

GCS STRATEGIC PLAN 23/24

GOAL: Student Achievement

| INDICATOR (Actions of Board) | MEASURE | METRIC (How measured) | Baseline | TARGETS | ACTIVITIES | PERSON(S) RESPONSIBLE | STATUS |
|---------------------------------|---|---|--|---------------------------------|--|--------------------------|-------------------------------|
| Performance Status | School Performance Framework ("SPF") | % proficient and advanced Overall academic performance | 67.9% for 22/23 - awaiting official SPF from CDE | SPF score at least 70% annually | optimize participation Accurate reporting evaluate new math curriculum success | Director, Staff | ongoing |
| Mid-Year Growth | MAPS/NWEA | % proficient and advanced | Spring '23 Math 61% Reading 71% Language 57% | see UIP goals for NWEA targets | 100% participation -Winter growth report to Board | Director, Staff | TBD |
| Enrichment Opportunities | Continue Creative Arts/STEM position. Outdoor education activities to be emphasized, ask staff to document. | Status report | Weekly + exposures to art; music; STEM; and library. Monthly for outdoor activities. | 100% K to 6th grade | Recording and sharing by staff quarterly. | Director and Staff | Art/Music/outdoor or exceeds. |

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| Foreign Language | Foreign language exposure | percentage of students engaged in a program | French in 4th grade | Explore starting an after-school program (probably for Spanish) | | Director | in process |
| Encourage students to complete altruistic endeavors | Completed class projects with ongoing reports from Staff/Board Liaison in real time | % participation | 3rd grade recycling/composting program Earth day volunteering for all grades | Develop a min twice per year opportunity for students to volunteer within the community | TBD for fall Earth Day for Spring | Staff/Board Liaison; PTO | in process |

GCS STRATEGIC PLAN

GOAL: Operations

| INDICATOR (Actions of Board) | MEASURE | METRIC (How measured) | Baseline | ANNUAL TARGETS | ACTIVITIES | PERSON(S) RESPONSIBLE | STATUS |
|---|---------------------------------------|--------------------------|----------------------------------|------------------|---|---|------------|
| Explore full-time care options for children younger than 2.5 years of age | Identify options for additional rooms | If rooms can be added | 2 rooms open (18-36 mos; 3-6yrs) | Add a 12mos room | -Meet with EECL Board -Investigate budget -Staff planning | Director/ Preschool Director/ BOD | In process |

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| Technology | keep technology up to date | status report | Being used in all classes. New chromebooks for all students Summer 22. 3 new smart boards-Fall 22. STEM teacher in place. 4 office computers Fall 23 | 100% implementation | -add 5-7 touch screen chromebooks for 1st grade -add two computer charging carts | Director, faculty | Ongoing |
| Safety/Security | continue safety committee, ongoing security upgrades | Notification upon completion | -functional safety committee -window film added fall 23 -Rose St. flashing sign in place | increased pedestrian safety updated emergency procedures | -explore options for building connection -Rose St/5th st. crosswalks -explore new radios -review and update emergency procedures | Director, staff, and Board, safety committee | ongoing |

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| Long term facility plan | Maintain updated facility plan | Notification upon updates | <ul style="list-style-type: none"> -kitchen completed -asbestos abatement -exterior concrete work -carpeting heavy traffic areas -radon mitigation in place | Quarterly update to the board | <ul style="list-style-type: none"> -evaluate parking -collaborate with CCSD facilities -siding -revisit property after charter renewal -gravel on fire easement -explore food garden and composting for salad bar | Board, Director, CCSD facilities | In process |
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GCS STRATEGIC PLAN

GOAL: Finance

| INDICATOR (Actions of Board) | MEASURE | METRIC (How measured) | Baseline | ANNUAL TARGETS | ACTIVITIES | PERSON(S) RESPONSIBLE | STATUS |
|---------------------------------|------------------------|------------------------------|-------------------|----------------|--|---|------------|
| 3-5 year budget document | completion of document | Notification upon completion | 3 year projection | Annual update | <ul style="list-style-type: none"> Draft plan, revise, and monitor document - spring re-establish finance committee Consult with Bart | Finance Consultant, Finance Committee, Director | In process |

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| Maximize Funding | State, district, and grant sources | Increase from current funding levels | Current School funding. Increased collaboration with CCSD CFO. | Explore grants for siding. Maximum funding entitled plus additional supplementary funds. | meeting with financial consultant, board discussion, seek additional grant sources, seek staff input | Director, financial consultant, finance committee | Ongoing |
| Maximize Enrollment | 125 students (preK+K-6) | Increase from current enrollment | 75+18 | 5 more students per year | Track enrollment Marketing/research website updates | Director, Admin asst. and staff, Board | Ongoing |

GCS STRATEGIC PLAN

GOAL: Public Relations/Climate and Culture

| INDICATOR (Actions of Board) | MEASURE | METRIC (How measured) | Baseline | ANNUAL TARGETS | ACTIVITIES | PERSON(S) RESPONSIBLE | STATUS |
|------------------------------|--|--|---|----------------|--|----------------------------------|---------|
| Professional Development | All staff and BOD attend training annually - minimum | Written Annual PD Report from Director | -league conference -monthly staff PDs -mandatory online PDs | 100% | -Conferences , trainings, seminars, online activities -PD monthly with staff on Fridays | Director and staff/board liaison | Ongoing |

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| Outreach | Community events | Board Report | -newspaper outreach -ongoing community outreach -attending community meetings | Invite community members to sanctioned appropriate events | -collaborate with town officials and community partners -community dinners in cafe -host movie nights in gym | BOD PTO Volunteers | Ongoing |
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| GCS STRATEGIC PLAN | | | | | | | |
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| GOAL: Staff Support, Recruitment, and Retention | | | | | | | |
| INDICATOR (Actions of Board) | MEASURE | METRIC (How measured) | Baseline | ANNUAL TARGETS | ACTIVITIES | PERSON(S) RESPONSIBLE | STATUS |
| Employee compensation | Salary schedules of surrounding schools | Report to the Board | -updated salary schedule Spring 2023-implementation | Reviewed annually | Report to the board | Director BOD | Ongoing |
| Incentives | Survey Staff for ideas | Report to the Board | -22/23 holiday and year-end bonus -rec center/ski passes -local discounts -bonuses/stipends for additional duties | Revised annually | collaboration with staff for input continue bonuses and stipends as able | Staff liaison to check with staff | Ongoing |