

	SY 18/19	SY19/20	SY20/21	SY21/22	SY22/23	SY23/24	SY24/25	SY25/26		
Best Place to Learn & Best Place to Work	Foreign Language Programs	8th grade Spanish	Exploratory Spanish Language for all	Incorporation of a secondary Include Spanish	Identify a candidate for ASL by the end of the school year	Incorporation of a secondary language program.	Review and make enhancements to Spanish Language	Evaluate the current system of language courses.		
	Multi-Tiered Classes	80 additional laptops were added for student use. One to one grant was written that failed. Computer carts and laptop lease was purchased. Upgraded Wi-Fi access points.	Implement pilot Able and Ambitious Continue to pursue grant for one to one initiative Create Upper School Computer Lab Obtain 20 new teacher laptops Purchase and install 2 new Smart Board in C setting classrooms. Provide classroom laptops to 7th and 8th grade Math Teachers for one to one pilot program Obtain 80 laptops from Par-Tech Create, implement, and Sustain a program for distribution of laptop carts that is monitored regularly. Create a 5 year technology integration and replacement plan. This Goal Was Accomplished Early	Implement Able and Ambitious Programming for Make a change changes to the Library Curricula to include content varied by grade levels. K-3 is Storytime with reading for enjoyment. 4-5 includes research wiring and using applications to support APA. 6-8 Includes in class support time for Computer Science Class. This is an extension of the current curricula and gives time for students to work in collaborative groups using the CompTIA curricula. A book check-in and out system will be purchased for the library as well as new flooring and all new flexible seating to support the new multi-media use space. A computer cart will be designated to the library. PCA's one to one initiative began. Apply for a CTE approved Computer Science Course for grades 7-8	Implement Able and Ambitious Programming for advanced. PCA will begin the transition from smart board projectors to smart LCD screens. Review and enhance the curricula for Library. Integrate the new technology inventory system and help desk system. Hire and on-board a new Technology and Security Coach Have the new coach create a PD plan for all faculty with separate PD for new and existing staff. Review policies and procedures for one to one technology and computer carts in the classroom. Determine the technology needs of K-1 and begin to budget for these purchases. Apply for a CTE approved Computer Science Course funding for grades 6 (if available through the DOE) Conduct the new Computer Science Programs for grades 6-	Research and review curricula to support PCA will continue the transition from smart board projectors to smart LCD screens. Review and enhance the curricula for Library. Implement the new technology inventory system and help desk system to determine if it will be carried out past year 3. Review policies and procedures for one to one technology and computer carts in the classroom. Determine the technology needs of K-1 and begin to budget for these purchases. Apply for a CTE approved Computer Science Course funding for grades 6 (if available through the DOE) Conduct the new Computer Science Programs for grades 6-8.	Research and review curricula to support PCA will continue the transition from smart board projectors to smart LCD screens. Review and enhance the curricula for Library. Implement the new technology inventory system and help desk system to determine if it will be carried out past year 3. Review policies and procedures for one to one technology and computer carts in the classroom. Determine the technology needs of K-1 and begin to budget for these purchases. Apply for a CTE approved Computer Science Course funding for grades 6 (if available through the DOE) Conduct the new Computer Science Programs for grades 6-8.	Implement new Social Studies Curriculum K-8. Implement Professional Development for Science and Social Studies aligned with new state assessments. Update/Revise all Core Curricula, Math/ELA, Music, and Art. Evaluate the current Science Curriculum for proposed 5 year enhancements.	Offer two or more language programs to all children. Evaluate the Able and Ambitious Program for Implement a new 5 year technology integration and implementation plan. Integrate the plan into this strategic plan. Review policies and procedures for technology and make any needed updates. Develop a new 5 year technology integration and implementation plan.	Evaluate the current system of language courses. Offer extended courses for Able and Ambitious Evaluate the new Social Studies Curriculum K-8. Evaluate Professional Development for Science and Social Studies aligned with new state assessments. Implement revised/updated Curricula.
	Technology Integration									
	Academic Excellence									
Academic Excellence	On-going curricula enhancements	Eureka Math Manipulatives Continued coaching in Scholastic	Review and re-mapping of special subject, writing, and ELA curricula Creation and Implementation of 1 of a 5 Year professional development plan. Develop Curricula for level II arts classes for Technology, Art, Chorus, & Band. Application for CTE for Technology Courses 1 & 2	Select a new social studies curricula to implement in grades K-8 using a committee of faculty. PCA's one to one initiative began. A computer cart will be designated to the library. Apply for a CTE approved Computer Science Course for grades 7-8 .	Pilot and share materials from the new social studies curricula to implement in grades K-8 Implement PCA's one to one initiative. Implement new tablets in grades K-1. Continue to evaluate the CTE Computer Science Program.	Implement new Social Studies Curriculum K-8. Implement Professional Development for Science and Social Studies aligned with new state assessments. Provide PD and implement new Library Curriculum. Evaluate the current ELA and Math Curricula for proposed 5 year enhancements.	Implement the new Social Studies Curriculum K-8. Implement Professional Development for Science and Social Studies aligned with new state assessments. Update/Revise all Core Curricula, Math/ELA, Music, and Art. Evaluate the current Science Curriculum for proposed 5 year enhancements.	Implement the new Social Studies Curriculum K-8. Evaluate Professional Development for Science and Social Studies aligned with new state assessments. Complete all revisions of all Core Curricula Social Studies/Science, Health/PE, Dance, Spanish. Evaluate the current Science Curriculum for proposed 5 year enhancements.	Evaluate the new Social Studies Curriculum K-8. Evaluate Professional Development for Science and Social Studies aligned with new state assessments. Implement revised/updated Curricula.	
	Enhancements to Arts Programming	Review of Curricula Creation of new master schedule with a focus on academics, arts, and athletics to align with mission	Implementation of the new master schedule Review the possible integration of Drama into the curricula Create a 5 Year Professional Development Plan that includes all subject areas.	Create two new schools, one for virtual and one for hybrid learners during the pandemic. Create two pilot programs for students that wish to join the hybrid program late in the year.	Review implementation of new master schedule and make enhancements. Implement a pilot drama program. Explore ASL and Drama Curricula.	Review implementation of new master schedule and make enhancements. Implement a pilot drama program. Explore ASL and Drama Curricula.	Obtain feedback from school stakeholders on current academic, arts, and athletics programming and establish a plan for programming enhancements based on feedback. Implement ASL and Drama Curricula.	Implement the plan for expanding and enhancing academics, arts, and athletics programming based on stakeholder feedback. Evaluate the ASL and Drama Curricula.	Determine how to improve current programming to enhance the arts.	
	Expanding Athletic Programming	Planning for Soccer & Lacrosse	Implementation of the new soccer and lacrosse programs Raise \$2,000 for the addition of the new outdoor Score Board on the athletic fields.	Install the outdoor Athletic Score Board. Create a new position to assist with the coordination of athletics to develop a handbook of PCA policies, processes, and procedures.	Create a plan based on stakeholder feedback for the enhancement of PCA Athletics. Establish at least one partnership with a community organization that will support our students participating in sports with their community peer group.	Install the outdoor Athletic Score Board. Evaluate and Review the new position to assist with the coordination of athletics to develop a handbook of PCA policies, processes, and procedures. Create a 5 year plan for athletic space/field improvement including a budget for these improvements.	Implement a 5 year plan for athletic space/field improvement including a budget for these improvements.	Implement a 5 year plan for athletic space/field improvement including a budget for these improvements.	Implement a 5 year plan for athletic space/field improvement including a budget for these improvements.	
Ensure the school is	Review of the current	Ensure that the school meets or exceeds	Using STAR Data, demonstrate the PCA students	Using STAR Data, demonstrate the PCA students are	Ensure that the school meets or exceeds the	Ensure that the school meets or exceeds the	Ensure that the school meets or exceeds the	Ensure that the school meets or exceeds the		
PCA has a Climate and Culture that supports learning and growing academically, socially, and emotionally	Each grade level had a system of Positive behavioral support	Evaluate the current systems for PBS, Transition, and Behavior MTSS.	Evaluate the current transition plan, determine what enhancements need to be made to the system. Create a committee to review and propose updates to the current Code of Conduct and Student Handbook. Create a plan for whole school MTSS grades 2-6 and groups pull out grades K, 7, and 8 .	Present Committee recommendations to the Current Student Code of Conduct and Student Handbook to the Board before the August Meeting SY22/23. Implement the proposed revisions to the transition plan. Evaluate the system for behavioral MTSS. Implement small group behavioral MTSS. Create a plan for whole school MTSS grades 2-6 and groups pull out grades K, 7, and 8 .	Present recommendations to the Current Student Code of Conduct and Student Handbook to parents and faculty for feedback. Present the final revised Student Code of Conduct to the Board before the August 23/24 Meeting. Implement the proposed revisions to the transition plan and include any needed professional development for faculty and parents. Implement the system for behavioral MTSS. Implement small group behavioral MTSS. Examine the possibilities to engage outside service providers support students individual needs. Create a plan for outside service providers to support students needs. (Art/Equine Therapy) Implement the plan for whole school MTSS grades 2-6 and groups pull out grades K, 7, and 8 .	Present recommendations to the Current Student Code of Conduct and Student Handbook to parents and faculty. Present the final revised Student Code of Conduct to the Board before the August 23/24 Meeting. Review and implement additional revisions to the transition plan and make recommendations for improvement. Review and implement additional revisions to the system for behavioral MTSS. Review and implement additional revisions to small group behavioral MTSS. Implement a plan for outside service providers to support students needs. (Art/Equine Therapy) Review and implement the plan for whole school MTSS grades 2-6 and groups pull out grades K, 7, and 8 .	Implement the new Student Code of Conduct and Student. Analyze the revisions to the transition plan and make recommendations for improvement. Review and implement additional revisions to the transition plan and make recommendations for improvement. Review and implement additional revisions to the system for behavioral MTSS. Review and implement additional revisions to small group behavioral MTSS. Review and implement additional revisions to the plan for outside service providers to support students needs. (Art/Equine Therapy)	Evaluate the new Student Code of Conduct and Student. Analyze the revisions to the transition plan and make recommendations for improvement. Evaluate the system for behavioral MTSS. Implement a plan for outside service providers to support students needs. (Art/Equine Therapy) Evaluate the plan for whole school MTSS grades 2-6 and groups pull out grades K, 7, and 8 . Implement a plan for outside service providers to support students needs. (Art/Equine Therapy)		
	Ensures that School Safety is always a priority	PCA met all compliance regulations for school safety Continue to complete all school safety requirements in accordance with DE Code	Create and propose enhancements to current systems of school safety. Continue to complete all school safety requirements in accordance with DE Code Add fencing around the bus lot. Purchase and utilize new bus cameras. Implement a car badge system for faculty.	Implement all school safety requirements in accordance with DE Code. Add fencing around the bus lot. Purchase and utilize new bus cameras. Implement a car badge system for faculty. Add new camera system to the bus lot. Add new gates around the circle that automatically close and have a intercom system.	Evaluate the current systems of school safety and create a plan for enhancements. Continue to complete all school safety requirements in accordance with DE Code Add new camera system to the bus lot. Add new gates around the circle that automatically close and have a intercom system.	Implement new systems and controls for student bus arrival and dismissal. Continue to complete all school safety requirements in accordance with DE Code Examine the current camera system and create (if needed) a plan to update cameras.	Create a survey for students, faculty, and stakeholders to determine school safety needs. Analyze and deliver a report on school safety improvements based on the data from the survey. Continue to complete all school safety requirements in accordance with DE Code	Implement new school safety improvements based on the data from the survey and the corresponding report. Continue to complete all school safety requirements in accordance with DE Code	Implement new school safety improvements based on the data from the survey and the corresponding report. Continue to complete all school safety requirements in accordance with DE Code	
Organization ally Sound	Create an environment	Partnership with UD	Expand current partnerships to include	Evaluate current partnerships including UD, Del	Evaluate current partnerships including UD, Del State, and	Evaluate current partnerships including UD, Del	Evaluate current partnerships including UD, Del	Expand current partnerships to include at least one		
	June 2018 Board Governance Training	Explore and implement a pilot program for changing over Board documentation to an electronic format. Create and establish a system for tracking Board Governance. Establish a system for on-boarding new Board members.	Implement a program electronic Board documentation. Implement, propose improvements, and implement changes to the system for tracking Board Governance. Implement changes to the system for on-boarding new Board members.	Evaluate and make revisions to the pilot program electronic Board documentation. Evaluate, propose improvements, and implement changes to the system for tracking Board Governance. Evaluate, propose improvements, and implement changes to the system for on-boarding new Board members.	Evaluate and make revisions to the pilot program electronic Board documentation. Evaluate, propose improvements, and implement changes to the system for tracking Board Governance. Evaluate, propose improvements, and implement changes to the system for on-boarding new Board members.	Implement tools for Board Governance and present findings. Board Governance Training will be held for members.	Implement tools for Board Governance and present findings. Evaluate tools for Board Governance and present findings.	Develop a 5 year plan for Board Governance.		
Enact Policy Improvements	Review and formulated a plan for on-going policy reviews Review and approval of 20 revised policies. Retirement of 3 policies.	Create a plan for on-going policy reviews. Create a plan for the implementation of procedures that align with all policies.	Review and make necessary revisions to 20 policies. Review all handbooks for programs and make changes as needed - properly posting handbooks on the website. Implement the plan for the development and adoption of procedures that align with policies including regular handbook review.	Completion of policy reviews including realignment of new policies to new format and numeric organizational system Post all policies online in a format that eases access. Review all handbooks for programs and make changes as needed - properly posting handbooks on the website. Implement the plan for the development and adoption of procedures that align with policies including regular handbook review.	Evaluate the implementation plan for on-going review of policies and make enhancements as needed. Review set two of policies for possible revision. Evaluate the implementation plan for the development and adoption of procedures that align with policies including regular handbook review and make enhancements as needed.	Evaluate the implementation plan for on-going review of policies and make enhancements as needed. Review set two of policies for possible revision. Implement a plan for the development and adoption of procedures that align with policies including regular handbook review and make enhancements as needed.	Evaluate the implementation plan for on-going review of policies and make enhancements as needed. Review set two of policies for possible revision. Implement a plan for the development and adoption of procedures that align with policies including regular handbook review and make enhancements as needed.	Evaluate the implementation plan for on-going review of policies and make enhancements as needed. Review set two of policies for possible revision. Implement a plan for the development and adoption of procedures that align with policies including regular handbook review and make enhancements as needed.		
PCA has a system that allows it's faculty to continue to learn.	Review of the current	Ensure that the school meets the	Ensure that the school meets the standards for	Ensure that the school meets the standards for overall	Ensure that the school meets the standards for	Ensure that the school meets the standards for	Ensure that the school meets the standards for	Ensure that the school meets the standards for		
	There were no systems for tuition reimbursement.	Explore a system for funding educational opportunities for faculty and implement a pilot program. Several scholarship programs were identified for high needs certification areas.	Implement a system for funding educational opportunities for faculty and implement a pilot program. Continue to share scholarship programs for high needs certification areas. Fund opportunities for certificate training for activities such as Eureka, Wilson, Kagan that will support the growth of train the trainer models.	Evaluate and Continue to Implement a system for funding educational opportunities for faculty and evaluate its success.	Evaluate and Continue to Implement a system for funding educational opportunities for faculty and evaluate its success.	Evaluate and Continue to Implement a system for funding educational opportunities for faculty and evaluate its success.	Evaluate and Continue to Implement a system for funding educational opportunities for faculty and evaluate its success.	Evaluate and Continue to Implement a system for funding educational opportunities for faculty and evaluate its success.		
	All teachers were evaluated using DCAS-II Other faculty were evaluated using their job descriptions	PCAT was developed as an alternative to DCAS with the teachers of PCA.	PCAT was not implemented due to COVID. PCAT Revisions are to be completed as needed. Evaluate and revise if needed the new system for evaluations for all other employees that includes employee self set goals. Evaluate and revise if needed and revise the system for PCAT for teachers.	Evaluate and revise if needed the new system for evaluations for all other employees that includes employee self set goals. Evaluate and revise if needed and revise the system for PCAT for teachers.	Implement the new system for evaluations for all other employees that includes employee self set goals. Evaluate and revise if needed and revise the system for PCAT for teachers.	Implement the new system for evaluations for all other employees that includes employee self set goals. Evaluate and revise if needed and revise the system for PCAT for teachers.	Implement the new system for evaluations for all other employees that includes employee self set goals. Evaluate and revise if needed and revise the system for PCAT for teachers.	Implement the new system for evaluations for all other employees that includes employee self set goals. Evaluate and revise if needed and revise the system for PCAT for teachers.	Evaluate the new system for evaluations for all other employees that includes employee self set goals. Evaluate and revise if needed and revise the system for PCAT for teachers.	
Improve Systems for	Informal needs	Completion of a formal needs assessment	Choose a developer for the new PCA Website.	Launch the new PCA website that is more user friendly.	Implement the new system for technology inventory, tracking, and help desk.	Implement the new system for technology inventory, tracking, and help desk.	Evaluate the new system for technology inventory, tracking, and help desk.	Complete an survey for added student leadership		
Establish a system for inventory and tracking	There is a paper based system for inventory	A system, policies, and forms are created to establish a system for tracking computers that are sent home with students.	Enhance and implement systems, policies, and forms to establish a system for tracking computers that are sent home with students. Establish an electronic version of inventory controls. Create an Inventory EPER position.	Implement the new system for technology inventory, and tracking. Include inventory as a part of someone's job responsibilities. Create an online system to track furniture and other school non-consumable resources.	Implement the new system for technology inventory, tracking, and help desk. Implement an online system to track furniture and other school non-consumable resources.	Implement the new system for technology inventory, tracking, and help desk. Implement an online system to track furniture and other school non-consumable resources.	Evaluate the new system for technology inventory, tracking, and help desk. Evaluate an online system to track furniture and other school non-consumable resources.	Create a new 5 year technology integration plan.		
Financial Viability	Develop Long Range Plan Multi-year plan for long-term financial viability	Submitted planning	Create a 5 year plan for PCA Campus and	Create a 5 year plan for PCA Campus and	Explore and present expansion plan for Board Vote.	Bring in \$160,000 in grants and expanded school	Bring in \$160,000 in grants and expanded school	Bring in \$160,000 in grants and expanded school		
Attempted and failed Made Capital	Create an annual budget that results in	Create and implement a budget that	Create an annual budget that results in meeting	Create an annual budget that results in meeting	Create an annual budget that results in meeting or	Create an annual budget that results in meeting or	Create an annual budget that results in meeting or	Create an annual budget that results in meeting or		