

Strategic Plan 2009-2012

April 2009

Peabody Charter School

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PEABODY SCHOOL VISION STATEMENT

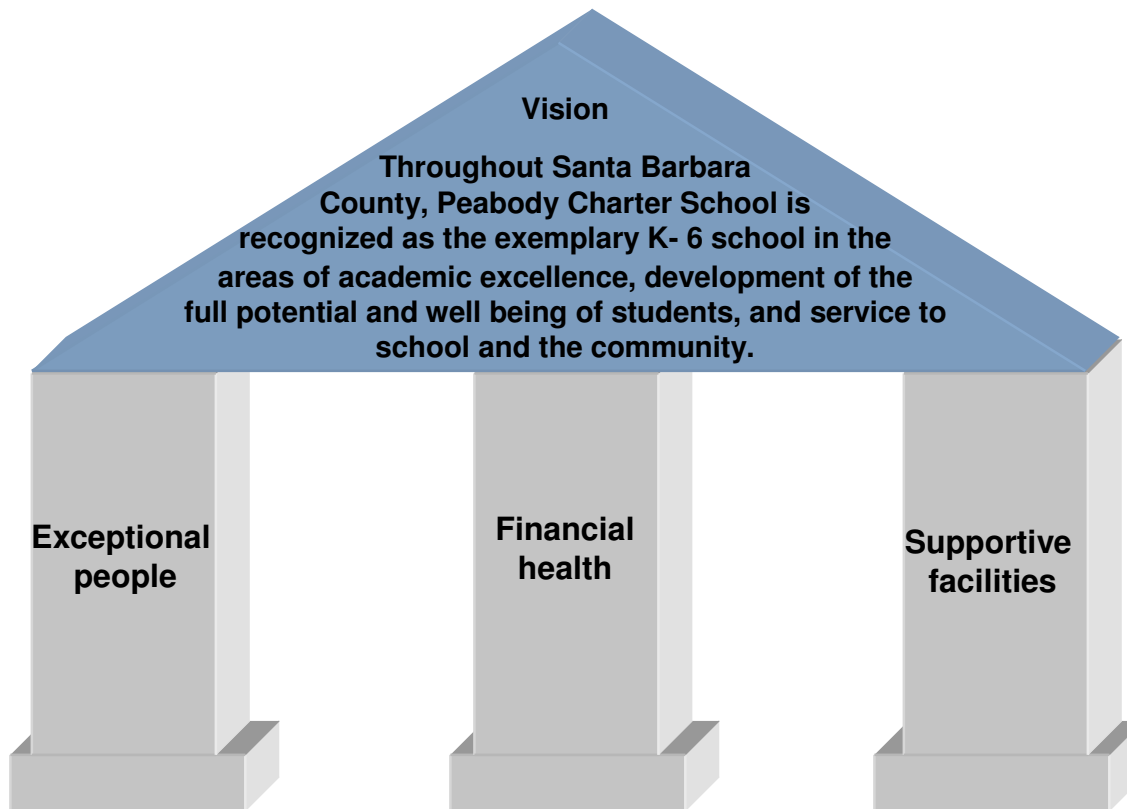
Throughout Santa Barbara County, Peabody Charter School is recognized as the exemplary K- 6 school in the areas of academic excellence, development of the full potential and well being of students, and service to school and the community.

Exceptional people

Financial health

Supportive facilities

GOALS DEFINING THE CORE ELEMENTS OF THE VISION



1. Academic excellence

- Rank in the top 10% on API scores of schools in CA with similar demographics
- Systematic review of core curriculum to ensure highest quality instructional materials and innovative, meaningful strategies to meet the students' needs

2. Full potential and well being

- Provide an outstanding program in the fine/performing arts and physical education, to include a weekly minimum of 60 minutes of art, drama, and music and 135 minutes of physical education
- Develop and promote at least two academic excellence activities/opportunities per trimester, with participation that reflects our diverse student population
- Facilitate, promote, and track regular participation of all students in a variety of enrichment activities outside the school day
- Support mental/emotional/physical health and wellness for all students

3. Service to school and the community

- Require all students to contribute a minimum of five hours per academic year of service to school and community

1 ACADEMIC EXCELLENCE MULTI YEAR PLAN

- Rank in top 10% on API scores
- Systematic review of curriculum

2009/10 School Year	2010/11	2011/12
<ul style="list-style-type: none"> • Determine annual academic priorities (maximum of 3) through a process that establishes what students need to know and be able to do beyond the state standards • Focus all professional development (including staff meetings and Institute) on the academic priorities and track progress towards priorities • Establish a minimum number of instructional minutes per week for reading, language arts, and mathematics instruction (not to exceed contractual maximums) • Improve schedule to <ul style="list-style-type: none"> – Increase blocks of uninterrupted academic time in the morning for upper grades – Use the Exploration Center so that it reflects the developmental needs of K-6 students • Create a Curriculum Review Board that is responsible for a 3-5 year timeline and process for review of standards, curriculum, textbooks, and instructional materials • Explore opportunities for grants/partnerships in the community to provide additional safety nets for low achieving students • Provide at least three parent workshops per year in both English and Spanish that address ways to increase student success • Explore options for implementing a homework helpline (e.g. parent volunteers, teacher volunteers) 	<ul style="list-style-type: none"> • Create opportunities for more academic assistance and lower student to teacher ratios, such as increased Instructional Assistant and volunteer time, in order to meet the needs of the low achieving, under performing students • Increase the integration of science/technology into the reading/language arts and math curriculum • Determine options for creating formal “safety nets” for the bottom quartile students, such as the following: <ul style="list-style-type: none"> – Regular tutoring during or after the school day in reading, language arts, and math – Summer school (with meals and transportation provided if possible) for a minimum of four weeks – Additional academic time during the day whenever appropriate (i.e., a reduction in p.e. until on grade level) – Saturday school • Plan a mentor program that would pair low achieving students with adults/older students who would help track homework, participation in class, and other personal/social needs related to school success. • Establish a homework helpline and/or explore options for “free” in-home help (e.g. UCSB tutors, “Homework Center” in a home, etc.) • Define the roles and responsibilities of a science/computer resource staff and seek funding 	<ul style="list-style-type: none"> • Review and revise the student assessment process such as testing, portfolios, progress reports, and parent conferences and align all documentation with the school vision and the standards • Fund a science/computer resource staff • Investigate the possibility of joining/creating a coalition of schools with similar goals, challenges, and philosophies/approaches to teaching and learning, such as Professional Learning Communities (PLC’s) or Coalition of Essential Schools (CES). • Implement safety nets for low achieving and under performing students • Implement mentor program

2 FULL POTENTIAL AND WELL BEING MULTI YEAR PLAN

- Co curricular excellence
- Promote enrichment
- Support mental/emotional/physical health and wellness

2009/10

- Schedule art, music, drama, and p.e. classes with the goal of minimal interruption to the academic program
- Develop a system for tracking student participation in after school activities (e.g. revise progress report)
- Identify, promote, and/or sponsor two more enrichment programs to integrate into the curriculum (e.g. Science Fair, Geography Bowl, etc.)
- Enhance the role of Student Council in peer mediation, service to school, playground safety, traffic safety, and campus cleanliness
- Provide written and email information to families regarding after school activities and fee assistance options where available, to be included in the Family Directory
- Expand after school offerings, including additional parent sponsored opportunities
- Provide workshops (in English and Spanish) to inform families of the local resources that are available to support them (e.g. HIPPA)
- Identify opportunities for Peabody students to represent the school in the community (e.g. parades, athletic teams, performances, etc.)

2010/11

- Establish and disseminate general goals and guidelines for art, drama, music, and physical education programs based on the California Standards
- Continue to ensure funding for the arts and for physical education
- Create a system of personal reflection and program review for the arts and physical education staff
- Write and publish a bilingual Peabody Guide to Community Resources which contains detailed information and a database about local family assistance opportunities and resources, such as clothing, food, counseling, housing, camps, etc.
- Increase access to Exploration Center before and after school; this may include science and technology enrichment classes
- Identify additional funding sources for after school activity fee assistance
- Define the roles and responsibilities of a therapeutic counselor to work with students at least one day per week and provide funding for the position
- Identify additional high quality programs and camps (both summer and during breaks) to provide opportunities which maximize use of our facilities and provide enrichment for our students

2011/12

- Implement a therapeutic counselor to work with students at least one day per week and provide funding for the position
- Continue to expand the opportunities for Peabody students to represent the school in community events
- Implement additional high quality programs and camps (both summer and during breaks) to provide opportunities which maximize use of our facilities and provide enrichment for our students
- Continue to increase nutritional awareness in all students (e.g. parent education, nutrition classes) in order to promote healthy eating and combat childhood obesity
- Establish wellness policy

3 SERVICE TO SCHOOL AND THE COMMUNITY PLAN

• Require all students to contribute a minimum of 5 hours per year of service to school and community

2009/10

- Revise Enrollment Contract to include service component and expectation
- Create a Service Committee that:
 - Identifies developmentally appropriate ways that individuals and/or classes of students may help at school and in the community
 - Keeps track of data and evidence of service
 - Create a family guide of age-appropriate and fun community service activities
- Develop school-wide programs to increase awareness of environmental responsibility and conservation

2010/11

- Incorporate three child-friendly community service projects per year (such as the coin drive for Heifer International)
- Implement the plan created by the Service Committee
- Incorporate changes to progress report to include community service commitment/evidence

2011/12

- Develop and implement a recognition program with incentives for students and alumni who show outstanding service
- Develop and implement a recognition program with incentives for students who show outstanding environmental awareness and conservation

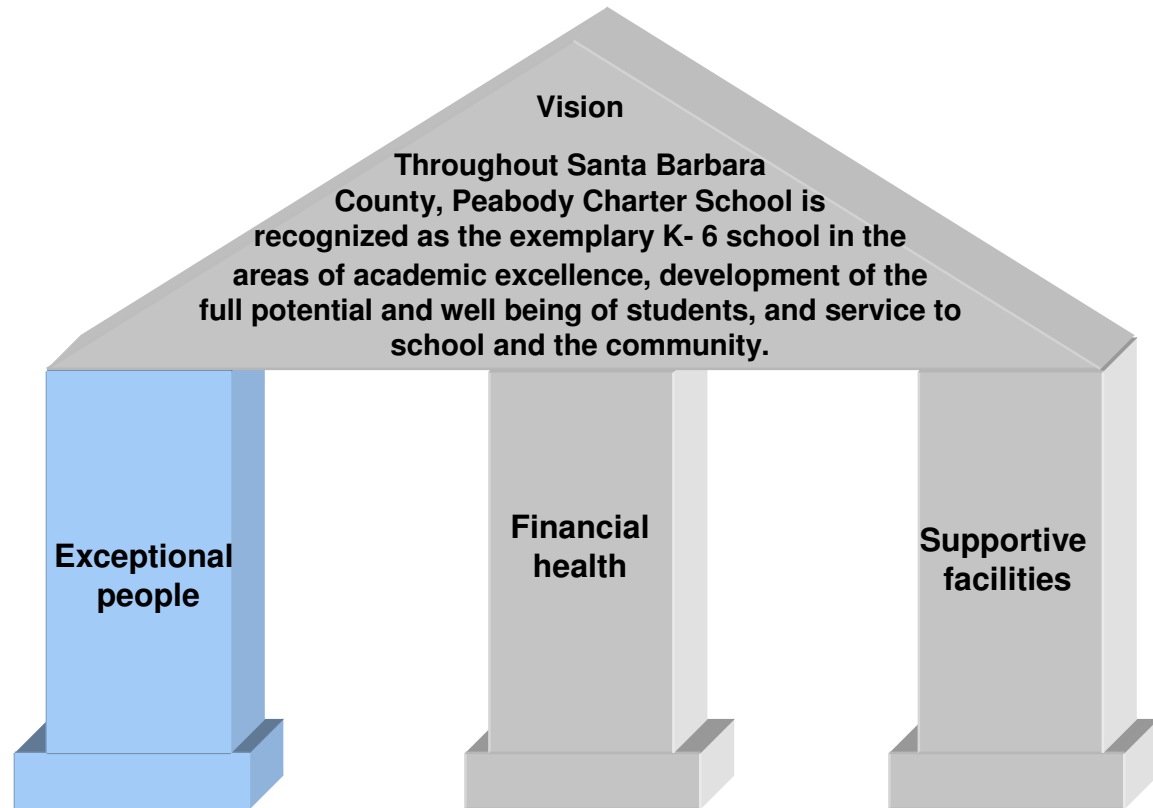
GOALS FOR EXCEPTIONAL PEOPLE

Teachers and Staff

- Ensure all staff have opportunities each year for professional development
- Recognize professional excellence both formally and informally

Parents

- Certify that families contribute a combined total of more than 15,000 hours per year (e.g. 3 hrs per month)
- Double the number of parents who attend school meetings (e.g. PODEMOS, Board meetings, town halls)
- Involve 15% of all parents in pivotal leadership roles for the school (e.g. Board of Directors, Foundation, PODEMOS, and PTSO)



EXCEPTIONAL PEOPLE - TEACHERS AND STAFF PLAN

- Ensure all staff have opportunities each year for professional development
- Recognize professional excellence both formally and informally

2009/10

- Create and plan teacher meetings to regularly include meaningful time for articulation and collaboration
- Provide and define the use of at least 200 minutes of release time per week so that teachers may collaborate, cooperate, and plan together
- Ensure 50% of teachers participate on at least one committee that supports Peabody's goals
- Develop a plan to adopt the Standards for the Teaching Profession for all certified teachers and an evaluation system that reflects the goals of this plan, the expectations of the Board, and the expressed values of our school community
- Establish ways to recognize professional excellence both formally and informally

2010/11

- Develop a two year professional development plan, coordinated through the Leadership Committee, that addresses instructional improvement and teaching excellence
- Expand teacher participation in committees to include 100% teacher participation
- Investigate the possibility of joining/creating a coalition of schools with similar goals, challenges, and approaches to teaching and learning
- Implement Standards for the Teaching Profession for all certified teachers and an evaluation system that reflects the goals of this plan, the expectations of the Board, and the values of our school community

2011/12

- Create and fund at least 2 days of professional development above and beyond the school year that are focused on agreed upon academic priorities
- Join or create a coalition of schools with similar goals, challenges, and philosophies/approaches to teaching and learning, such as Professional Learning Communities (PLC's) or Coalition of Essential Schools (CES).

EXCEPTIONAL PEOPLE – PARENTS MULTI YEAR PLAN

- **Certify that parents contribute a combined total of more than 15,000 hours per year**
- **Double the number of parents who attend school meetings (e.g. PODEMOS, Board Meetings, Town Halls)**
- **Involve 15% of parents in pivotal leadership roles for the school**

2009/10

- Define and create a Volunteer Coordinator position in order to maximize volunteerism; establish duties and responsibilities
- Maximize the number of volunteers for events and fundraisers by developing and implementing a plan to communicate effectively with the community, especially through email and voicemail
- Promote and support additional Strategic Plan-related committees as referenced herein
- Identify parent leaders for the academic excellence programs and activities
- Ensure that room parents support each classroom teacher, especially to assist with communication and volunteering
- Ensure coordination of efforts through use of liaisons across committees (e.g. PODEMOS representative part of PTSO, Board member liaisons on all committees)

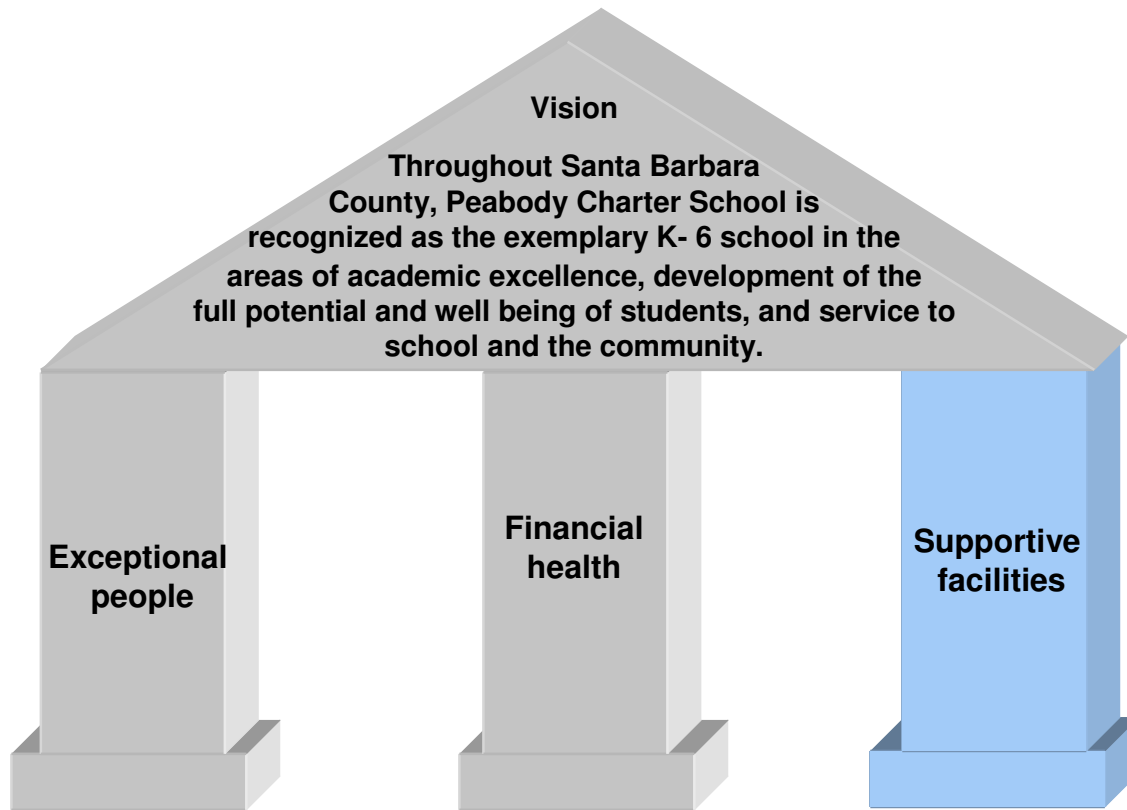
2010/11

- Develop visual management tools to track volunteer hours (e.g. posters in the front hall, information in the Panther Press, and emails)
- Plan a mentoring program to increase student success and maximize the parents' talents and skills
- Add volunteer opportunities for families outside the school day (e.g. campus clean up, ad hoc committees, enrichment classes, etc.)
- Establish regular, well publicized monthly meetings of all significant parent groups such as PTSO, PODEMOS, Foundation, and the Board of Directors in order to ensure maximum attendance

2011/12

- Implement a mentoring program to increase student success and maximize the parents' talents and skills
- Ensure that each parent group has defined and well publicized goals, leadership roles, meetings, and bylaws (e.g. PTSO, PODEMOS)

GOALS FOR SUPPORTIVE FACILITIES



- Safe, clean, and operational school facilities
- Campus (grounds, classrooms, equipment and materials) that supports the highest levels of teaching and learning

SCHOOL FACILITIES MULTI YEAR PLAN

- Safe, clean, and operational school facilities
- Campus (grounds, classrooms, equipment and materials) that supports the highest levels of teaching and learning

2009/10

- Enhance the role of Student Council in playground safety and campus cleanliness
- Create a plan for adequate adult supervision of students during recesses and lunch
- Establish a Facilities Committee to address current and future facility needs and create a master plan for improvement and maintenance that addresses the following:
 - Heating and cooling
 - Cafeteria
 - Lighting
 - Classroom renovation
 - Landscape/fields
 - Kindergarten Yard
 - Additional learning spaces
 - Environmental responsibility
 - Technology advancement
- Create a coalition of parent representatives to establish campus clean up and renovation days

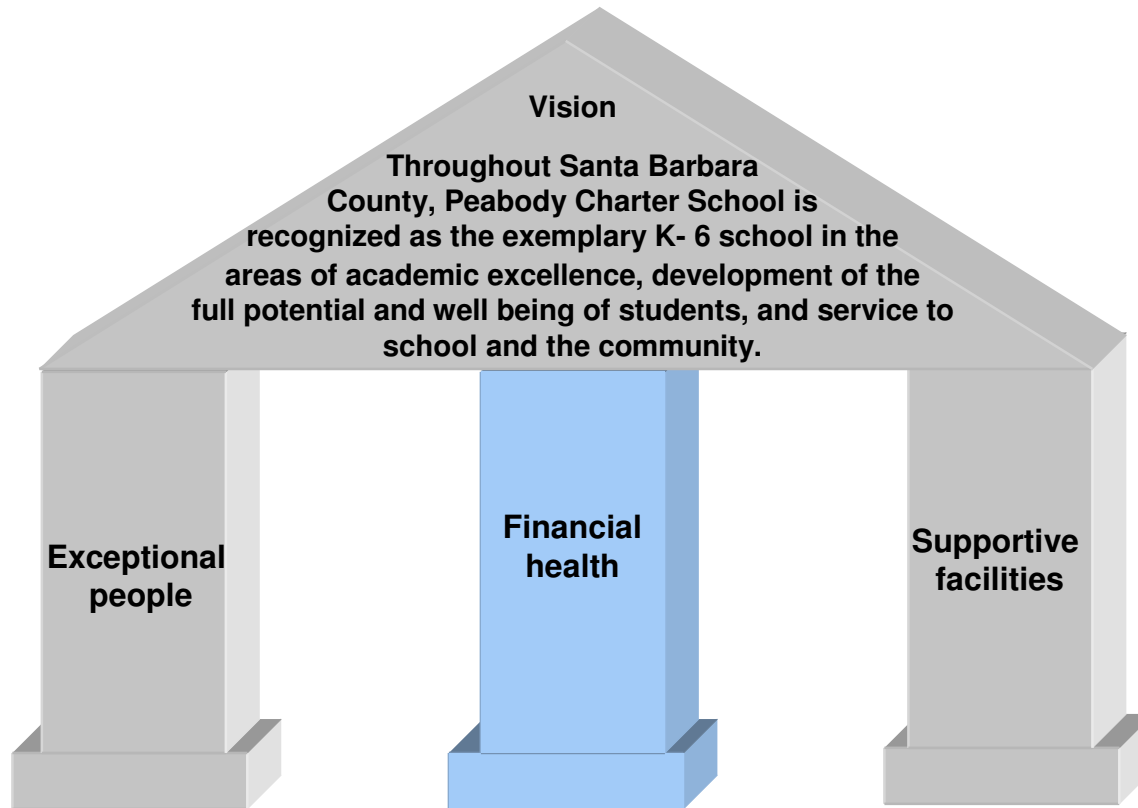
2010/11

- Develop master plan and timeline with a categorized list of projects, prioritization and budget
- Consult with Foundation and Grant Committees on opportunities for facility improvement and enhancement

2011/12

- Revise master plan to include new projects and timelines
- Investigate long-term funding options for renovations

GOALS FOR FINANCIAL HEALTH



- A balanced budget which enables us to meet the goals for exceptional people and supportive facilities
- Diverse base of fundraising sources that provides the school a minimum of:
 - \$200K for teacher support and enrichment
 - \$100K for infrastructure, capital projects and launching new initiatives

FINANCIAL HEALTH MULTI YEAR PLAN

- **Balanced budget which enables us to meet the goals for exceptional people and supportive facilities**
- **Diverse base of fundraising sources that provides the school**
 - **\$200K for teacher support and enrichment**
 - **\$100K for infrastructure, capital projects and launching new initiatives**

2009/10

- Establish and communicate fundraising priorities and tracking process
- Designate responsibilities for fundraising between the Charter, PTSO, and Foundation and clarify goals/sources of funding
- Review and revise bylaws of BOD, Foundation, PODEMOS, and PTSO to reflect clear priorities for fundraising
- Seek partnerships within the community to enhance donations and fundraising
- Create donation options that support both those who are able to give large sums at once and those that are able to give small amounts weekly or monthly

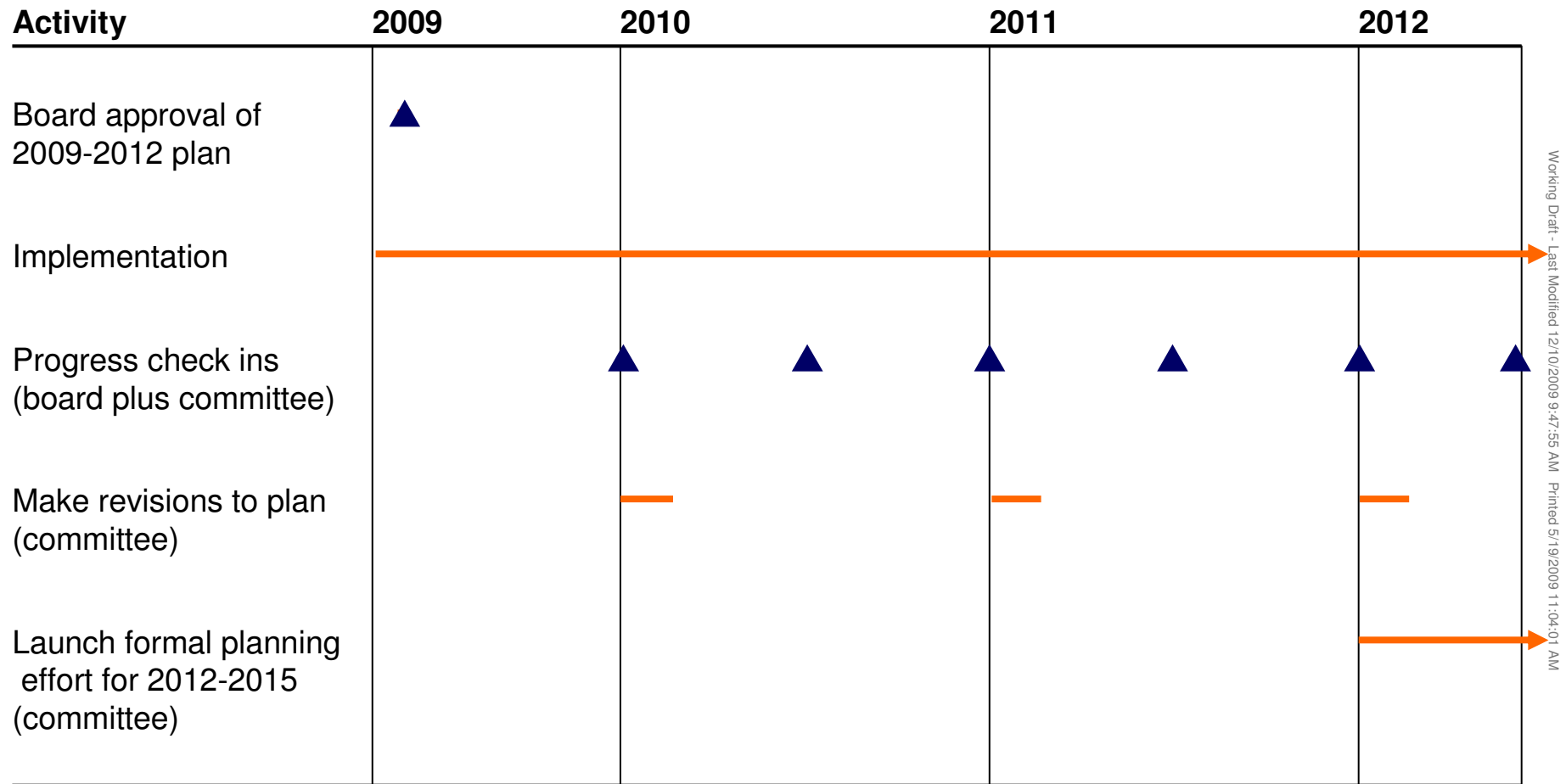
2010/11

- Identify at least one significant partnership within the community to enhance donations and fundraising
- Develop a process and responsibility for grant writing with the goal of one major grant (minimum \$10,000) per year

2011/12

- Receive at least one major grant (minimum \$10,000) per year
- Identify a second significant partnership within the community to enhance donations and fundraising
- Evaluate other options for additional fundraising including establishing stronger alumni community and making a request of all “parcels” in the district

STRATEGIC PLANNING TIMELINE



Working Draft - Last Modified 12/10/2009 9:47:55 AM Printed 5/19/2009 11:04:01 AM