

# CHATT HILLS STRATEGIC PLAN (2022-2025)

## EXECUTIVE SUMMARY:

MISSION	Our Mission is to inspire all children to the highest levels of academic achievement through a rigorous curriculum that integrates the wonders of the natural world.
OUR APPROACH	Arts, Agriculture, and environment
DEMOGRAPHICS	X% free and reduced lunch X% black 55-60 total staff, 520 students
FINANCIAL OVERVIEW	\$5.4 annual budget

## TEACHING & LEARNING PRIORITIES AND GOALS:

STUDENT ACHIEVEMENT	85% of scholars demonstrate grade level proficiency in math & reading
STAFF DEVELOPMENT	90% of staff will meet their professional development goals
STAFF QUALIFICATIONS	90% of staff will be highly qualified with X% holding advanced degrees or certifications
EXCEPTIONAL STUDENTS	50%+ of scholars will demonstrate reading & math proficiency 70% will master their IEP
TRI FOCUS	70% of our food used is grown on campus by 2025; the farm, store, and animals are managed and run by students by 2025

## PEOPLE AND CULTURE PRIORITIES & GOALS:

FAMILY RETENTION & SATISFACTION	90% of families retained each year 90% of families would recommend Chatt as a place to send their child
STAFF RETENTION AND SATISFACTION	Retain 50% of staff past 3 <sup>rd</sup> year 90% of staff would recommend chatt hills as a place to work
THE CHATT WAY	Stakeholder implementation of the Chatt Way increases by 15% each year as measured by our rubric

## COMMUNITY COLLABORATION AND FISCAL RESPONSIBILITY:

FUNDRAISING	X% of our families are actively engaged (participated in some kind of service or activity at the school)
CIVIC ENGAGEMENT	Each year families and staff will complete 10 hours of service
PARTNERSHIPS	Increase the number of impactful partnerships each year
FINANCIAL STANDARDS	Complete annual audit with no findings each year; meet all 5 financial standards of charter contract each year

## SWOT ANALYSIS

STRENGTHS
<p>Strong middle school CCRPI performance (87)</p> <p>Strong staff retention (97%)</p> <p>Strong family retention (93%)</p> <p>Achieved all 5 financial performance standards</p>

WEAKNESSES
<p>Weak ES CCRPI performance- particularly Fine arts, overall low CCRPI (66)</p> <p>45% of staff recommend chatt as place to work</p> <p>Limited fundraising from Chatt Foundation</p>

OPPORTUNITIES
<p>Renewed emphasis on our tri-focus and outdoor education as our innovation approach</p> <p>School climate rating close to our 4 star goal</p>

THREATS
<p>Lack of comparative state test data from previous 2 years</p> <p>Potential learning loss due to Covid and distance learning- and the need to remediate</p>

