

MacDowell 2015 - 2018 STRATEGIC PLAN

At MacDowell Preparatory Academy

We Believe:

In providing a quality education for all students.

Each student is important and valued.

Every child needs structure and guidance.

In transparency and integrity.

In providing leadership opportunities for staff and students.

In fostering good healthy reciprocal relationships.

In student, school, and community engagement.

In providing an environment where the whole child is supported and feels comfortable and able to open up.

MISSION

The mission of MacDowell Preparatory Academy is to instill in its scholars the SKILL and WILL to prepare them for success in college and life.

VISION

MPA scholars will maximize their potential and achieve success in every area of their lives.

Our scholars come to school excited about their future and own their own learning.

Our faculty are passionate, knowledgeable and accountable for creating an environment where scholars enthusiastically learn.

Our parents, guardians and community are actively supporting our children's dreams and the work of our school.

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CURRICULUM, ACADEMICS, AND INSTRUCTION

Strategic Goal #1:

Within 3 years at MPA, a student will achieve or exceed state performance targets and perform at appropriate career and college readiness levels.

Objective 1: Report metrics of student progress on a monthly basis.

Objective 2: By December 1, 2017, meet contract obligations in performance.

Objective 3: By August 1, 2015, develop a strategy for pre-K and lower grade enrollment.

Objective 4: By July 1, 2015, create system/onboarding process for students and families.

PARENTAL AND COMMUNITY ENGAGEMENT

Strategic Goal #2:

To increase parental and community engagement, we will sustain current enrollment and increase retention through targeted outreach, partnerships, and communication with interested community, parents, and stakeholders.

Objective 1: Sustain enrollment at 400 students for Annual Year 2015-2016.

Objective 2: Increase retention of existing students by 85% during Annual Year 2015-16.

Objective 3: Grow existing partnerships and develop five (5) new partnerships with interested stakeholders in Annual Year 2015-16.

Objective 4: Increase parental engagement by 50% in Annual Year 2015-16.

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Finance

Strategic Goal #3:

Complete each academic year with adequate cash flow, a balanced budget, and clean audit.

Objective 1: Adjust spending monthly to address any and all overruns in the operating budget.

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Staff, Leadership, Parent and Board Development

Strategic Goal #4:

Board Development Goal Statement: Within 3 years at MPA, all board members will be equipped with the knowledge and tools to make outcomes based decisions, which supports the school's mission and be visibly engaged by leveraging its influence and contacts to support the school's academic, community engagement, and financial goals.

Objectives and Action Plan

Objective #1: Ensure sitting board members obtain the proper orientation documents and implement "board orientation" practice within the first 30 days of a new Board appointment. Implement board orientation manual

Objective #2 Provide the opportunity for as many board member to attend, on "tracks" related to their roles.

Objective #3: Develop an annual mission achievement plan, which is to include the board hosting an annual **Mission Meeting** with community stakeholders, parents and staff, to assist in raising awareness, increased community support for academic programs, and at minimum an additional \$10,000 annually.

Objective #4 Implement annual evaluation tool for school ESP/Manager, to measure management effectiveness.

Objective #5 Work with Outside Consultant to ensure Strategic Plan remains on track

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Professional Staff and Teacher Development

Strategic Goal #5:

Goal Statement #1: The academy would like to retain greater than 80% of its staff annually.

Objectives and Action Plan

Objective #1: By June 1, the school will receive 100% of its letters of intent forms collected from staff where 80% of the staff will state a positive intention of returning to the academy the next school year. Furthermore, the reasons that staff will not return will be for matters beyond the academies influence, i.e., moving, personal reasons, etc.

Goal Statement #2: The academy will improve school culture by involving more teachers in the school-level decision-making process more.

Objectives and Action Plan

Objective #2: By June 1, the school will have collected agenda, minutes, and sign-in sheets documenting the participation of MPA teachers in school improvement meetings, grade level meetings, and school wide committees.

Goal Statement #3: Improve evaluation outcomes by performing more classroom walkthroughs/observations and tailoring professional development to individual teacher needs.

Objectives and Action Plan

Objective #3: For the professional development of instructional staff, each instructional staff member will devise an individual professional development plan by the end of the first marking period. Furthermore, all instructional staff that are under corrective action plans will be required to receive a minimum of two (2) formal observations per term.

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MacDowell Preparatory Academy
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The MacDowell Preparatory Academy is a highly regarded institution that provides a high-quality education to a diverse population in the MacDowell Campus area. The Academy opened in September 2012, offering instruction in kindergarten through 8th grade. The Academy is a tuition-free, college-preparatory school that works with our students, staff, and families to make for a brighter future.

MacDowell Preparatory Academy Board of Directors

President - Nicole Wells Stallworth

Vice President - Robert Thomas

Secretary – Vacant

Treasurer - Cornell Batie

Member - Carlton King

Member - Andrew Yahkind

Member –Desiree Jones