguished staff excluding retirees	100% retention from 21-22	Instructional coaching, mentoring, peer observations, competitive salary, medical, dental, health benefits, positive working environment, Danielson Framework, PD, teacher pipeline, recruitment for hard to fill positions through ABCTE
	Recruit, hire, and retain a highly effective team of classified employees.	ISEE staff Report	95% retention of staff positions not paid with CARES funds.	8/21 update - All classified positions are filled.	Professional Development(PD), competitive salary and benefits, voice/choice on elements of their job that allow options, recruitment process, teacher pipeline
Governance	<i>Recruit, train and retain a highly functional board</i>	Board Member participation	Members will attend a minimum of 85% of meetings.	2022 results tbd in December	Schedule meetings in advance and work with team to find times that the majority of the Board can attend.
		provide annual board training	100% of board members will attend annual training	100% July 2022	Annual Board Training including Roles and Responsibilities, Code of Ethics, Conflict of Interest, Governing Policies, School Budgeting, Mission, Vision, Key Design Elements, Core Educational Philosophy, & Purpose

Stakeholders	<i>Create well educated respectful citizen leaders</i>	Math, ELA, Literacy,	see goals and analysis of successes and challenges in CIP	See academic results in the CIP Plan & School report card	Focused PD on providing a highly engaged classroom and tie to real world application, technology as a tool for creating, communicating, and collaborating, using formative and summative assessment effectively to drive instruction, effective curriculum, Educational Support staff push in, extended day & year support, Literacy training for all Elementary.
		student engagement surveys	Decrease the % of 3-12th grade students who report being disengaged cognitively and/or emotionally.	As of February 2022, 11.7% of 3 rd – 12 th graders report being cognitively disengaged and 23.3% report being emotionally disengaged.	Advisory/homeroom belonging and connectedness activities, Sources of Strength activities, community service, leadership opportunities, Trusted Adult Relationships, Character Counts lessons on developing Intellectual Character to develop the skills and traits needed to be motivated and committed learners, critical thinkers, and creative problem solvers.
			Develop students with strong moral, intellectual, performance, and civic character traits.	Fall Student survey results	CHARACTER COUNTS- Moral Character- trustworthiness, respect, responsibility, fairness, caring, and citizenship. Performance Character Traits- self-discipline, diligence, organization, and confidence. Civic Character- ethical, engaged citizens who demonstrate leadership, teamwork, civility, and create positive change in their community. Develop respectful students who are inclusive of others regardless of differences.