

**Nasha Shkola Strategic Plan: Initiatives & Improvement 2018-2019**

**Mission:** Nasha Shkola aspires to be a multi-cultural charter school committed to exceptional education in all areas of academic inquiry with an emphasis on Russian Language and Culture, providing structured and responsive learning environment based upon educational best practices for all students and their families. **Vision:** To be an academically rigorous school preparing students for continued success as motivated learners and global citizens.

<b>Strategic Focus Areas</b>	<b>Academic achievement</b>	<b>Dual Language Enrichment</b>	<b>High-performing and dedicated team</b>	<b>Family and Community Engagement</b>	<b>Fiscal Responsibility</b>	<b>Efficient Operations</b>
<b>Initiatives</b>	Maximize academic and personal growth and development for every student through strengthening of academic programs, providing continuous support and continuous assessment.	Provide high quality daily Russian language and culture instruction with the goal of bilingual fluency and cultural literacy.	Establish shared leadership and collaboration among all teachers and staff for higher levels of empowerment and productivity	Build strong relationships with families and communities to support academic success along with social and emotional wellbeing of all students.	Be fiscally responsible as we grow our enrollment to support school sustainability.	Have structured systems in place for successful daily operations.



<b>Areas for improvement FY2019</b>	<ul style="list-style-type: none"> <li>• Embed and support best teaching practices to promote student learning and increase proficiency</li> <li>• Monitor progress and continually adjust to ensure instructional and assessment practices are being employed with fidelity</li> <li>• Develop a comprehensive ELL Program plan</li> </ul>	<ul style="list-style-type: none"> <li>• Implement assessment tool (The ACTFL Assessment of Performance toward Proficiency in Languages (AAPPL)) that would allow the school to evaluate achievement and growth in Russian language</li> <li>• Develop comprehensive K-8 Russian Language and Culture curriculum map aligned with World Language Standards</li> </ul>	<ul style="list-style-type: none"> <li>• Develop and implement written staff development plan: create a comprehensive plan where PD is taking place on a regular basis that focuses on increasing student performance.</li> <li>• Build academic leadership capacity among teaching staff</li> <li>• Retain and recruit teachers who are highly qualified in their discipline and demonstrate excellence in teaching</li> </ul>	<p>Increase stakeholder/ community involvement by:</p> <ul style="list-style-type: none"> <li>• Making engagement a priority and planning</li> <li>• Communicating proactively in the community</li> <li>• Offering meaningful activities/events to participate</li> <li>• Turn community supporters into leaders (increase participation in decision making, school improvement plans, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Plan and implement to establish a fund balance of at least 10 percent</li> <li>• Explore avenues that will increase and maintain student enrollment at expected levels</li> <li>• Establish a small grant writing/fund raising initiative</li> </ul>	<ul style="list-style-type: none"> <li>• Have in place organizational systems to support safe and orderly learning and working environment.</li> <li>• Apply and plan for prekindergarten program for 2019-2020.</li> </ul>
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