

### STAR Academy Strategic Plan 2011-2014

STAR Academy prepares students for success in a global culture through rigorous core academics, arts and technology.

Goal: Academic Excellence								
Indicator	Measure	Metric	Baseline	Years	Targets	Activities	Person(s) Responsible	Status
Academic Growth	CSAP	% of students above median growth	R: 28 (E) M: 39 (E) W: 40 (E)  R: 49 (M) M: 58 (M) W: 50 (M)	2011-2012	R: 45 (E) M: 50 (E) W: 51 (E)	*Writing portfolios *Curriculum based formative assessments *CDE/CSAP released items *Study Island *Aimswweb Item Maps probes *Tutoring *Use of CSAP prep materials/practice	CAO CIS Teachers	In Place: *Practice tests *Writing *Portfolios *Curriculum based formative assessments *CDE released items *Study Island *Use of CSAP prep materials Quarter 2
				2012-2013	R: 50 (E) M: 55 (E) W: 56 (E)	Same as Above		Not Yet: *Aimswweb Items Maps probes
				2013-2014	R: 55 (E) M: 60 (E) W: 61 (E)	Same as Above		Report at least quarterly
					R: 66 (M) M: 75 (M) W: 67 (M)			
	Dibels	% of students	48% of students 2-5	2011-2012	58%	*Progress Monitoring	CAO CIS	In Place: *Progress

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		grade 2-5 scoring 'Low Risk' on Oral Reading Fluency (ORF)	(Winter Benchmark)	2012-2013	63%	*Adult reading models *Fluency Probes *Tutoring	Teachers	monitoring *Adult reading models *Fluency/Probes  <b>Report after each benchmark- Oct. Feb. June</b>
				2013-2014	68%	Same as above		
	lowa Test of Basic Skills (ITBS)	Fall to Spring NCE Growth K, 1 <sup>st</sup> Reading Language Arts Math	ITBS 2009-2010* Kinder: R:+14 LA+21 M:+13 1 <sup>st</sup> : R+1 LA+8 M+5	2011-2012	Kinder: R:+15 LA: +22, M:+15 1 <sup>st</sup> : R:+5 LA:+10, M:+10	*Study Island *Practice Book for test familiarity *Tutoring	CAO CIS Teachers	*2010 Spring scores not available yet  <b>Report Oct./June</b>
				2012-2013	Kinder: R:+20 LA:+25, M: +20 1 <sup>st</sup> : R:+5 LA:+10, M:+10	Same as above		
				2013-2014	Kinder: R:+20 LA:+25, M: +20 1 <sup>st</sup> : R:+5 LA:+10, M:+10	Same as Above		
	NWEA/MAPS Grades 1-2	% of students scoring above the 50%tile	*1 <sup>st</sup> : Reading: 39% Math: 42% 2 <sup>nd</sup> : R:43% M: 41%	2011-2012	1 <sup>st</sup> : R: 50% M: 50% 2 <sup>nd</sup> : R: 50% M: 50%	Study Island Aimsweb Curriculum Direct Instruction Tutoring	CAO CIS Teachers	*Based on Winter Scores  <b>Report Oct./Feb./June</b>
				2012-2013	1 <sup>st</sup> : R: 55% M: 55% 2 <sup>nd</sup> : R: 55% M: 55%			
				2013-2014	1 <sup>st</sup> : R: 60% M: 60% 2 <sup>nd</sup> : R:60%			

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	NWEA/MAPS Grades 3-8	% of students above the grade level proficiency cut score	3 <sup>rd</sup> : R: 61% M: 44% 4 <sup>th</sup> : R: 43% M: 60% 5 <sup>th</sup> : R: 35% M: 11% 6 <sup>th</sup> : R: 48% M: 30% 7 <sup>th</sup> : R: 28% M: 39% 8 <sup>th</sup> : R: 47% M: 33%	2011-2012 M: 60% 3 <sup>rd</sup> : R: 66% M: 50% 4 <sup>th</sup> : R: 65% M: 50% 5 <sup>th</sup> : R: 50% M: 65% 6 <sup>th</sup> : R: 50% M: 40% 7 <sup>th</sup> : R: 55% M: 40% 8 <sup>th</sup> : R: 40% M: 50%	2012-2013 3 <sup>rd</sup> : R M: 55% 4 <sup>th</sup> : R: 55% M: 70% 5 <sup>th</sup> : R: 68% M: 55% 6 <sup>th</sup> : R: 55% M: 68% 7 <sup>th</sup> : R: 60% M: 45% 8 <sup>th</sup> : R: 58% M: 55%	2013-2014 3 <sup>rd</sup> : R: 75% M: 60% 4 <sup>th</sup> : R: 60% M: 75% 5 <sup>th</sup> : R: 55% M: 45%	CAO CIS Teachers	<b>Report            Oct./Feb./June</b>



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Indicator	Measure	Metric	Baseline	Years	Targets	Activities	Person(s) Responsible	Status
Academic Status	CSAP	% Proficient/ Advanced*	2009-10 3:R-39;W-27; M-41 4:R-13; W-13; M-35 5: R-50; W-27; M-36 6: R-38; W-31; M-44 7: (no report; fewer than 16 students)	2010-2011	3: R-50; W-50; M-50 4:R-50; W-50; M-50 5:R-35; W-35; M-50 6: R-45; W-45 M-50 7: R-50; W-50; M-50	*Writing Portfolios *Curriculum based formative assessments *CDE released items *Study Island *Aimsw eb Item Maps probes *Tutoring *Use of CSAP prep materials *Practice tests	CAO CIS Teachers	*2009-2010 In Place: *Writing portfolios *Curriculum based formative assessments *CDE released items *Study Island *Use of CSAP prep materials *Practice tests
				2011-2012	3: R-60; W-60; M-60 4: R-55; W-55; M-55 5:R-55; W-55; M-55 6:R-40; W-40; M-55 7: R-50; W-50 M-55 8: R-55; W-55; M-55			
				2012-2013	3: R-60; W-60; M-60 4: R-65; W-65; M-65 5: R-60; W-60;			Report quarterly

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					M-60 6:R-60; W-60; M-60 7:R-45; W-45; M-60 8: R-55; W-55 M-60		
Closing the Achievement Gap	CSAP	<b>Elementary</b> Subgroup Median Growth %ile Subgroup Median Adequate Growth %ile	<b>Elementary</b> Reading -FRL 28/48 -Minority 27/57 -Students w/Disabilities -ELL -"Catch up" 28/69 Math -FRL 44/69 -Minority 36/73 -Students w/Disabilities -ELL -"Catch up" 41/81	2011-2012	Meet or exceed previous year's adequate growth %ile	Review gap analysis in performance frameworks; AYP disaggregate group analysis,	
				2012-2013	Meet or exceed previous year's adequate growth %ile	AYP disaggregate group analysis, Gap analysis in Performance Frameworks	
		<b>Middle School</b> Subgroup Median Growth %ile/ Subgroup Median Adequate Growth %ile	Writing -FRL 41/72 -Minority 41/75 -Students	2013-2014	Meet or exceed previous year's adequate growth %ile	AYP disaggregate group analysis, Gap analysis in Performance Frameworks	<b>Report with CSAP results in fall</b>

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			<ul style="list-style-type: none"> <li>w/Disabilities</li> <li>-ELL</li> <li>-“Catch up”</li> <li>41/81</li> <li><b>Middle</b></li> <li><b>School</b></li> <li>Reading</li> <li>-FRL 54/53</li> <li>-Minority</li> <li>37/69</li> <li>-Students</li> <li>w/Disabilities</li> <li>-ELL</li> <li>-“Catch up”</li> <li>56/74</li> <li>Math</li> <li>-FRL 65/83</li> <li>-Minority</li> <li>54/93</li> <li>-Students</li> <li>w/Disabilities</li> <li>-ELL</li> <li>-“Catch up”</li> <li>58/95</li> <li>Writing</li> <li>-FRL 61/80</li> <li>-Minority</li> <li>44/78</li> <li>-Students</li> <li>w/Disabilities</li> <li>-ELL</li> <li>-“Catch up”</li> </ul>				
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			61/82						
Co-curricular and extra curricular activities	Enrichment Programs	Increased offerings	Computer Programming Art Club, Drama, Sports, Robotics, Magic Club, Chess Club, Choir	2011-2012	Add Track/Soccer	Student and Parent Interest Inventory; research addition of Mandarin Chinese; research additional activities	CAO	Report quarterly	
				2012-2013	Add Mandarin Chinese				
				2013-2014					
				2011-2012	Add One: Math Counts Science Olympiad, Science Fair or Geography Bee				
External Academic School Programs	Increased offerings	Summer School		2012-2013	Add One: Math Counts Science Olympiad, Science Fair or Geography Bee		Report quarterly		
				2013-2014	Add One: Math Counts Science Olympiad, Science Fair or Geography Bee				
				2013-2014	Add One: Math Counts Science Olympiad, Science Fair or Geography Bee Participate in D11 competitions				

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<b>Goal: Academic Excellence</b>									
Indicator	Measure	Metric	Baseline	Years	Targets	Activities	Person(s) Responsible	Status	
High School Readiness	Survey	% of students in non-remedial classes	No current/former STAR high school students	2011-2012	50% (equal to % CSAP P/A)	Survey counseling dept. at high schools	CIS	Report spring annually	
				2012-2013	60%	Survey counseling dept. at high schools			
				2013-2014	75%	Survey counseling dept. at high schools			
Survey	Survey	% of students reporting feeling prepared	No current/former STAR high school students	2011-2012	70%	Survey former STAR students/parents	CIS/BIS	Report spring annually	
				2012-2013	80%	Survey former STAR students/parents			
				2013-2014	85%	Survey former STAR students/parents			

<b>Goal: Operational Quality and Success</b>									
Indicator	Measure	Metric	Baseline	Years	Targets	Activities	Person(s) Responsible	Status	
Contract Continuity	Mosaica contract renewal/evaluation	Positive evaluation/renewal	Annual review/current contract until 2016	2011-2012	Positive evaluation	Annual review of contract terms	Board President	Review annually in April	
				2012-2013	Positive evaluation				
				2013-2014	Positive evaluation				
	District	Positive	Monthly Meetings	2011-2012	Renewal of charter	August-December continued monthly	Board President	Monthly updates	

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	contract renewal/ feedback	annual feedback/ renewal	with Key D11 Staff begun in Jan. 2011			meeting leading up to D11 board action on charter renewal		
				2012-2013	Continue working with district	Continue to provide data and address district concerns		
				2013-2014	Continue working with district			
			2010-11=429	2011-2012	495	Marketing Committee/Parent Info nights	CAO	Oct./Nov. meetings
Financial Viability	Student enrollment	Actual student count		2012-2013	525			
				2013-2014	540			
	Liquidity	(Current assets-current liabilities)/ Total revenues	2009-10 = (31.7)	2011-2012	(24.2)	Growth and conservative spending	Board Treasurer	Report monthly
				2012-2013	(19.4)	Growth and conservative spending		
				2013-2014	(13.5)	Growth and conservative spending		

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Indicator	Measure	Metric	Baseline	Years	Targets	Activities	Person(s) Responsible	Status
Financial Viability	Sustainability	Total unrestricted net assets/ avg.monthly expenses	2009-10= (5.0)	2011-2012	(4.1)	Annual surpluses and conservative spending		
				2012-2013	(3.4)	Annual surpluses and conservative spending		
				2013-2014	(2.7)	Annual surpluses and conservative spending		
Occupancy expense	Total occupancy costs/total revenues	2010-11= 26.3	2011-2012	24.5	25 students per room/ move upper elem./ middle school to Adams		Report annually in fall	
			2012-2013	22.1				
			2013-2014	21.6				
			2011-2012	none	Continue to evaluate adequacy of controls and monitor effectiveness			
Annual audit	Number of findings	2009-10 = none	2012-2013	none	Continue to evaluate adequacy of controls and monitor effectiveness			
			2013-2014	none	Continue to evaluate adequacy of controls and monitor effectiveness			
			2011-2012	2011-2012				
Fundraising	Dollars raised			2011-2012	2012-2013	Board Treasurer	Report each November	
				2012-2013	2012-2013			
				2013-2014	2013-2014			

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<b>Goal: Strong Culture and Community</b>								
<b>Indicator</b>	<b>Measure</b>	<b>Metric</b>	<b>Baseline</b>	<b>Years</b>	<b>Targets</b>	<b>Activities</b>	<b>Person(s) Responsible</b>	<b>Status</b>
Professional Growth	Staff Development	High quality, long term, sustainable PD for teachers	Pre-Service (15-20 days) 5 additional Staff Dev Days, D-11 ERO, Induction	2011-2012	Increase training in Space and Technology pedagogy	Advancing Tier I to Tier II, Tier II to Tier III, Tier III to Tier IV; Space Foundation Training	CIS NCIS CAO RVP	<b>Report annually</b>
				2012-2013	Increase training STEM	Mosaica training, UCCS, Space Foundation training, other partnerships		
				2013-2014	Differentiated Instruction	D-11 consolidated grant, D-11 ERO		
				2011-2012	Annual trainings and self-evaluation	Board training modules	Board VP	
	Board Development	% of board members to engage in training	Mosaica training annually	2012-2013				
				2013-2014				
Effective Communication	Methods of Internal Communication	Variety of effective communication methods	E-mails, Daily memo, Staff Meetings, website, Team Meetings	2011-2012	Common language/ info on all information strings		Perla Castro Melissa Blair CIS CAO	<b>Monthly report</b>
				2012-2013				
				2013-2014				

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	Methods of External Communication	Variety of effective communication methods	Parent Info Nights, Parent Forums, Website, e-blasts, Face Book, E-mails, Newsletters, Notes home Marketing template	2011-2012	Text Message Option, Twitter, Common language/information on all information strings, develop an effective means for press releases	IT dept. will research viable and affordable text message options	Perla Castro Melissa Blair CIS CAO	<b>Monthly report</b>
				2012-2013	Increase following on social network sites			
				2013-2014				