



**STRATEGIC PLAN**  
**2024 -25**

## Vision Statement

*Our vision for CCID is to create an innovative, student-centered learning environment that fosters curiosity, critical thinking, and collaboration through a dynamic STEM-centered curriculum. By integrating real-world, hands-on projects and place-based learning, we aim to make education REAL, RELEVANT, and RIGOROUS for every student. Through research-backed strategies and small class sizes, we empower students to actively engage in problem-solving, inquiry, and teamwork, while nurturing their social and academic growth. Our approach prioritizes curiosity, passion for STEM, and community partnerships, preparing students to be lifelong learners and leaders in their fields.*

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## Mission Statement

CCID is a student-centered, K-8 charter school that provides a challenging, integrative, and STEM-centered curriculum. Through a combination of place-based, inquiry-driven, and project-based learning, CCID nurtures curiosity, ethical leadership, and a commitment to lifelong learning, empowering students to become resilient, responsible, and globally-aware citizens.

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## Core Values

1. Creativity
  2. Innovation
  3. Discovery
  4. *Community Engagement*
  5. *Holistic Development- whole child focus, growth mindset*
  6. *Collaboration*
  7. *Resilience and Growth*
  8. *Global Awareness*
  9. *Culture of RISE*
  10. *21st century skill building*
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## Committees Supporting Strategic Goals

CCID is supported by a series of dedicated committees that ensure the successful implementation of the strategic plan. These committees include:

- Executive Committee: Supports the Executive Director and leads the Governing Board
- Finance Committee: Ensures financial sustainability by overseeing budget planning, grant acquisition, and long-term fiscal health.
- Facilities Committee: Oversees campus infrastructure, safety measures, and facility improvements to support an environment conducive to learning.

- *Academic Excellence Committee*: Guides curriculum development, assessment standards, and professional development to enhance student achievement.
- *School Culture Committee*: Supports student well-being, equity and inclusion initiatives, and fosters a positive school climate.
- *Marketing Committee*: Enhances community engagement, enrollment strategies, and outreach to promote CCID's mission and values.

Each committee collaborates closely with administration, staff, and stakeholders to align efforts with CCID's strategic priorities.

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## Strategic Priorities (2024-2029)

### 1. Academics

Committee: *Academic Excellence*

- **2024-25 Goal:** (Trust Land Goals) The school will increase students' school-wide proficiency metric on the statewide, summative assessment by 2-3% in each academic area tested using 2024 proficiency scores as a baseline. 60% of students will reach proficiency or above proficiency on the Acadience Reading and Math Assessments by end-of-year assessments. 60% of students will meet their targeted growth goals based on BOY, MOY, and EOY data provided by internal testing and progress monitoring.
- **Three Year Goal:** Students' school-wide proficiency metric in mathematics on the statewide, summative RISE assessment will increase by 10% between 2024 and 2027. 65% of students will meet their targeted growth goals by the end of the 2026-27 school year based on BOY, MOY, and EOY data provided by internal assessments. 75% of third-grade students will be reading at or above grade-level by end-of-year as measured by the Acadience Reading assessment.
- **Five Year Goal:** 70% of students will demonstrate proficiency or above proficiency on the Acadience Math and Reading assessments by end-of-year assessments. The school's proficiency scores on the State Summative Assessment (RISE) will be above state average in all subjects tested.

### 2. Holistic Student Development

Committee: *School Culture*

- **2024-25 Goal:** Foster the emotional, social, and physical well-being of all students.
  - Enhance the existing "We Are Crew" program to build confidence, empathy, and leadership.
  - Implement school-wide SEL (Social and Emotional Learning) CHAMPS initiatives to improve resilience, self-regulation, and interpersonal skills.
  - Promote health and wellness through expanded physical education and mental health services.
  - RISE?

### 3. School Programs

Committee: Academic Excellence

- 2024-25 Goal: 100% of students will have the opportunity to participate in fieldwork quarterly. Students will participate in PLP clubs or create personal goals. Teachers and PTO will collaborate to assist student participation in the PLP grant program.
- Five Year Goal: The school will increase the quality and frequency of students' outdoor and place-based learning by developing a vertical curriculum for place-based and outdoor education. The school will also ensure that all students, K-8th grade, have regular, scheduled outdoor and place-based learning experiences aligned with recognized and developmentally appropriate standards in outdoor and place-based education.

### 4. Community Engagement

Committees: Marketing

- 2024-25 Goal: Raise \$10,000-\$25,000 annually in donations from its parents and community members.
- Three Year Goal: Raise \$25,000-\$35,000 annually in donations from its parents and community members.
- Five Year Goal: Raise \$35,000-\$50,000 annually in donations from its parents and community members. The Administration will continue to ask for donations at registration but will focus on community/business donations for specific projects.

### 5. Teacher Development and Retention

Committee: School Culture

- 2024-25 Goal: *Cultivate and retain highly skilled educators committed to CCID's mission.*
  - *Provide ongoing professional development focused on innovative pedagogy and STEM integration.*
  - *Implement a mentoring program for new teachers and leadership pathways for experienced staff.*
  - *Maintain competitive salaries and benefits, with an emphasis on professional growth and work-life balance.*
  - *Empower teachers with greater autonomy in their classrooms and curriculum development.*
  - *Reduce administrative busy work for teachers, allowing them more autonomy and prep time to focus on instruction and student needs.*

### 6. Financial Sustainability

Committee: Finance, Facilities, Marketing

- 2024-25 Goal: The school will match the budget's revenues and expenses to ensure a 3-4% surplus by the end of each fiscal year.
- Three Year Goal: Stabilize the school's enrollment numbers at 375 by engaging in enhanced marketing practices to increase the school's visibility in the community,

improve its academic and other school programs, and offer value to community members that differentiates it from other charter schools or district schools.

- Five Year Goal: By the end of the 2028-2029 school year, the school will have retained at least 85% of its eligible students in each of the preceding two school years by engaging in marketing and recruiting, by building a strong program that attracts students, and by providing strong customer service that provides for a friendly and inviting school environment for prospective families.

## 7. Safety and Infrastructure

Committee: Facilities

- 2024-25 Goal: The school will develop a comprehensive emergency operation plan and emergency protocols based on new state requirements and best practices by the beginning of the school year 2024-25. The Administration will have the school's land appraised for purposes of considering options for use of the land.
- The school will produce and begin to follow a Reserve Study as a budget planning tool that identifies and prioritizes maintenance, repair, and replacement to offset on-going deterioration and to improve school spaces. This Reserve Study will be reviewed and followed annually.
- Three Year Goal: The school will fully replace its technology communication and security systems over a three-year period in order to ensure the safety of students in the building, cybersecurity, external and internal security, and communication among stakeholders.
- Five Year Goal: The school will consider cost-beneficial agreements for providing transportation for its students to and from field trip destinations, place-based learning spaces, and other areas for expeditionary and project-based learning. Such arrangements could include the school's purchase of a bus, vans, or other vehicles allowed by the state for transporting students.
- Ten Year Goal: The school will renovate specific classrooms to better accommodate its project and place-based pedagogy. By school year 2033-34, the school will have developed its land across the street to include areas for place-based, project-based, and expeditionary learning to support its curriculum and pedagogy.

## 8. Board Governance

- 2024-25 Goal: The school will amend its charter in line within revised SCSB guidelines. The amended charter will better reflect the Board's mission and vision, the programs at the school, and the needs of the students and community served by the school. The school will work with its authorizer to ensure compliance and guidelines have been met in the amended charter. *The Board will develop a rubric based on the yearly strategic plan that will be used to evaluate the Executive Director and the Board.*
  - Three Year Goal: *The Board will hold a Strategic Planning Session each September to develop and review goals. These goals will inform the rubric used to evaluate the Executive Director and the Governing Board. Evaluations will be conducted MOY and EOY.*
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