

Anser Charter School Strategic Plan

History

When Anser Charter School was granted a charter by the Boise School District in September 1998, the school's founders set their sights on the future. The focus of the school was to open and operate an exemplary school based on Expeditionary Learning-Outward Bound design principles. In its first decade, Anser staff, parents, and Board built a school with a unique curriculum and a reputation for academic success, service to

the community, and strong character. With the educational infrastructure firmly in place, the Anser community moved to strengthen the school's financial underpinnings and organizational infrastructure. Anser begins its second decade in a new facility, bringing new opportunities and challenges which are reflected in the strategic direction for years 15-20.

Vision Statement

Anser's vision is to educate the whole child in a collaborative learning community where individuals are inspired to achieve their academic potential, be self-motivated and feel a sense of connection and responsibility to the world.

Mission Statement

Anser's mission is to foster learning that imagines a better world and works toward realizing it; set high academic standards; promote creativity, discovery, reflection and balance; embrace diversity; and use developmentally appropriate practices and real-world experiences to educate within a climate of collaboration, community, character, and compassion.

Strategic Plan Implementation and Review

Anser's Strategic Plan will be updated and approved annually. The Board will annually review presentations from the Education Director and Organization Director which will include analyses of student growth and achievement, student demographics, financial performance, and annual goal attainment, using the data provided to inform the adoption of goals for the following school year.

Anser Strategic Direction

(Operational Years 15 - 20)

The Anser Board, staff, and parents will position the school for long term sustainability.

Five major initiatives support this overall objective. The Anser Board is responsible for establishing strategic direction and monitoring progress. Family Council represents the voice of the parent community, communicating needs and suggestions to the Board. The Anser staff provides professional support for the initiatives. This document assists the staff in clarifying organizational priorities.

Initiative #1	Initiative #2	Initiative #3	Initiative #4	Initiative #5
Provide a rigorous curriculum that produces high academic achievement, strong character, and service to others.	Maintain Anser’s facility in a manner true to Anser’s mission and vision, while maximizing use of the asset.	Provide the financial resources necessary to sustain Anser.	Manage school size consistent with Anser’s long term vision for growth while meeting the needs of current and future families and balancing fiscal/educational needs.	Promote the vitality and integrity of the organizational infrastructure, including its culture, community, and compliance with all applicable laws.
Responsible parties/individuals				
Education Director Instructional Staff Education Committee Resource Development Committee	Facilities Committee Organization Director	Finance Committee Resource Development Committee Facilities Committee Organization Director Marketing Committee	Education Director Instructional Staff Organization Director Family Council Marketing Committee Resource Development Committee Executive Committee Ed. Committee	Organization Director Education Director Governance Committee Family Council Executive Committee Marketing Committee
<p>Each goal is followed by the responsible parties.</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <p>OD= Organization Director Bd = Anser Board Dev = Resource Development Committee Exec = Executive Committee</p> </div> <div style="width: 30%;"> <p>ED = Education Director Fac = Facilities Committee (ad hoc) FC = Family Council Fin = Finance Committee</p> </div> <div style="width: 30%;"> <p>IS = Instructional Staff Mktg = Marketing Committee EdC=Education Committee Gov = Governance Committee</p> </div> </div>				

On- Going Goals

Initiative #1	Initiative #2	Initiative #3	Initiative #4	Initiative #5
<p>Create a cohesive process for implementing and supporting high quality expedition products and projects. (ED, IS, EdC)</p> <p>Implement strategies and processes to facilitate unlimited access to education for all students. (ED, IS)</p> <p>Regularly assess and evaluate educational program, identify areas of improvement and develop plans to address those areas. (ED, IS, EdC)</p> <p>Regularly assess alignment with Idaho Common Core. (ED, EdC, IS)</p> <p>Provide professional development opportunities that support teacher growth and student achievement. (ED, EdC)</p> <p>Student Growth and Achievement will be measured and reported annually to the Board (ED,IS)</p>	<p>Review and prioritize future capital projects with the input from Board and Staff. (Fac, OD)</p> <p>Manage facility rentals to meet/exceed revenue projections. (OD, Fac)</p> <p>Address growth and facility improvement needs and objectives of school annually, e.g., storage, parking, etc. (OD, Fac, Fin)</p> <p>Identify opportunities for increasing energy efficiency and prolonging useful life of the building systems. (Fac)</p> <p>Maintain facility to avoid unforeseen and unbudgeted maintenance and capital expenditures. (OD, Fac)</p>	<p>Establish ways to measure financial success for the organization. (Fin)</p> <p>Identify additional grant funding opportunities for facilities and educational programs. (ED, OD, Fac, Dev)</p> <p>Track donors and cultivate new ones. (OD, Dev)</p> <p>Identify and develop community, educational and charitable partnerships, both tactical and strategic, e.g., Garden City, BSU, BSD, ELOB preschools. (ED, OD, Dev, Exec)</p> <p>Manage US Bank Debt. (OD, Fin, Exec)</p>	<p>Provide opportunities to educate prospective and current families about Anser, vocabulary, philosophy and expectations. (ED, OD, FC, Mktg)</p> <p>Continue measuring parent or customer satisfaction. (Mktg)</p> <p>Provide collateral materials for student recruitment. (Mktg)</p> <p>Assure adequate parent involvement/voice on all Anser committees. (FC, Gov, Exec)</p> <p>Review annually potential for future growth or replication. (Bd, ED, OD, Exec)</p> <p>Regularly assess potential additions or improvements to existing programs, including music, C3, sports, Service, SOS. (ED, IS, EdC,)</p>	<p>Update complete skills and interest assessment and database for board members and parents. (OD, Gov)</p> <p>Update long term goals to assure sustainability of the organization. (Exec, Bd)</p> <p>Assure parent voice and involvement on all ANSER committees. (FC, Gov.)</p> <p>Regularly assess and identify educational choices in the community. (ED, OD, Exec, Mktg)</p> <p>Assess and address strategies for promoting diversity. (Gov, ED, OD, IS)</p> <p>Ensure the financial health of Anser to achieve academic excellence (Fin, OD,Exec)</p> <p>Strive to provide competitive salaries for employees now and in the future (Fin, Exec, OD, ED)</p> <p>Review/revise/add/remove school policies for accuracy, relevance and breadth of exposure. (Gov, ED, OD, Exec)</p>

2016-2017 Goals

Initiative #1	Initiative #2	Initiative #3	Initiative #4	Initiative #5
<p>Anser student's ISAT results will meet or exceed the State and Boise School District. ISAT results (ED,IS, EdC)</p> <p>Evaluate Junior High Recess opportunities (ED, OD, IS)</p> <p>Implement 4 year graduation plan for students (ED,IS)</p>		<p>Develop financial reporting that meets the needs of the board and lenders. (Fin, OD)</p> <p>Create a Salary Schedule for Administrators (Fin, ED,OD)</p> <p>Assess the long term impacts of the Career Ladder (Fin, OD)</p>	<p>Communicate the value of Anser's current size, and any future plans to current and prospective families (ED,OD, Mktg)</p> <p>Update the Anser website (Mktg, OD)</p> <p>Perform marketplace analysis and provide collateral materials as needed for marketing purposes (Mktg)</p>	<p>Develop Criteria for awarding Teacher Scholarship (EdC, ED, IS)</p> <p>Codify and align the process for evaluation of the Education Director and Organization Director (EdC, Gov, Exec.)</p> <p>Update the Employee Handbook and provide staff training in September. (Gov.)</p>

ANSER Leadership 2016-2017

Family Council	Finance Committee	Facilities Committee	Resource Development Committee	Marketing Committee	Governance Committee	Education Committee	Executive Committee
Provide a conduit for parental input into school-wide policies, ongoing development and governance. Offer an impartial voice to staff/Board on concerns parents bring to them. Conduct activities for families and link families to activities/volunteer opportunities.	Oversee fiscal management of the organization.	Provide for maintenance of the ANSER facility	Assist staff with planning and implementing fund raising, grant acquisition and partnership development.	Help ANSER communicate who they are to donors and potential donors; parents and potential parents; and educators.	Oversee recruitment, retention, and training of school volunteer leadership, including the Board and committees and oversee Anser policies and procedures.	Oversee education staffing and curricula related matters.	Transact the business of the Board for all actions delegated to it by the Board. Provide leadership on all ANSER issues.
Brian Coffey Cody Human Kris Hilvers Laura Kadyan Laura Nelson Laura Olivotto Patrick Sullivan Shannon Campbell Tamara Reames Meg Omel	Maridee Lemieux* Lora Breen* Heather. Dennis** Tiffany Keeley**	Ad Hoc, to be assigned when necessary to meet the goals of the Anser Board.	Stacy Slattery* Angie Temple* Brenda Marosvari* Heather Dennis**	Melinda. Neely* Matt McCarter* Heather Dennis**	Pam Howland* Leslie Brown* Nichoel Spencer* Heather Dennis**	Maggie Chase* Christina Bruce Bennion* Nichoel Spencer* Staci Shaw* Michelle Dunstan**	Ryan Zelinsky* Lora Breen* Maridee Lemieux* <u>Ex officio, non voting</u> Michelle Dunstan** Heather Dennis**

*Board member

**Staff member

Chair is bolded

Each goal is followed by the responsible party (ies).

OD= Organization Director

Bd = Anser Board

Dev = Resource Development Committee

Exec = Executive Committee

ED = Education Director

Fac = Facilities Committee

FC = Family Council

Fin = Finance Committee

IS = Instructional Staff

Mktg = Marketing Committee

EdC=Education Committee

Gov = Governance Committee