



CITY OF CAPE CORAL

CHARTER SCHOOL AUTHORITY

Strategic Plan 2018-2021



"The path from dreams to success exists. May you have the vision to find it, the courage to get on with it, and the perseverance to follow it." ~ Kalpana Chawla



Charter School Authority Strategic Plan 2018-2021

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"Every child deserves a champion - an adult who will never give up on them, who understands the power of connection and insists that they become the best that they can possibly be." ~ Rita Pierson

Charter School Authority Core Values

The City of Cape Coral School Authority System believes:

- Schools should teach knowledge and cultural literacy within a rigorous curriculum that is relevant to students' needs and stimulates their natural curiosity, imagination, and critical thinking skills.
- Student achievement is a result of high staff expectations, quality lessons, challenging curricula, and differentiation in teaching and learning.
- Our schools have created a unique environment and inclusive atmosphere where a sense of community and citizenship are valued, and a collective responsibility is created to promote student success.
- We believe that by focusing on our student's academic and emotional intelligence, we are able to infuse the character traits of love, kindness, respect, teamwork, compassion, and cooperation into their daily lives, making our schools the successful and positive environments for which they are coveted and recognized.





"Vision without action is merely a dream. Action without vision just passes the time. But vision *with* action can change the world." ~ Joel A. Barker

Our Vision - *"Four Schools, One Vision"*

We believe that everyone can succeed in a safe and nurturing learning environment through positive partnerships between parents, schools, and the community.

Our Mission

Our mission is to create a K-12 system that empowers students to be independent, responsible life-long learners who value personal integrity, academic achievement, and have a global impact.

Our Administration

MaryAnne Moniz, Business Manager
Danielle Jensen, Director of Procurement & Food Services
Brent Richardson, Building Maintenance Supervisor
Kathleen Paul-Evans, Executive Assistant to the Superintendent
Penny Faulkner, Charter School Bookkeeper
Marisol Rivera, Accounts Payable Specialist

Our Principals

Kevin Brown - Christa McAuliffe Elementary School
Christopher Cann - Oasis Elementary School
Donnie Hopper - Oasis Middle School
Dr. Christina Britton - Oasis High School

Our Partners

The City of Cape Coral is our municipal partner.
The Mayor and City Council appoints our Governing Board members.





"A city is not gauged by it's length and width, but by the broadness of it's vision and the height of it's dreams." ~ Herb Caen

The Governing Board

Board Member

Michael Campbell - michael.campbell@capecharterschools.org

Board Member

Sam Fisher - sam.fisher@capecharterschools.org

Board Member

Vanessa Metzger - vanessa.metzger@capecharterschools.org

Board Member

Jennifer Nelson - jnelson@capecoral.net

Board Member

Angela Ticich - angela.ticich@capecharterschools.org

Board Member

Tami Traiger - tami.traiger@capecharterschools.org

Board Member

Russell Winstead - russell.winstead@capecharterschools.org

The CSA Governing Board is appointed by the Mayor and the City Council to serve a three-year term. They meet every second Tuesday of the month in City Council Chambers.





"Leadership is having a compelling vision, a comprehensive plan, relentless implementation, and talented people working together." ~ Alan Mulally

Superintendent's Message

On behalf of the City of Cape Coral Charter School Authority it is my pleasure to present to you to our Fiscal Year 2018-2021 Strategic Plan.

It is with great honor that I serve with a team of educators, parents, and stakeholders who assist in clarifying and refining who we are, why we need to look more closely at our coordinated resources, and how we will sustain and prosper our brand.

Thank you for taking the time to educate yourself on our Vision and Mission. We all know it is not enough to simply write a plan. The plan must be well thought out and then implemented. Everyone in the organization needs to know the plan, where to find it, how it affects him or her, and what objectives they can personally impact. From time to time it is also important to revisit the plan, and remind ourselves the future is closer than we think, and if we continue to act together, our vision will become our reality.

Respectfully,

Jacquelin Collins
Superintendent





"It's not enough to be busy, so are the ants. The question is what are we busy about? ~ Henry David Thoreau

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GOAL: 1 INCREASE STUDENT ACHIEVEMENT

Target 1: Student Achievement milestones will continue to increase within the next three years (achievement scores, learning gains in ELA, Math, Science).

Strategy 1: Build an institutional capacity for data driven decision making by analyzing and acting on data to improve student's performance.

Objective 1: Administration will train staff on the identification, analyzation and application of data as it applies to the learning environment.

Strategy 2: Increase teacher effectiveness by the development, refinement and acquisition of teacher's pedagogical skills.

Objective 1: Administration will develop internal mechanisms that show increased professional knowledge and expertise through the use of observation, coaching and mentoring.

Strategy 3: Enhance curricular development to improve academic achievement.

Objective 1: Develop a system wide collaborative process to horizontally and vertically align curriculum.

Objective 2: Align student curriculum with the system's vision and mission.

**CSA GOAL 1
Target 1
Strategic Plan
2018-2021**





"A good teacher is like a candle -
it consumes itself to light
the way for others." ~ Unknown

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GOAL 2: BECOME AN ORGANIZATION OF CONTINUOUS IMPROVEMENT

Target 1: The Authority will create operational efficiencies and develop five year projections for infrastructure development.

Strategy 1: System departments will develop and maintain accurate reporting systems for operational efficiency.

Objective 1: Facilities Maintenance and IT Departments will make three to five year projections of anticipated needs from specific inventories and develop operations to efficiently update and proactively maintain inventories.

Objective 2: Develop a system wide operation to standardize IT hardware.

Objective 3: The system's Finance Department will adopt the City of Cape Coral's finance policies and procedures with notable exceptions to policy/procedures for schools.

Objective 4: The system's Human Resources Department will develop employee relations procedures to include teacher certification status, recruitment initiatives and retention strategies that reflect the system's core values. This objective may require the hiring of additional HR staff to provide this service.

Strategy 2: Engage in a system wide cost savings initiative plan.

Objective 1: Each school will establish a facility cost savings plan (2017 baseline year).

Target 2: Increase teacher/employee retention by 10% per year over next three years

Strategy 1: Engage in a systematic process to recruit, employ and retain a sufficient number of qualified professional and support staff to fulfill roles and responsibilities, and support the purpose and direction of the system, and educational programs.

Objective 1: Maintain a teacher pay parity and merit pay plan.





"Tell me and I forget.
Teach me and I remember.
Involve me and I learn." ~ Benjamin Franklin

CSA Strategic Plan 2018-2021

GOAL 2: BECOME AN ORGANIZATION OF CONTINUOUS IMPROVEMENT

Target 3: Increase system resource opportunities of support to affect educational outcomes by \$25,000.00 each year for next three years.

Strategy 1: Investigate and pursue grant opportunities, partnerships and endowments to supplement and enhance existing fiscal resources to support instructional programs.

Objective 1: Increase the number of specific business partnerships.

Target 4: Ensure that all schools are safe and secure and conducive to learning.

Strategy 1: The school system will maintain and update existing security systems.

Objective 1: The school system will address all corrective maintenance requirements on fire/safety inspections that are not cost prohibitive to the system on yearly basis.

Objective 2: The system will update the "Check-In" software for volunteers.

Objective 3: Threat assessment training for all personnel will be developed and implemented yearly.

Objective 4: Implement a mobile "suspicious activity" reporting tool.

**CSA GOAL 2
Targets 3 & 4
Strategic Plan
2018-2021**





"Collaboration is a key part of the success of any organization, executed through a clearly defined Vision and Mission, and based on transparency and constant communication." ~ Dinesh Paliwal

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GOAL 3: INCREASE COMMUNITY ENGAGEMENT

Target 1: The percentage of parent/guardians who agree or strongly agree with the statement: "The schools engage families in meaningful ways in their children's education and keeps them informed of their children's learning progress, and the course of the system's Vision and Mission" will increase 5% per year (baseline year is 2015 AdvancED).

Strategy 1: Develop a clear system-wide purpose that communicates a common direction for the organization to be communicated to all stakeholders.

Objective 1: Open stakeholders' involvement in the process of Vision/Mission statement goal setting. (stakeholder involvement groups)

Objective 2: Development of system wide recruitment and network campaign to include system branding, marketing and promotion, and social media platforms.

CSA GOAL 3
Targets 1
Strategic Plan
2018-2021



CSA Parent Survey

Charter School Authority parents and stakeholders survey results 2017-2018 yielded the following top five responses to the baseline question: "What do you consider to be our charter school system's strengths?"





"The best way to predict the future is to create it." ~ Alan Kay



Contact Us



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