



# **FY2022**

## **Vision**

*and*

## **FY2022 – FY2025**

# **Three-Year Strategic Plan**

**Original Create Date:** July 25, 2011

**Last Modified:** Dec 17, 2022

## Vision

DaVinci Academy of Arts and Science will be known and respected for providing a dynamic educational experience in which students become lifelong learners with a sense of responsibility to society.

## Mission

DaVinci Academy of Arts and Science will awaken a passion for learning through an enriched and individualized approach to education. Students, parents and teachers will work together to ensure positive character development and build a strong foundation for higher education.

## K-8 Pillars

- A. Arts and Science Focus
- B. Enhanced Learning Experience
- C. Differentiated Instruction
- D. Character Development

## Background

The 2011 DaVinci Academy Board of Directors created this Strategic Plan for the primary purpose of guiding the long-term viability of the school and to align our specific written goals with our mission/vision/pillars. At the time of this FY2021 update, DaVinci Academy finds itself in an environment in which:

- #1 Best Public Middle School in Anoka County and #1 Best Charter Elementary School in Anoka county for the year 2021-2022 by Niche.
- DaVinci Academy was eligible for a Charter School Programs grant (CSP Grant) for school replication planning in 2020. The board is actively engaged in executing a plan to add capacity in grades K-8 as outlined in our 10 year plan.
- In 2022, DaVinci received the following awards from their Authorizer Friends of Education:
  - Former Blue Ribbon School Award: \$1,000
  - MDE High Quality Charter School designation: \$5,000
  - MDE Finance Award Recipient: \$1,000
  - Unrestricted Funds for Excellence: \$7,000
- In June 2019 the school's authorizer granted a new five-year contract to the school (the maximum allowed by Friends of Education and Minnesota Department of Education).
- Friends of Education was awarded Exemplary Status as an authorizer in 2019.
- The school earned the designation of "Reward School" for all 6 years it was awarded.
- DaVinci Academy was awarded the 2016 National Blue Ribbon School of Excellence.
- There continues to be strong enrollment at DaVinci Academy with more than 400 prospective students for all grades on the waiting list.
- Friends of Education recognized the DaVinci Academy Board for excellent board governance.

## Challenges and Key Objectives

Overall, DaVinci Academy has identified the following critical challenges and key objectives:

- A. Maintain and increase academic performance above state averages and our peer average as DaVinci Academy continues its growth
- B. Execute growth plans while ensuring and maintaining our academic success for the K-8 program
- C. Fulfill the school's charter contract goals
- D. Ensure the vitality and universality of the DaVinci culture as we expand the community
- E. Attract, train, and retain excellent and diverse teachers and staff
- F. Succession plan for the administrative team and the school board
- G. Investigate expansion plan for existing facility, maximizing space and enrollment

## Review and Assessment

The Board of Directors will review this strategic plan and assess and revise it as needed at the completion of each academic year.

## Overview

The Board of Directors' current areas of strategic focus are:

- 1) *Academic Excellence*
- 2) *Fiduciary Responsibility*
- 3) *HR and Total Compensation*
- 4) *Policies*
- 5) *School Development (fundraising, grants, and the like)*
- 6) *Community Engagement*
- 7) *Equity*

The board develops and updates goals for each of the focus areas. The following sections will elaborate on these focus areas currently identified by the Board of Directors as essential to DaVinci Academy's continued success.

## Long-term Planning

### DaVinci Academy - 10 year high-level plan

Phase	School Yr	Elementary / Middle
<b>ONE</b> <i>Expand</i> K-8	2015-16	Planning & design, bonding, buy land, buy out current lease, break ground.
	2016-17	Construction, hire teachers, market to families, move into a new campus.
	2017-18 <b>Move to New Campus</b>	Start at new site, add all K-2, one each 3rd & 6th grades, start gifted/talented.
<b>TWO</b> <i>Grow</i> K-8	2018-19	Add another 3rd and a 5th, grow into grades 4 and 7
	2019-20	Full K-5
	2020-21	Organically grow middle school
	2021-22	Organically grow middle school
	2022-23 <b>Full K-8</b>	Full K-8 enrollment
<b>THREE</b> <i>Maintain and Thrive</i> K-8	2023-24	<ul style="list-style-type: none"> <li>• Test scores, stabilization, staffing, K-8 pillars</li> <li>• Evaluation of expansion of current facilities/ space maximization / maximizing enrollment.</li> </ul>
	2024-25	<ul style="list-style-type: none"> <li>• Test scores, stabilization, staffing, K-8 pillars</li> <li>• Discuss and evaluate site, start strategic plan, program definition.</li> <li>• Evaluation of expansion of current facilities/ space maximization / maximizing enrollment.</li> </ul>
	2025-26	Test scores, stabilization, staffing, K-8 pillars
	2026-27	Test scores, stabilization, staffing, K-8 pillars
	2027-28	Test scores, stabilization, staffing, K-8 pillars
	2028-29	Test scores, stabilization, staffing, K-8 pillars
	2029-30	Test scores, stabilization, staffing, K-8 pillars
	2030-31	Test scores, stabilization, staffing, K-8 pillars
	2031-32	Test scores, stabilization, staffing, K-8 pillars

## Academic Excellence

**Objective:** To provide an educational program for students in order to improve all pupil learning and all student achievement.

### Goals and Initiatives:

1. Continuously evaluate and improve our program to ensure the highest quality of education.
2. Ensure ongoing excellence in the classroom through the use of technology, educational strategies and staff development.
3. Continuous improvement of our gifted and talented program through best practices.
4. Implement effective programs to assimilate laterals to support our school growth objectives while maintaining our high academic standards.
5. Increase academic performance and continuously improve student learning outcomes as measured by individual student growth and proficiency.
6. Apply for Blue Ribbon award in 2025-26.

## Fiduciary Responsibility

**Objective:** To manage the finances of DaVinci Academy with the highest integrity and ensure professional accounting practices are followed.

### Goals and Initiatives:

1. Maintain our fund balance above the authorizer goal and monitor and strengthen the school's fiscal position.
2. Receive school finance award each year.
3. Clean audit each year.
4. Renegotiate the bond for accurate enrollment numbers to decrease lease expenses from our general education fund.
5. Implement the asset cycle for both technology and durable goods
  - i. Upkeep and maintenance of current building; interior /exterior
  - ii. Life-span of furniture/equipment and replacement plan

## Human Resources/Total Compensation

**Objective:** To review and recommend appropriate and supportable compensation and bonus programs for teachers and staff that are in DaVinci Academy's best interests and aligned with its business mission and strategy to attract, train, and retain quality and diverse employees.

### Goals and Initiatives:

1. Continue to review staff salary/benefit compensation ranges, healthcare, and bonus programs annually and ensure all staff are made aware of the total compensation from DaVinci Academy annually (salary, benefits, retirement, etc...).
2. Seek and monitor educational industry compensation comparisons annually to assure our staff are compensated per school board's budgetary compensation objectives.
3. Review all necessary human resource related policies on at least an annual basis with a goal of recommending any new policies required by law or regulation within three months of the new law or regulation or by the date required by law or regulation, whichever is earlier.
4. Evaluate recruitment strategies to attract and retain diverse staff members reflective of the DaVinci Academy community.

## Policies

**Objective:** To document and track current policies, review and recommend changes to existing policies, and draft and recommend new policies, as needed.

### Goals and Initiatives:

1. Re-examine policies that require an annual review.
2. Monitor the review schedule for all policies and update as necessary.
3. To continue to review and update the policies that are very out of date, with the main focus being on the 200 series and 500 series.

## School Development

**Objective:** To oversee the administration of fundraising activities done on behalf of or on the property of the DaVinci Academy of Arts and Science.

### Goals and Initiatives:

1. Successfully execute at least one major fundraising event each school year.
2. Identify and obtain at least 2 – 3 additional sustainable funding sources per school year (e.g. Target Field Trip Grants, ADSIS, corporate programs)
3. Achieve net annual donations (all programs) equal to or exceeding \$200,000.
4. Maintain a donor/prospect/alumni database.

## Community Engagement

**Objective:** To improve and maintain our relationship with families and motivate them to positively participate in school events, forums, and meeting opportunities.

**Goals and Initiatives:**

1. Increase meaningful opportunities for families and the community to contribute to the Mission and Vision of DaVinci Academy.
2. Increase parent and alumni involvement in all committees.
3. Expand equitable access to school programming outside of school hours.

## Equity

**Objective:** To review and assess current school programs from an equitable lens to ensure every stakeholder is getting what they need to succeed.

**Goals and Initiatives:**

1. Involve parents, families, the community, and staff members and any other relevant stakeholders into creating policies that are equitable.
2. Evaluate current programs at the school and provide feedback to administration related to inclusion and equity.
3. Review the Environmental Scan and use it to improve our school.
4. Re-evaluate our Mission and Vision through an equity lens.