Developing the Highland Prep Strategic Plan:

The Highland Prep (HP) Strategic Plan was developed using a multistage process with representation from every stakeholder group. The catalyst for this process was the HP Governing Board study session to brainstorm the conceptual framework for the strategic goals. The initial draft was reviewed by the school's education team, booster, parent advisory, and focus groups each of whom informed the process. The goals were updated in the school's ASIP plan and were further refined through stakeholder survey feedback from students, parents, teachers, staff, administration, and the local community. Thereafter, the goals were reviewed and refined through the Cognia STEM Accreditation process. All of these elements were then reviewed by HP's Governing Board for further refinement tied to actions. These goals and actions and measures of success will support HP in continuing to offer a World Class Education based on innovation, achievement and opportunity by ensuring that:

Measures of Success

Measurable outcomes are critical to any strategic plan since they provide context for understanding levels of successful actions aimed at achieving goals. The three goals listed below set a high bar for achieving the strategic plan for Highland Prep.

- 100% of HP students will graduate having met the State's definition of true 'College Readiness'
- HP stakeholders will receive the necessary resources to rank in the top 10% of Arizona High Schools, to achieve superior student growth percentiles, superior growth to target achievement, and excellence through high standards, quality assurance and continuous improvement as measured through AdvancED Accreditation Standards for Quality School Systems. Further, HP will rank in the top 5% in Metropolitan Phoenix with competitive salaries and benefits.
- Stakeholder community will work together to ensure that the school meets the needs of its learning community while benefitting the surrounding community

Goal 1:
Offer a world class STEM education, based on innovation, achievement, and opportunity

Objective: All students will be prepared to succeed in college without the need for remediation.

Action 1: School Improvement Plan that is student-centered and meets the needs of all students

Task 1: Academic Systems Plan is continuously updated providing a comprehensive framework to ensure that all academic goals are obtained.
Task 2: Academic Systems Plan makes provision for students to engage in ongoing 4 year college and career planning to ensure goals are set and met.
Task 3: Academic Systems Plan establishes metrics used to measure the progress of the school and its stakeholders relative to their goals.

Action 2: Provide after school support for a variety of student needs in the areas of remediation, extended instruction time, and extended classroom work

Task 1: Teachers use formative assessment driven instruction providing a metacognitive relationship between student and teacher, which helps to identify the need to remediate precise concepts during and after instruction.
Task 2: Teachers provide one-on-one tutoring before and after school to provide instructional remediation for precise concepts identified from classroom instruction and classroom work.
Task 3: Beginning of Course (BOC) and End of Course (EOC) data is used to identify readiness for next level courses and assist in placement into intervention courses.

Action 3: Provide after school program opportunities to support a variety of student needs in areas of enrichment and extended learning opportunities

Task 1: HP provides all students the opportunity to obtain high school diploma distinctions in Biliteracy and Fine Arts.
Task 2: HP provides all students the opportunity to enroll in after-school capstone courses, such as Engineering Design and Development, upon completion of prerequisite course work.
Task 3: HP provides all students the opportunity to enroll in after-school college-level courses, such as Entrepreneurship 101, upon completion of prerequisite course work.

Action 4: Provide senior internship and summer program opportunities to support student career exploration and interaction with professional communities

Task 1: HP provides seniors with professional internship opportunities through program management by the internship program coordinator and program supervision by the academic department.
Task 2: HP provides juniors and seniors with professional and career training opportunities during the school year through the internship program coordinator and academic department.
Task 3: HP provides sophomores and juniors with summer learning and internship opportunities through the internship program coordinator and academic department.

Action 5: Provide students with college planning support to ensure that all graduates qualify, can afford and attend four-year colleges and universities

Task 1: All students receive 'free' PSAT testing at the school once per year.
Task 2: HP provides college counseling through the school's assistant principal/college counselor and the administrative team.
Task 3: HP hosts multiple college visits and takes juniors and seniors on local college field trips.
Task 4: Four-year ECAP plans include college research on programs of interest and prerequisites.
Task 5: Juniors and seniors receive SAT School Day testing opportunities at the school once per year.
Task 6: All seniors meet regularly with the school's assistant principal/college counselor to ensure that college applications, Common Logon, and FASFA are completed.

People Involved: Students, teachers, and administration
Timeline: All four years
Budget/Resources: Maintenance and Operations Budget

Goal 2:
Provide resources to achieve operational and academic excellence

Objective: The school's framework will support effective stewardship of resources that ensure ongoing and continuous improvement for all stakeholders.

Action 1: Budget: Ensure fiscal responsibility and future capacity to maintain and improve service and offerings for students and families

Task 1: Each year, HP will draft a budget that is realistic and ensures that all school goals are adequately funded.
Task 2: Each year, HP will engage an independent auditor to provide a comprehensive review of the school's finances to measure the school's effectiveness in meeting financial goals and expectations, the results of which are reported to the Arizona Department of Education and Arizona State Board for Charter Schools.
Task 3: The Governing Board shall review all substantial contracts and shall review and approve the annual budget that will be used to ensure ongoing and continuous improvement for all stakeholder groups.
Task 4: Fundraising will be conducted by the school's education team, booster club, and through the Arizona Tax Credit campaign.

Action 2: Teacher Quality: Recruit, retain, and provide professional development to ensure the highest quality of instruction

Task 1: Quality teachers will be recruited locally, nationally, and if necessary internationally to ensure that students benefit from highly qualified educators who are among the very best in their field.
Task 2: Teacher compensation will be highly competitive in order to attract and retain talented educators.
Task 3: Teachers will be nurtured, developed and supported in their self-improvement and professional development through a comprehensive professional learning plan.

Action 3: Provide 21st Century Technology that supports digital natives and college learning environment preparation

Task 1: All students will have one-to-one technology opportunities.
Task 2: All students will utilize the school's digital portal for textbooks, teacher websites, grades, assignments, and flipped classroom opportunities.
Task 3: All students will have access to technology and wireless internet service before and after school to close the digital divide.
Task 4: All students will participate in college engineering classes that teach coding, programming and advanced mathematics.

Action 4: Maintain school accreditations and distinctions to ensure ongoing and continuous improvement

Task 1: HP will perform all tasks required to maintain the school's Cognia Accreditation and Cognia STEM Certification.
Task 2: HP will perform all tasks required to pursue the school's program distinctions with Project Lead the Way, Advanced Placement (College Board), Dual Enrollment (Phoenix College), and other partnership distinctions each school year.
Task 3: HP will perform all tasks required to maintain and improve the school's program metrics with US News & World Report, Niche, Great Schools, and other entity distinctions each school year.

People Involved: Stakeholder community
Timeline: Continuous
Budget Resources: Maintenance and Operations Budget and Fundraising

Goal #3:
Foster an environment of community and collaboration

Objective: HP's stakeholder community will work together to ensure that the school meets the needs of its learning community while benefitting the surrounding community.

Action 1: Create opportunities for student leadership to shape campus life

Task 1: Create a five day per week Student Council meeting as a 'zero hour'
Task 2: Students organize and run campus activities and assemblies.
Task 3: Students organize and run extracurricular and sports events.

Action 2: Develop and nurture relationship with school partners

Task 1: Collaborate with various charter schools and school districts to ensure mutual goals are met.
Task 2: Present for and meet with various charter school and school district's Governing Boards.
Task 3: Present on high school programs for local schools and districts and provide student-supplied tutoring, translating, and supervisory services to pre-school, elementary, and middle school students.

Action 3: Ensure all stakeholder groups have ongoing impetus: Booster Club, Advisory Council, Parent Meetings, Open House/STEM Nights

Task 1: Conduct monthly Booster Club and Advisory Council meetings.
Task 2: Host semesterly Open House/STEM Nights.
Task 3: Ensure that volunteer opportunities are encouraged and regularly communicated.

Action 4: Maintain multiple avenues of communication with families to encourage maximum involvement in supporting students and their school

Task 1: Perform all tasks on the school's App to provide minute-by-minute communication with families via text, daily announcements, and through easy access to the school's digital portal
Task 2: Perform all tasks on social media (Google+, Facebook, Twitter) to provide information to students and families about school programs and activities.
Task 3: Student grades are updated by all teachers once per week and easily accessible through the school's digital portal, with parent training and support provided.
Task 4: Publish school newsletter at least quarterly and email, mail, and post on the school's website and social media.

People Involved: Stakeholder community
Timeline: Continuous
Budget Resources: Maintenance and Operations Budget and Fundraising