



# Lincoln Academy

## Strategic Plan 2014-2015

The vision of Lincoln Academy is to prepare all students for their future endeavors by providing a comprehensive Core Knowledge<sup>®</sup> education.

The mission of Lincoln Academy is to help students attain their highest social and academic potential through an academically rigorous, content-rich educational program in a safe, orderly, and caring environment.

Strengths	Weaknesses
<ul style="list-style-type: none"><li>Dedicated, excellent and consistent school staff and administration</li><li>Active and strong PTO</li><li>Culture of effective fiscal responsibility</li><li>Facility and land potential; location</li><li>Improved wait list demand</li><li>Solid reputation with district, community and other charter schools</li><li>Rigorous curriculum</li><li>Strong academic achievement</li><li>Technology used as an educational tool</li><li>High attendance rate</li><li>Positive Behavior Support System</li></ul>	<ul style="list-style-type: none"><li>Building constraints</li><li>Writing curriculum</li><li>Staff salary levels</li><li>Broad-based parental involvement</li><li>After school enrichment programs</li><li>Middle school retention</li><li>Elementary to middle school transition</li><li>Board development and succession planning</li><li>Lack of understanding for how students succeed in future endeavors</li><li>Middle school parent communication</li><li>Long-term planning</li></ul>
Opportunities	Threats
<ul style="list-style-type: none"><li>New district leadership</li><li>Branding</li><li>Grants and fundraising</li><li>Broader community involvement</li><li>Making facilities available to the community</li><li>Determine long-term facility needs and solutions</li><li>Improved funding (district/state)</li><li>Enhanced school choice options</li></ul>	<ul style="list-style-type: none"><li>Negative sentiments about charter schools expressed in the district</li><li>Different and additional state testing</li><li>Common Core</li><li>Changing accountability measures</li><li>Funding fluctuations and uncertainties</li></ul>

Long-Term Goal		Short-Term Goals		
1. Ensure stable and very qualified board leadership over time.		A. Revise policies to maximize functionality and understanding. B. Investigate adding broader board member expertise and resources. C. Develop dashboard and institutionalize. D. Consistently utilize the strategic plan. E. Board needs assessment and training		
Strategies		Person Resp.	Date	Status
A1	Assess current policies & create plan	Derek	October	
A2	New policies considered every other month	Derek	November	
A3	Create comprehensive board self-assessment	Doug	December	
B1	Contact potential new board members	Ben	Oct-Jan	
B2	Conduct board interview of candidate(s)	BOD	January	
B3	Encourage board committee involvement	Kristi	Monthly	
C1	Consider first draft of dashboard	Derek	October	
C2	Board data workshop (UIP)	Ben	November	
C3	Update financial dashboard	Jeff	November	
D1	Update BOD calendar	Doug	October	
D2	Ensure strat plan updates	Kristi	Ongoing	
E1	Conduct board training needs assessment	Derek	December	
E2	Develop board training plan	Derek	January	
E3	Schedule board training	Derek	Feb/Oct	

Long-Term Goal		Short-Term Goals		
2. Ensure a strong academic program.		A. Increase knowledge of writing curriculum and needs. B. Improve middle school transition.		
Strategies		Person Resp.	Date	Status
A1	Report from admin on writing curriculum	Janelle	December	
A2	Monitor through Principal's report	Janelle	Monthly	

B1	Admin update in Principal's report	Janelle	Quarterly	