



- I. Goal 1: Ensure all students are college and career ready
  - a. Key strategies
    - i. Increase the number of students meeting high school graduation requirements and completing Foothills postsecondary transition plan.
      - 1. Encourage lesson completion beyond site hours: at home, early afternoon, etc.
      - 2. Examine pacing of courses and staying on-pace; review status with Mentors
      - 3. Classroom checklist will be developed and implemented at all sites.
      - 4. Redesigned Physical Education course.
      - 5. Conduct ongoing curriculum review
      - 6. Establish training protocol for new and existing staff (“quarterly refresher”)
      - 7. Foothills will contact students a year following graduation to monitor postsecondary activity
      - 8. Expand instruction to include Spanish language support.
      - 9. Hire Quality Coordinator for Instruction.
      - 10. Continued interaction with Georgia Department of Education to ensure End of Course assessment scores will be received prior to graduation dates.
    - ii. Create more pathway opportunities for Foothills students.
      - 1. Increase elective options
      - 2. Encourage greater dual enrollment activity
      - 3. CTAE course development
    - iii. Require students to know, understand, and articulate their academic progress.
      - 1. Re-examine use of USA Testprep
      - 2. Following GradPoint tests, missed items will be specifically reviewed with faculty
      - 3. Use of student/parent portal in Infinite Campus
- II. Goal 2: Provide support services that enable students to assess academic and career needs to achieve success.
  - i. Every student has a paid mentor to identify and address barriers to academic success and make referrals to the appropriate student service staff.

1. Additional Mentor duty will be monitoring of student pace in courses
  2. Mentors “on duty” are posted at entrance for students
  3. Multi-Year Academic Planner will be embedded in Infinite Campus.
- ii. Every student has access to federal and state support programs based on academic need (EL, special education, Title I, REP, gifted).
    1. Implement Schoolwide Title I status.
    2. Increase EL services by designating a coordinator at each site.
    3. Registrars and Counselors will use SLDS to identify program areas serving students in past enrollments.
    4. Focused email to Registrars providing updated checklists for student inclusion in appropriate programs, and clarify roles of staff members in course assignment.
    5. Special Education Coordinator added to more closely monitor students’ needs and provide staff support.
  - iii. Continuously monitor and customize student support service programs/events for each site (parent meetings, dinners, paraprofessionals, tutoring, field trips, college visits, college fairs, partnership with community groups).
    1. Hire of Student Services Quality Coordinator to more closely advise and monitor Student Services Staff.
    2. Training updates for all Student Services staff by category/job title will be provided July 2016
    3. Establish stronger scholarship campaign – including payroll deduction for employees and earlier public outreach.
- III. Goal 3: Provide a safe, healthy and caring environment that is conducive to teaching and learning.
- a. Key strategies
    - i. Ensure students regard Foothills’ school environment as being a friendly place where they feel welcomed and secure.
      1. Ensure collaborative opportunities for staff and mutual understanding of roles.
      2. Annually survey students, staff and parents with regard to climate.
      3. Communication protocols enhanced via email, public notices, monthly data reports, monthly staff meetings, use of eBoard for policy notices.
      4. Public outreach calendar will be developed to ensure broad public understanding of Foothills role and programming.
    - ii. Maintain student and employee information and data security.
      1. Forms will be available via website for common faculty needs.
      2. Compliance Director expanded to include additional areas.

- iii. Ensure that host sites are compliant with state and local facility, health, and safety requirements.
      - 1. Compliance Director expanded to include additional areas.
- IV. Goal 4: Effective stewardship of all resources ensures optimal financial performance.
  - a. Key strategies
    - i. Ensure that near-term measures are used to calculate the school's ability to cover its short term (less than 1 year) financial obligations.
      - 1. Continual use of internal controls and purchasing guidelines.
      - 2. Framework will be followed as instituted for financial performance.
      - 3. Explore utilizing Cooperative Purchasing for purchases.
    - ii. Ensure sustainability measures are used to determine the school's ability to cover long term obligations as well as their ability to effectively control cost.
      - 1. Participate in Federal Funds consolidation project.
      - 2. Enhance scholarship procedures and controls.
    - iii. Ensure reporting and compliance timeline and form requirements are met.
      - 1. Framework will be followed as instituted for financial performance.
    - iv. Ensure Generally Accepted Account Principles (GAAP) are followed.
      - 1. Site Based Budgets will be established and monitored to manage ongoing costs.
- V. Goal 5: Maintain highly qualified leadership, governance board, faculty and support staff who foster a professional and supportive teaching and learning environment.
  - a. Key strategies
    - i. Ensure criminal background checks are completed in a timely manner; professional staff and other employee qualifications are met; and employee rights are respected.
      - 1. Outreach to mobile fingerprinting unit if necessary.
      - 2. Three references for each recommended hire will be completed prior to recommendation.
      - 3. Re-training will be provided on Talent Ed.
    - ii. Adjust personnel by recruiting new teachers and staff to respond to enrollment demands and academic needs on a site-by-site basis.
      - 1. Review Student Services staffing needs based on enrollment.
      - 2. Provide flexible staffing coverage within Student Services division, responding to individual site needs.
      - 3. Provide flexible opportunities for graduating seniors early in the academic year.
    - iii. Provide professional development, coaching, focus groups, peer observations, learning communities, or other support strategies to improve student achievement.

1. Sessions will be hosted for teaching faculty to refine processes and curriculum.
  2. Quarterly sessions will be hosted to ensure understanding of technology tools.
  3. Staff members holding multiple roles will be managed through Infinite Campus.
  4. Mutual support will be provided among staff to better manage graduation ceremonies.
- VI. Goal 6: Provide effective outreach to promote statewide awareness and utilization of Foothills Education Charter High School programs.
- a. Key strategies
    - i. To develop a comprehensive marketing and branding plan (social media, video, website development, traditional media, visiting community groups).
      1. Website will be expanded and updated with contemporary platform, video and other elements.
      2. YouTube and Facebook portals will be opened.
      3. GradPoint sample will be provided for prospective students.
      4. Individual site activity will be expanded on website with calendar items and other pertinent material.
    - ii. To develop an expansion or replication plans.
      1. State Charter School Commission will be consulted when other regions express interest in similar-model school ex.
      2. Foothills Superintendent or central office staff will be available to interested regions or districts.

