

DRAFT

Strategic Goal Themes- Faculty Work

Following the Parent Survey Coding feedback, Leaders Build Leaders (Tom Miller and partners) worked with CFCI Board and faculty to whittle down the data and feedback into the 5 themes.

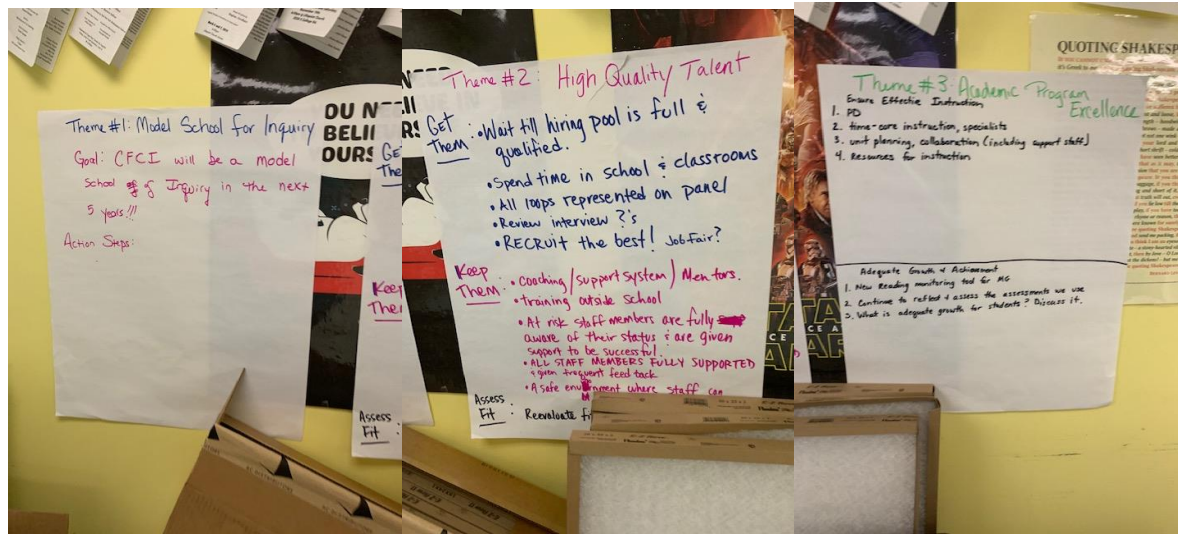
The faculty then took those 5 themes and spent weeks creating SMART goals.

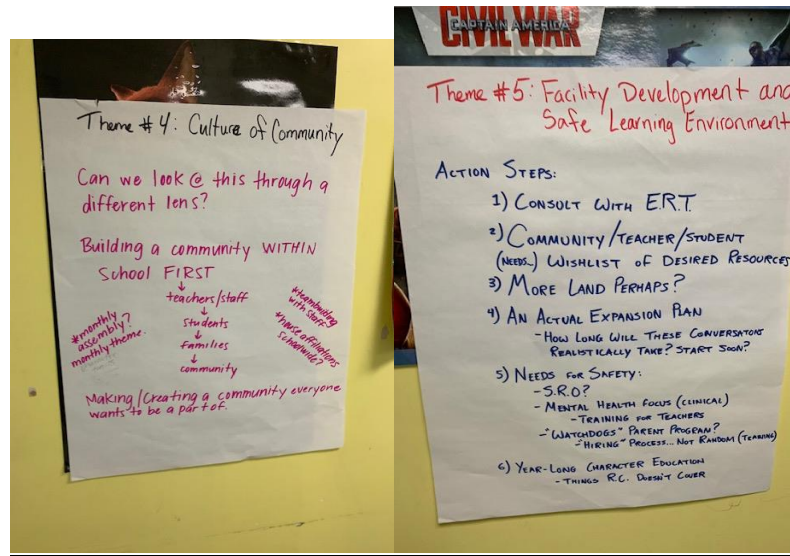
Then the development of objectives for each goals was the next step.

Now we are working on determine action steps, evidences and timeline. These are the pieces that may shift some throughout the process.

This document is ALL draft. It shows a downloaded Google Doc with many meetings of faculty work, changes, brainstorming.

The first items you will see are the posters from the initial brainstorming session, then you will see the work to determine goals/actions/measures/etc.





CFCI Strategic Goal Themes

Theme #1: Model School for Inquiry (Sam, Sarah, Nancy)

FINAL: CFCI will cultivate, deepen and sustain a foundation of inquiry integrated into all aspects of our school and community.

Drafted Goal idea: Inquiry will be included, refined, and integrated into all aspects of the CFCI experience.

Drafted Goal idea #2: CFCI will cultivate the inquiry process in all aspects in order to encourage collaboration with all stakeholders within the next 5 years.

Drafted Goal Idea #3: CFCI will extend, deepen, and sustain a strong and dynamic program of inquiry that places students at the center of their learning over the course of each academic year.

1. Define and articulate core and specialized instruction for K-8.

2. Create units and learning experiences that relate subject areas and emphasize inquiry, investigation, research, and the effective, appropriate and intentional use of technology.
3. Personalize learning for all students by engaging in teaching approaches in order to meet students where they are and support growth and challenge for all.
4. Create and generate a message about the power, impact, and difference of a CFCI education in a way that increases both the visibility and understanding of the school and its mission.
5. Create the structures and mechanisms for CFCI to participate beyond the school walls and a play a role in modeling to others the impact of an education based on inquiry.

Measured by: CFCI faculty leading professional development (on and off site), UNCW/PDS partners, visitor logs, unit plans, curriculum maps, field experiences, MTSS process, Inquiry conference hosted at CFCI (Isn't there a fidelity rubric for measuring school based inquiry? Tom)

Action Steps: Goal-CFCI will be a model school of Inquiry in the next 5 years!

Defining CFCI's- create common understanding of how we teach inquiry. (create graphic...paint it on the wall!)

Thematic Units, Curriculum Map (carve out summer unit planning time again)

Teaching other teachers what we do here and even inviting some others to present and participate. **(Idea: one day workshop at CFCI: Celebrating 20 Years of Inquiry Learning!)** Inquiry continuum

Could this Goal be where we talk about program and resource cultivation---using programs outside of CFCI (ie: UNCW: starlab, STEM rooms, fields/green spaces, local parks/ state park collaborations, etc.)

Theme #2: High Quality Talent (Lori, Kim, Lisa)

Drafted Goals:

FINAL: CFCI will attract, hire, develop and retain high quality professionals committed to the CFCI mission and beliefs.

1. TO ATTRACT AND HIRE: CFCI will enhance efforts to recruit high quality professionals.

(Number of high quality applicants; job fairs and job recruitment boards, partnerships with UNCW - internships;)

2. TO CONTINUALLY DEVELOP HIGH QUALITY PROFESSIONALS: CFCI will train, mentor, coach, nurture & provide relevant

PD (schoolwide professional development planning, BT plans; PIPs; L3; coaching cycle documentation; teacher observation tool; surveys; improvement plans;)

3. TO RETAIN HIGH QUALITY PROFESSIONALS: CFCI will provide a safe and supportive environment that fosters

risk-taking and innovation.

(NC teacher working condition survey; annual staff climate survey;)

Get them

- Wait till hiring pool is full and qualified
- Spend time in school and classroom
- All loops represented on panel
- Review interview ?s
- Recruit the best! Job fair?

Keep them

- Coaching/support systems/mentors
- Training outside school
- At risk staff members a fully aware of their status and are given support to be successful
- All staff members fully supported and given frequent feedback
- A safe environment where staff can seek help

Reevaluate fit of teach style

Action Steps: Significantly enhance partnerships with Colleges of Education across the state.

Theme #3: Academic Program Excellence: (Lori, Kim, Lisa)

Drafted Goal: CFCI will provide the highest levels of inquiry learning, educational experiences, academic support and guidance to ensure students mastery through each transition including high school, college and career readiness.

1. TO ENSURE EFFECTIVE INSTRUCTION:

Teachers will implement classroom structures and standards based curriculum that promotes inquiry and develops independent learners.

Measured by: (Unit design; Checklist for observation; pre/post conferences; pre/post assessments; CFCI teacher observation tool)

2. TO ENSURE ADEQUATE GROWTH AND ACHIEVEMENT:

Teachers will utilize data from multiple sources to guide instruction and facilitate student learning.

Measured by: (EOG's; MAP; mClass, classroom assessments, progress monitoring +IEP , enrichment data/intervention plans) classroom performance/engagement. Should we think about portfolios?

Ensure effective instruction

1. PD
2. Time-core instruction, specialists
3. Unit planning, collaboration (include support staff)
4. Resources for instruction

Adequate growth and achievement

1. New reading monitoring tool for MG
2. Continue to reflect and assess the assessments we use
3. What is adequate growth for students? Discuss it.

Theme #4: Culture of Community (Morgan, Michal)

Drafted Goal: CFCI will a culture of community, engaging families, partners and the greater community to meet the needs of all students.

Drafted Goal #2: Build a culture of community within CFCI through engaging staff, students, families/partners and the greater community in order to meet the needs of all stakeholders.

ITEMS IN RED ARE FROM 2/13 MEETING

Drafted Goal #3 CFCI will foster a global awareness by guiding a culture of community by engaging staff, students, families and the greater community.

1. **TO PROMOTE A STRONGER, MORE INTERCONNECTED FACULTY AND STAFF: Strengthen ties between faculty and staff through various joint endeavors**

- 2. **TO PROMOTE A STRONGER, MORE INTERCONNECTED STUDENT BODY:** Strengthen ties amongst the student body, across grade levels, in order to create a unified student population
- 3. **TO PROMOTE A STRONGER, MORE INTERCONNECTED RELATIONSHIP BETWEEN FAMILIES AND STAFF:** Create opportunities to build close relationships through school and extracurricular activities
- 4. **TO PROMOTE A STRONGER, MORE INTERCONNECTED WORLD:** Invite the community — e.g. artists, activists, thought leaders, authors, academics — into CFCI to interact with students and the school community in authentic and real world ways.

1. **TO CREATE OPPORTUNITIES FOR STUDENTS TO MAKE A POSITIVE IMPACT ON COMMUNITY:**

CFCI will develop a service learning model to engage students in the development of an intrinsic desire to take action and improve the world they live in.

Measured by: development of plan, number of service learning opportunities, climate survey, lesson plans (Responsive language, open door policy, service learning, global and local awareness; citizenship)

- 2. **TO PROMOTE A STRONGER, MORE INTERCONNECTED WORLD:** Invite the community — e.g. artists, activists, thought leaders, authors, academics — into CFCI to interact with students and the school community in authentic and real world ways.

Measured by: Number of volunteers (frequency/variety), parent survey/climate survey, visitors to the school, field experiences and service learning beyond the school.

Action steps: Having open door policy, making access available, etc. ,make it welcoming, organized volunteer opportunities, Partnership/PCN/Board....

Can we look at this through a different lens?

Building a community within school first->teachers/staff->students->families->community

*Monthly assembly? Monthly theme.

*Teambuilding with staff

*House affiliations schoolwide

Making/creating a community everyone wants to be part of.

Theme #5: Facility Development and Safe Learning Environment (Mac, Kelly, Kathy, Lori)

Drafted Goals: CFCI will improve, refine and invest in facility and resource development to support a safe and healthy learning environment. And increase productivity

1. Develop a plan to maintain and enhance the current facility and learning spaces to promote inquiry.

Measured by: climate survey, wish lists

2. Use data from multiple sources to monitor and make improvements to our campus security.

Measured by: incident reports, climate survey, meeting minutes (board, PCN, Partnership, etc.) ERT feedback

3. Provide a learning environment for students that supports social and emotional growth.

Measured by: climate survey, incident reports, classroom/office behavior reports, school counselor data, behavior intervention data, meeting minutes (board, PCN, Partnership, etc.), NCTWCS, Responsive classroom feedback

Action Steps:

- 1-Consult with ERT, Reevaluate Threat Assessment Protocol, Mac/Kathy attending training on state law changes
- 2-Community/teacher/student (needs) wish list of desired resources
3. More land perhaps?
4. An actual expansion plan
 - How long will these conversations realistically take? Start soon?
5. Needs for safety:
 - SRO?
 - Mental health focus (clinical)
 - Training for teachers
 - "watchdogs" Parents program?
 - "Hiring" process...not random
6. Year long character education
 - Things RC doesn't cover

