

# MINNESOTA TRANSITIONS CHARTER SCHOOL

## STRATEGIC PLAN

2022-2027



### CORE VALUES

#### ***Be Respectful***

- Show consideration for self, others, and property

#### ***Be Responsible***

- Carry out obligations in a dependable manner
- Acknowledge the consequences and rewards of one's choices
- Contribute to society

#### ***Appreciate and Celebrate Diversity***

- Recognize and honor the dignity of each individual
- Celebrate differences among culture, gender and ability
- Work cooperatively with others and resolve conflicts

#### ***Have Integrity***

- Display honesty, perseverance, confidence and pride
- Show the courage of your convictions
- Be trustworthy

#### ***Have Compassion for Others***

- Show empathy, generosity, kindness, patience and sensitivity

### BELIEF STATEMENTS

#### **We believe:**

- We believe students are more successful when we educate them academically, intellectually, emotionally, and socially.
- We believe partnerships between schools, families, and our communities are essential for creating relevant learning opportunities that invest in allowing all children to thrive.
- We believe respect, trust, communication, and transparency are key in building community.
- We believe all learners have unlimited potential to learn.
- We believe investing in our staff will result in a high quality and equitable education.
- We believe in working together to maximize opportunities and eliminate barriers in learning for all.

### MISSION STATEMENT

*We are a student-centered learning community that inspires and supports all learners to achieve excellence through equitable, relevant learning experiences.*

### STRATEGIC PLAN FOCUS AREAS

**Student  
Achievement**

**Student  
Support**

**Staff Support**

**Equity**

**Family  
Partnership**

## GOALS & OBJECTIVES

Our goals and objectives are broken down into 4 different categories: District level goals/objectives; Building level goals/objectives; Organizational goals/objectives and Marketing Outreach and Communications Goals. The five focus areas are interwoven into goals/objectives at each level, as indicated by the color-coded dots in the focus area column.

### District Level Goals

Focus Area	Task	Action Items	Measured	Who is responsible?
●●	Building Revitalization Cycle	Written calendar, plan of addressing building improvement/repair needs	Yes/No implementation, Perception data, consistent review	Executive Directors/ Building Directors
●●●●	Increase Extra Curricular Activities	Gather student interest data, recruit coaches/facilitators (training?), provide time/space	Increase year over year	Athletic Director
●●●	Prioritize diversity in leadership positions	Make/prioritize community connections - networking, advertising	Increase year over year	Executive Directors/ Building Directors
●●	"Grow your own" program - elevate from within - come grow with us	Written plan/calendar, plan of addressing need areas, interest survey?	Yes/No implementation, Perception data, consistent review	Executive Directors/ Building Directors
●●●●	Increase two-way communication between MTCS and families/stakeholders	Explore current paths of communication, look for ways to add - Remind?	Perception data	Executive Directors/ Building Directors/Communications
●●●●●	Improve overall culture/climate	Staff spotlight, community building built into calendar, cross-program activities(?) (increase sense of value and belonging)	Perception data	Executive Directors/ Cabinet / All staff
●●	Improve teacher observation form	Gather feedback and partners - improve wording and areas of measurement on teacher observation form	Perception data, implementation timeline	Executive Directors/ Building Directors / Coaches
●●	Empowering teachers	Mentor/coach program to help teachers grow, coaches collaborate with directors	Staffing, implementation timeline	Coaches/ Building Directors








## Building Level Goals

Focus Area	Task	Action Items	Measured	Who is responsible?
	College and Career readiness	Evaluate current curriculum, add field trips, guest speakers	Perception data, consistent program/class review	Building Directors / Teachers
	Revitalize Library spaces/ classroom libraries	Gather data about current resources, budget for additions	Cost, timeline, completion	Building Directors
	Increase elective offerings (add one per year for 4- or 5-year period?)	Review current offerings, post for new positions, recruit from graduating teacher candidates	Increase year over year	Building Directors / Academic Dean
	K-12 focus on data collection and review (directed PLC work?)	Clear, concise plan of how to gather and use data	Increase teacher comfort level with data, increased student scores	Building Directors / Teachers
	Prioritize skill-building opportunities/class for students	Implement Academic Success Skills class (time management, SEL, study hall, test-taking strategies)	Yes/No implementation	Building Directors / Teachers
	Prioritize skill-building opportunities/class for students	Create student-to-student mentor program - reading buddies, math mastery time...etc.	Yes/No implementation	Building Directors / Teachers

## Organizational Goals

Focus Area	Task	Task	Measured	Who is responsible?
	Calendar of set dates and topics for parent engagement events	Partner with liaisons to prioritize topics of importance/interest	Surveys at events, sign-in sheets (attendance)	All Administrators / Family Liaisons
	Improve enrollment process	Evaluate current process, streamline plan, train staff	Perception data, clearer communication	Building Directors, Family Liaisons, Front Desk Staffs
	Increase community and cultural involvement	Create volunteer program, guest speakers, "culture week"	Yes/No implementation, Perception data	All Administrators / Family Liaisons
	Staff Professional Development	Prioritize values, core assumptions, explore organizational identity vs reality	Perception data, implementation timeline	Cabinet, Coaches

## Marketing Outreach and Communications Goals

Focus Area	Task	Task	Measured	Who is responsible?
	Enhance and grow internal communications	Showcasing staff and students, newsletter, email blasts, website, robocalls	Consistent review, Perception data, Yes/No Implementation	Building Staff, Communications
	Enhance and grow external communications	Showcasing staff and students, newsletter, email blasts, website, robocalls	Yes/No implementation, Perception data, consistent review	Building Staff, Communications
	Expand the internal staff website as a collaborative space	Share resources, celebrations, opportunities, and stories, as well as a place to share information, tips, and tricks in order to create a culture of sharing and collaboration.	Yes/No implementation, Perception data, consistent review	Building Staff, Communications
	Annual marketing campaigns for new staff	Grow and solidify student success in the schools and to curb teacher/staff turnover	Yes/No implementation, Perception data, consistent review	Communications
	Enhance and grow internal communications	create communications point-person roles in each program/building	Yes/No implementation	Building Staff, Communications
	Enhance and grow external communications	Build connections between teachers and families by investing in state-of-the-art systems for easy, translatable communications	Yes/No implementation, Perception data, consistent review	Communications, Family Liaisons, Teachers, Building Directors
	Enhance and grow internal and external communications	Sharing and celebrating the cultural identities of our students and staff, highlighting the rich tapestry in our schools, giving the opportunity for all to expand experiences and share, engage in new ways, and bring people in – community knowledgeable people, parents, listening, feeds the circle of learning.	Yes/No implementation, Perception data, consistent review	Communications, Family Liaisons, Teachers, Building Directors