TRCS STRATEGIC PLAN 2021 – 2024

We believe in...

- ❖ trusting relationships and transparency
- ❖ Innovative best practices
- ❖ Creating an environment that celebrates an environment of curiosity and learning.

Board Goal: *The Board shall ensure:*	Measurable Outcome	Board Support Goals	Superintendent/ Principal Measurable Indicators (MI)	Progress On Goals	Superintendent/ Principal Timelines
That **STUDENT ACHIEVEMENT** is at the forefront of all decisions.	1. Establish student achievement benchmarks for all students 2. Update PLC process & implementation practices 3. Implement research based instructional practices 4. Create master SPI (Student Performance Index) Document 5. Develop plans to address student achievement gap 6. Implement research based curriculum to ensure student success 7. Review summers school *(3-2-1...Grow!)* implementation 8. Research extended school day and extension (i.e. GATE) opportunities for students 9. Distinguished School *Note: TRCS demographics could inhibit this, but we will investigate options*	Review updates to ensure student achievement continues to be a paramount focus at TRCS.	**MI1:** Establish benchmark goals & KPI's (Key Progress Indicators) **MI2:** PLC process updated Review Model PLC School application **MI3:** PD practices agendized (TRCS PLC Meetings) **MI4:** SPI document **MI5:** LCAP/SPI **MI6:** Adoption of Curriculum Review Cycle Calendar **MI7:** Create and deliver a Survey to Students/Staff/ Families **MI8:** Develop a Plan **MI9:** Progress towards completed application	**MI1**: LCAP MTSS Team Met 6/15 **MI2:** **MI3:** **MI4:** **MI5:** **MI6:** **MI7:** **MI8:** **MI9:**	**MI1:** Annual LCAP **MI2:** Updates provided quarterly at TRCS Board Meeting **MI3:** Weekly PD Meeting **MI4:** Yearly LCAP Monthly Board updates **MI5**: LCAP Board Updates **MI6:** Summer/Fall 2021 Review Annually **MI7:** August 2021 **MI8:** Spring 2022 **MI9:** Board Meeting Updates

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That TRCS continues to focus on **GROWTH** and achievement for the school community.	1. Establish 5 year growth plan for TRCS 2. Research and visit other Charter School models	Create and support a plan that includes a reward/ incentive program for all TRCS students and staff.	**MI1:** Growth Plan includes: Performance Incentive Program for Staff and Student Achievement Incentive Program **MI2:** Visit Rocklin Academy (PLC) and other exemplar Charter Schools; DJUSD for Spanish immersion program	**MI1:** ● Strategic Plan created ● Incentive Program created **MI2:** Contacted both schools; pending COVID protocol visits planned for spring 2022	**MI1:** Summer 2021 **MI2:** Spring 2022
That **STAFFING** decisions at TRCS are aligned with the Charter's goals and expected student achievement.	1. Refine evaluation process for certificated & classified staff to include SMART goals 2. Implement annual staff surveys 3. Develop a plan for recruitment, development, and retention of TRCS Staff	Review yearly update on evaluation cycle and staff survey feedback to support TRCS's ongoing growth.	**MI1:** Annual Update Summary of Smart Goals selected **MI2:** Committee Created Staff Survey Conducted **MI3:** Develop Plan	**MI1:** **MI2** **MI3:** Planning Phase	**MI1:** Spring 2022 **MI2:** Fall 2021 New Spring 2022 **MI3:** Spring 2022
That TRCS **FACILITIES** are state of the art and maintained at the highest level.	1. Develop facility-wide maintenance and operations masterplan ● Review & possible revise the FIT form 2. Research cost for growth option ("dream building")	Provide input and support (fiscal and resources) for facility projects on TRCS campus.	**MI1:** Present FIT annually to Board of Directors **IM2:** Create a plan	**MI1:** **MI2:**	**MI1:** Summer 2021 September Board Meeting **MI2:** Spring 2022

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That **TECHNOLOGY** is utilized to enhance educational delivery at TRCS through an innovative delivery model.	1. Creation of a Technology Committee at TRCS 2. Research best practices and infrastructure needs to ensure state of the art technology delivery on campus 3. Establishing technology grade level benchmarks for all grade levels	Ensure staffing, projects and infrastructure are fiscally allocated in order to be competitive utilizing state of the art technology.	**MI1:** Committee Created and Meeting regularly **MI2:** Tech presentation quarterly to staff: PD Calendar **MI3:** Creation of grade level benchmarks/ Posted and shared	**MI1:** Creation of a Technology Committee to start work Fall 2021 has been initiated **MI2:** **MI3:**	**MI1:** Summer 2021 **MI2:** 2021/22 **MI3:** 2021/2022 School Year
That **COMMUNICATION** at TRCS is aligned with the vision of the school boardand supports ongoing engagement and feedback by all stakeholder groups: Staff, Students & Families/ Community.	1. Establish new processes (survey)s to solicit stakeholder group feedback 2. Provide parent training for Student Information System/SIS (Aeries) and TRCS communication systems (Parent Square) 3. Develop an Advocacy Plan ○ Create presentation/talking points (including our *Why*) for advocacy groups/presentations ○ Develop a TRCS Brochure 4. Review & revise (if needed) mission statement	Provide input on annual update / LCAP survey and data presented by TRCS	**MI1:** New Surveys created **MI2:** Training modules completed Training modules shared **MI3:** Creation of Brochure **MI4:** Revised statement	**MI1:** **MI2:** **MI3:** **MI4:**	**MI1:** Fall 2021 **MI2:** August 2021 September 2021 **MI3:** Draft complete Fall 2021 **MI4:** October 2021

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That the **CULTURE** at TRCS values all stakeholder groups to ensure a positive environment where every member of the TRCS Community feels like family.	1. Research and implement a school wide SEL program that supports both students and staff 2. Conduct an annual review of Safety Plan 3. Expand process to recognize faculty and student achievement and successes on an ongoing basis 4. Create a plan to recruit student and staff diversity 5. Implement partnerships with local high schools and community colleges	Ensure staffing, projects and materials are fiscally supported in order to provide research based practices.	**MI1:** SEL Curriculum implemented **MI2:** Safety Plan updates **MI3:** Scheduled Regular assemblies **MI4:** Creation of Plan **MI5:** Communication Plan	**MI1:** **MI2:** **MI3:** **MI4:** **MI5:**	**MI1:** Review Spring 2022 **MI2:** September 2021 **MI3:** Fall 2021 **MI4:** Spring 2022 **MI5:** Fall 2021
That the TRCS **BUDGET** and expenditures are aligned with our vision to ensure student success and ongoing sustainability.	1. Research reserve allocations 2. Research additional revenue resources	Work with Supt and CBO to ensure fiscal accountability.	**MI1:** Provide report on other models **MI2:** Attendance at Charter trainings	**MI1:** **MI2:**	**MI1:** Present data to Board: Spring 2022 **MI2:** Present data on findings: Summer 2022

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That the TRCS **GOVERNANCE** body is prepared to lead TRCS through ongoing training and protocols.	1. Ensure best practices for board member training and ongoing development 2. Create a succession plans for board and key staff ○ Update board replacement protocols 3. Establish bi-annual board training workshops 4. Develop an orientation and training protocol for new board members	Engage in training of board duties to support TRCS success.	**MI1:** Board Training bi-annual **MI2:** Review of Strategic Plan (5 year goals) **MI3:** Training Calendar **MI4:** Develop Plan outline	**MI1:** **MI2:** **MI3:** **MI4:**	**MI1:** Board Training bi-annual **MI2:** Review of Strategic Plan (5 year goals) **MI3:** Spring 2022 **MI4:** Spring 2022