Highland Academy Charter School

Strategic Plan Report

Provided by the Association of Alaska School Boards

Timi Tullis and Katie Oliver

June 2024

Attendees:

Meghan (Teacher/APC) • Robin (Parent/APC) • Nicole (Principal) •
Afshan (Parent & Substitute Teacher) • Hashir (Student) • Luna (Student) •
Simon (Teacher) • Katy (Asst Principal) • Kelly (Language Arts Teacher)•
Serene (Parent) • Heidi (Parent) • Aman (Student) • Kayliana (Student) •
Adam (Teacher) • Andrea (Student) • Kelley (Teacher) •

Facilitators: Timi Tullis, Katie Oliver

Review of Survey Data in Small Groups

1. **What are the Major Issues Facing our Students?**
   a. Mental Health
   b. SEL
   c. Lack of Resources
   d. Basic Needs
   e. Tech
      i. Skills
      ii. Addiction
      iii. Misuse

2. **What are the Major Strengths of the School?**
   a. Small Community/Classroom
   b. Teacher and Student Relationships
   c. Making learning fun
   d. Grading system
      i. Stricter system has students strive for better work
   e. PSS and CCP Standards
   f. Diversity and Acceptance

3. **What are our Areas for Improvement?**
   a. Accountability
   b. Relationships
   c. Discipline
   d. Core

e. Assessment
  i. Grades
    1. Growth-based, competency
    2. Student ownership
    3. Empower – make it clear!
f. Facilities
  i. Outside space
  ii. Gym
  iii. Cafeteria/lunch program
g. Faculty Support
  i. Special education
  ii. Counseling
  iii. Student resources

4. What are we not willing to compromise on moving forward?
a. PSS and CCP
b. Small class size
c. Location (general neighborhood)
d. Advisory
e. Flexibility and Autonomy

Vision Statement Discussion

Existing Vision Statement: *Educating for Leadership • Educating for Life*

==Proposed New Draft Vision Statement:==

==Educating to Empower • Learning for Life==

Mission Statement Discussion

Existing Mission Statement: *Highland Academy Charter School strives to equip students with the academic, social and technical skills to excel in today's world and contribute positively to our society and the future.*

- I want to educate my students for tomorrow's world; not today's world
- Appreciate the word "contribute"
- Question as to whether we want to use the phrase "technical skills"
  - Tech skills implies something different that what we do here
- Academic and Social feel like buzz words within the statement
- Possibly incorporate the word or the concept of citizenship and the concept of educating the whole student
- Can we remove the phrase "strives to" and simply use HACS "equips"
- Do we need to include the school name in the mission statement? It is our school mission statement so let's use "we" rather than repeating our name.

==Proposed New Mission Statement Draft Revision:==

==We promote the academic and social growth of the whole student and equip them with the skills to contribute to their community and future.==

STRENGTHS

Small Connected Community

Community • Small School • Connectedness • Small Community Feel • Small Community

- *Diversity & Respect*

    Relationships • Diversity & Acceptance • Responsibility to Self and others • Acceptance

- *Advisory*

    Advisory • PSS/CCP • Parent/Teacher Communication

- *Invested Staff*

    Dedicated Staff • Staff Communication • Supportive Staff

- *Flexible and Personalized Teaching & Learning*

    Opportunity to be challenged • Engagement/Buy-in in learning • Flexible and personalized learning • Autonomy & Flexibility • 1 on 1 Lessons • Adaptive • Academic Levels
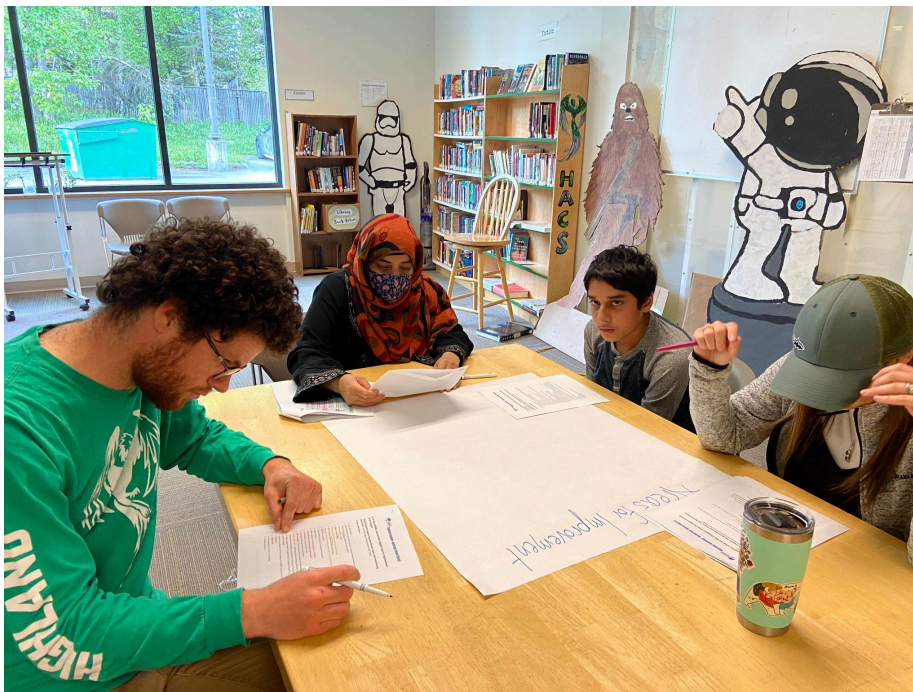
WORRIES

- *Systems of Accountability*

  Systems of accountability for relationships and behavior • Systems of accountability for academics

- *Identity*

  Identity in Community • Who are we? Does everyone know what is our learning model? • Onboarding of our identity

- *Learning Management System (LMS)*

  Empower and understanding

- *Family Engagement*

  Parent Engagement • Parent / Community Involvement

- *Physical Resources*

 Facility • Outdoor spaces • More opportunities • Basic Needs

- *Personnel Human Resources*

  Staffing • No Counselor • Trying to be Everything for Everybody

THREATS

- State evaluation of schools/reported on systems; doesn't match our school
- Misperception of us & who we are; we are not a credit recovery program
- Middle College and King Career Tech are pulling some of our high performing students
- Neighborhood & Safety
- Culture of Poverty
- Tech Addiction
- Mental Health
- New teachers may have a view of education that does not align with the HACS model
- Staff burnout
- All issues facing students now on teachers
- Families push back on discipline
- 6 – 12 students come under grade level
- Trying to be everything to everyone
- Lack of funding
- Location
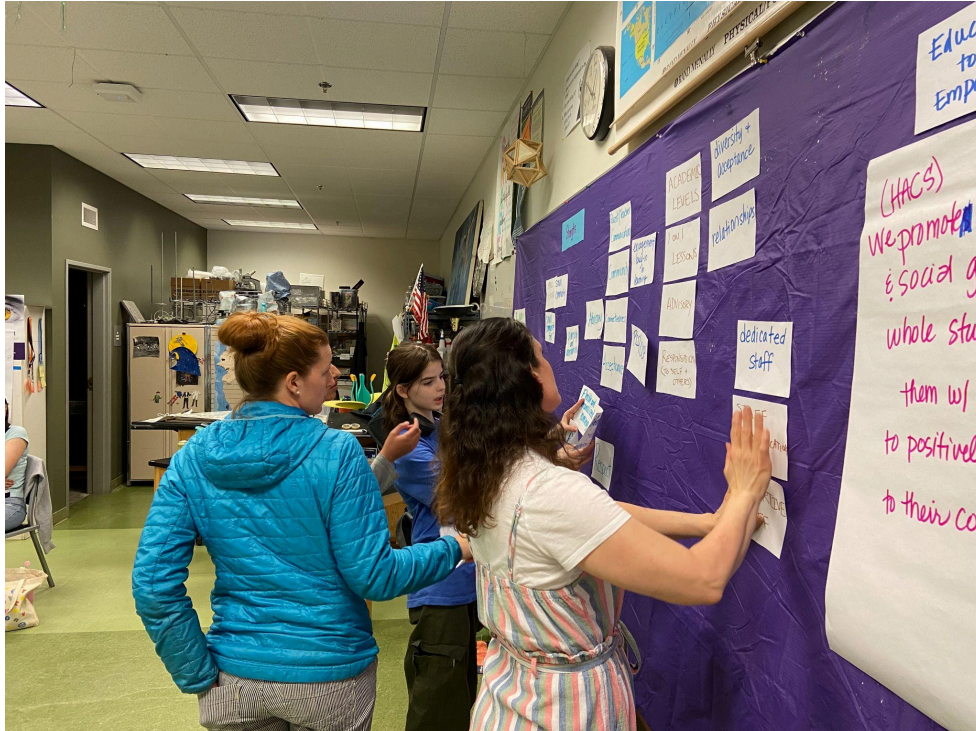
OPPORTUNITIES

- *Public Relations*

    Out to Community • Get the word out • Continue Social Media Presence • Success story boards • Retention (Students and Staff)

- *Whole Student/Child*

    Advisory • Focus on human scale • Service projects • Mentorship • Prioritize relationship building & repair • Extracurricular opportunities • Morning stretches

- *Physical Resources*

    More bean bag chairs • School food program • Classroom wish lists • Get a grant writer • Variety of seats & desks • Highland non-profit support

- *Community & Family Engagement*

    Parent/Family Opportunity • Positive involvement in the community • Support group for SPED and 504 parents • Family Nights (games, movies, etc) • Family Engagement & PTSO Support • Use community spaces Explore more opportunities outside Highland • Community in to us More student engagement

- *Academic*

    Cohesive cross-content collaboration • IB Program • Adaptation • Huge 6th grade class

FOCUS AREAS for 2024-2028

Sharing who are are – Identity
- ○ Identity & PR

Family Engagement
- ○ Family Connectedness, Small Community, Community Relationships

Systems of Accountability
- ○ Student Accountability & Respect, Sustainable Systems of Accountability
- ○ Flexible learning, SEL, Improve Peer Climate, Flexible Learning

Physical Resources

SHARING IDEAS AROUND THE FOCUS AREAS

Sharing who are are – Identity

- Consistency among the staff
- An "onboarding" process for staff, students and families
- APC meetings read Vision and Mission every time
- Vision and Mission at the front entry and hung in classrooms
- Change name of PSS/CCP to "Modern Literacies"
- Attending district meetings to share about Highland
- Grading expectations & wiggle room
- Graphic – simple visual for our model

Family Engagement

- Celebrate success stories
- Parent support group
- Movie Night
- Encourage parent support – give examples and ASK
- Intensives – engage family/community members
- Parent invite to orientation
- Feedback / request form sent home along with quarterly progress reports
- Once a month have a "Family Café" at PLC time
- Advisory "advice" call at the beginning of the year
- Rename: Family Conferences
- Parent space – nudge family to family connections
- Home map with ride-share QR code in entryway
- Calendar of sports, concerts, performances, holidays, cultural events
- Invite parents to teach intensives
- PSS or Modern literacies night

Systems of Accountability

- Peer climate
- The "pie chart" of allocating staff resources

Physical Resources

- Amazon "wish list" (Our own version of donor's choose)
- Better event advertising
- Talk to Eagle Academy
- Create small group research

- Tiers of success and tiers of intervention (see Pete's spreadsheet) - Staff wide training in the circle process - SEL - MTSS - Student mentor (match returning Highland members to new students) - Mindfulness moments - W.I.N. time - Advisory - Attendance "Nudges" (red, yellow, green; calls home, spotlights) - System of behavior response	Data, Help push ideas forward