

Best Place to Learn & Best Place to Work		SY25/26	SY26/27	SY27/28
Multi-Tiered System of Supports	<p>Pilot the plan for Gifted and Talented program expansions during MTSS</p> <p>Continue to evaluate the current MTSS system to ensure it meets the needs of all learners</p> <p>Implement plan for the additional staffing to help expand student groupings: MTSS and/or Gifted and Talented. (to include part-time support staff)</p> <p>Implement the current system of IST and determine a path for enhancements</p> <p>Add two academic interventionists to support and expand academic interventions for challenged learners.</p>	<p>Review the piloted plan for Gifted and Talented program expansions during MTSS. Seek teacher feedback and input to enhance the program</p> <p>Continue to evaluate the current MTSS system to ensure it meets the needs of all learners</p> <p>Implement plan for the additional staffing to help expand student groupings: MTSS and/or Gifted and Talented. (to include full-time support staff or two part-time)</p> <p>Review/Evaluate/Revise/Implement the current system of IST and determine a path for enhancements</p> <p>Evaluate the student outcomes resulting from the work of the academic interventionists and revise academic interventions for challenged learners based on this information.</p>	<p>Make enhancements to the plan for Gifted and Talented program based on the feedback and continue to implement the program expansions during MTSS</p> <p>Continue to evaluate the current MTSS system to ensure it meets the needs of all learners</p> <p>Implement guidelines for PBIS specific for grade bands. Get input from teachers.</p> <p>Review/Evaluate/Revise/Implement the current system of IST and determine a path for enhancements.</p> <p>Evaluate the student outcomes resulting from the work of the academic interventionists and revise academic interventions for challenged learners based on this information.</p>	
	<p>Year 1 Eureka Squared: Professional Learning for Teachers</p> <p>Continue advanced math section in grades 6-8. Pilot combined 7/8 course with advanced math section in grade 7.</p> <p>Review and/or modify criteria for advanced math section eligibility</p> <p>Implement STEM Night with Science Coach and Technology Teacher</p>	<p>Year 2 Eureka Squared: Continue Professional Learning for Teachers</p> <p>Continue advanced math section in grades 6-8. Pilot 8th grade Algebra I in grade 8.</p> <p>Finalize honors math criteria for eligibility and create policy</p> <p>Seek approval for Algebra I high school credit for grade 8 honors section</p> <p>Evaluate STEM Night from previous year and make changes as needed</p>	<p>Year 3 Eureka Squared: Continue Professional Learning for Teachers</p> <p>Official Launch of Math Honors Class(es) in grades 6-8</p> <p>Expand STEM Night to include Arts (STEAM)</p>	

	<p>Reading, Writing, English, Language Arts</p> <p>ELA: Create backwards mapping for Writing</p> <p>Fundations Professional Development (all year, all K-3 teachers)</p> <p>Continue to support with Fundations</p> <p>Curricula Review: Scholastic Year 5</p> <p>Fundations Year 5 (k-2)</p> <p>Fundations Year 4 Second grade</p> <p>Third grade year 3</p> <p>Lalilo and Freckle Year 3(add 2-to Freckle) (k-1) (2-8)</p> <p>1st Grade writing pilot Year 3</p> <p>Create an ELA Curriculum review team (K-8) Family Literacy Night (Year 3)</p>	<p>ELA: Continue to support with Fundations</p> <p>Curriculum Review: Scholastic Year 6</p> <p>Fundations Year 6 (k-2)</p> <p>Fundations Year 5 Second grade</p> <p>Third grade Fundations year 4</p> <p>Lalilo and Freckle Year 4 (k-1) (2-8)</p> <p>1st Grade writing pilot Year 4</p> <p>Curriculum Pilot (K-8)</p> <p>Family Literacy Night (Year 4)</p>	<p>ELA: Continue to support with Fundations</p> <p>Curriculum Review: Scholastic Year 7?</p> <p>Fundations Year7 (k-2)</p> <p>Fundations Year 6 Second grade</p> <p>Third grade Fundations year 5</p> <p>Lalilo and Freckle Year 5 (k-1) (2-8)</p> <p>1st Grade writing pilot Year 5</p> <p>New Curriculum Implementation?</p> <p>Family Literacy Night (Year 5)</p>
	<p>Social Studies</p> <p>Social Studies: Complete mapping yearly units & instructional timing guide (3-5)</p> <p>Implement model lessons and resources provided by the state (grades 2 & 3)</p> <p>Use data from assessments to align units and modify the curriculum</p> <p>Evaluate use of question stems in grades 4-8</p> <p>Continue data analysis & goal-setting w/ students</p> <p>Research school-wide social studies event (culture or diversity fair?)</p>	<p>Social Studies: Complete mapping yearly units & create instructional timing guide (6-8)</p> <p>Evaluate model lessons and resources provided by the state (grades 2 & 3)</p> <p>Explore/choose model lessons and resources provided by the state (grades KN & 1?)</p> <p>Use data from assessments to align units and modify the curriculum</p> <p>Evaluate use of data analysis & goal-setting w/ students</p> <p>Begin curriculum review (Savvas)</p> <p>Implement school-wide social studies event</p>	<p>Social Studies: Implement, evaluate, and revise instructional timing guides and revise if needed Implement model lessons and resources provided by the state (grades KN & 1)</p> <p>Use data from assessments to align units and modify the curriculum</p> <p>Evaluate school-wide social studies event and make changes</p>

Academic Excellence	Science	<p>Science: Implementing all Amplify science kits (K-5)</p> <p>Roll out fifth OSE unit in grades 6-8</p> <p>Complete instructional timing guide (3-5)</p> <p>Utilize digital Activate Learning platform for OSE</p> <p>Continue using KITE testing platform; use science data to determine enhancements in curriculum Implement STEM night w/ Math Coach and Technology Teacher</p> <p>Curriculum Review: Amplify Year 5</p> <p>Begin curriculum review: Open SciEd?</p>	<p>Science: sixth OSE unit in grades 6-8</p> <p>Evaluate instructional timing guide for K-2; revise if needed</p> <p>Complete instructional timing guide (6-8)</p> <p>Evaluate Activate Learning platform</p> <p>Evaluate KITE testing platform and EOY assessments</p> <p>Evaluate STEM night from previous year & make changes</p>	Roll out	<p>Science: implementation of six OSE units in grades 6-8</p> <p>Evaluate instructional timing guide for 3-5; revise if needed</p> <p>Expand STEM Night to include Art (STEAM)</p>	Evaluate
		<p>Expand the arts track performances to include every Art.</p> <p>Explore what is needed to expand the arts to include digital media and music recording.</p> <p>Continue PD on Science and Social Studies question stems in the Arts.</p> <p>Create a plan for working with children who are gifted in the Arts.</p>	<p>Create an internal committee to develop a plan for cross curricular grade level projects that would directly connect grade level content with the Arts where there is a direct connection between content for grades 5-8.</p> <p>Based on the findings of SY25/26, develop the multimedia and music recording curricula, purchase the necessary supplies/materials, and include digital media and music recording in the course selection process for the SY27/28 school year (Facilities Expansion Dependent.)</p> <p>Implement PD on Literacy in the Arts</p> <p>Implement the plan for children who are Gifted in the Arts.</p>		<p>Implement the plan for cross curricular grade level projects that directly connect grade level content with the Arts for grades 5-8.</p> <p>Implement the multimedia and music recording course offerings. (Facilities Expansion Dependent.)</p> <p>Continue PD on literacy in the Arts</p> <p>Review, evaluate, and revise as needed the plan for children who are Gifted in the Arts.</p>	
		<p>Continue to implement and enhance the system of data-driven PLCs, annual and benchmark data-driven goals, and establish target goals for Reading, Math, Social Studies, and Science.</p> <p>Pilot EduClimber for use by admin teams</p> <p>Measurement: Based on the current data, we will see the following increases: (ESTABLISHED ANNUALLY BASED ON DATA)</p>	<p>Continue to implement and enhance the system of data-driven PLCs, annual and benchmark data-driven goals, and establish target goals for Reading, Math, Social Studies, and Science.</p> <p>Implement EduClimber use by admin teams and teachers to guide whole child decision making: (ESTABLISHED ANNUALLY BASED ON DATA)</p>		<p>Continue to implement and enhance the system of data-driven PLCs, annual and benchmark data-driven goals, and establish target goals for Reading, Math, Social Studies, and Science.</p> <p>Evaluate and revise as needed the use of EduClimber by admin teams and teachers to guide whole child decision making. (ESTABLISHED ANNUALLY BASED ON DATA)</p>	

	<p>Special Education</p> <p>Evaluate the programming available for C setting learners and learners with autism.</p> <p>Implement PD for staff in meeting the needs of students with sensory needs, communication delays, and autism.</p> <p>Increase collaboration between special education and general education by:</p> <p>Schedule and Implement - PD time to communicate and collaborate on the roles for special education teachers, paraprofessionals, and residents on TAM classroom techniques including Team teaching: A general education teacher and a special education teacher jointly instruct the class. A paraprofessional may also be assigned to the room on a part-time basis.</p> <p>Provide Professional Development on roles and responsibilities Teacher/Para/Special Educator.</p> <p>Ensure there is common planning time for special education and general education teachers</p> <p>Expand the special education team to include a B/C teacher for K-4 and 5-8 as well as at least 5 special educators to support K-2, 1, 3-4, 5-6, 6, and 7-8.</p> <p>Create a PD plan based on the internal audit of files.</p>	<p>Create a plan for the implementation of new sensory rooms for students with sensory needs and autism. (Partially Facilities Expansion Dependent)</p> <p>Continue to provide and monitor implementation of the PD for meeting the needs of students with sensory/communication needs and autism.</p> <p>Increase collaboration between special education and general education by:</p> <p>Schedule and Implement - PD time to communicate and collaborate on the roles for special education teachers, paraprofessionals, and residents on TAM classroom techniques including Team teaching: A general education teacher and a special education teacher jointly instruct the class. A paraprofessional may also be assigned to the room on a part-time basis.</p> <p>Continue providing Professional Development on roles and responsibilities Teacher/Para/Special Educator.</p> <p>Continue to ensure there is common planning time for special education and general education teachers.</p> <p>Create an induction training plan for all new staff based on roles.</p> <p>Implement the PD plan based on the internal audit of files.</p>	<p>Provide training for staff on the utilization of the new sensory rooms for students with sensory needs and autism. (Partially Facilities Expansion Dependent)</p> <p>Evaluate the implementation of the PD for meeting the needs of students with sensory/communication needs and autism and make revisions as needed.</p> <p>Increase collaboration between special education & general education by:</p> <p>Schedule and Implement - PD time to communicate and collaborate on the roles for special education teachers, paraprofessionals, and residents on TAM classroom techniques including reinforcement of prior year team teaching, and;</p> <p>Differentiated instruction: Teachers use a variety of strategies to address individual learning needs and styles. This often involves using learning centers and small-group instruction.</p> <p>Focus on social and emotional development: Some TAM programs use practices like "Ego Groups" to help enhance students' self-esteem and foster a positive, supportive social environment.</p> <p>Evaluate and revise as needed the Professional Development on roles and responsibilities Teacher/Para/Special Educator. Implement induction plan for all new staff regarding roles and responsibilities.</p> <p>Implement the PD plan based on the internal audit of files.</p>
	<p>Ensure the school is meeting standards for academic excellence</p> <p>Ensure that the school meets or exceeds the standards for overall academic excellence.</p> <p>(Academic (DSSF) Framework by:</p> <p>Implementing the revised 5 year PD plan aligned to Academic Improvements using SY19 through SY21 information to improve our system of data driven processes including PLC's.</p>	<p>Ensure that the school meets or exceeds the standards for overall academic excellence.</p> <p>(Academic (DSSF) Framework by:</p> <p>Implementing the revised 5 year PD plan aligned to Academic Improvements using SY19 through SY21 information to improve our system of data driven processes including PLC's.</p>	<p>Ensure that the school meets or exceeds the standards for overall academic excellence.</p> <p>(Academic (DSSF) Framework by:</p> <p>Implementing the revised 5 year PD plan aligned to Academic Improvements using SY19 through SY21 information to improve our system of data driven processes including PLC's.</p>

Organized	PCA has a Climate and Culture that supports learning and growing socially, emotionally, and behaviorally.	<p>Evaluate stakeholder perceptions of culture and climate (staff, students, families) and analyze results.</p> <p>Present recommendations for revisions to the Student Code of Conduct.</p> <p>Explore restorative practices framework and training options.</p> <p>Explore enhancements to Social-Emotional-Behavioral (SEB) MTSS, to include exploration of a universal SEB screening tool (e.g., SAEBRS) to consider use and behavior-specific data options (e.g., P-T-R staff training).</p> <p>Develop a process for using specific data sources to target tiered supports and monitor fidelity.</p> <p>Promote alignment of SEB MTSS with academic MTSS.</p> <p>Evaluate continued implementation of SEB Tier I programming.</p> <p>Implement enhancements to school-wide PBIS.</p> <p>Continue partnerships with outside service providers to support student needs.</p> <p>Explore additional opportunities for family engagement/education in SEB-related areas.</p>	<p>Develop a plan based on the results of the culture and climate stakeholder survey.</p> <p>Develop a budget to add a second School Counselor to the Lower School.</p> <p>Evaluate implementation of the Student Code of Conduct.</p> <p>Provide staff professional development on indicated topics explored (e.g., restorative practices, behavior data collection, SEB MTSS process)</p> <p>Implement enhancements to Social-Emotional-Behavioral (SEB) MTSS data collection and processes.</p> <p>Evaluate continued implementation of SEB Tier I programming and explore enhancements to Tier II and III supports.</p> <p>Evaluate school-wide PBIS.</p> <p>Evaluate partnerships with outside service providers and explore additional resources (e.g., internal or external staff) to support growing student needs.</p> <p>Implement additional opportunities for family engagement/education in SEB-related areas.</p>	<p>Implement plan based on the results of the culture and climate stakeholder survey.</p> <p>Add a second School Counselor to the Lower School.</p> <p>Continue staff professional development on SEB topics and associated processes.</p> <p>Continue evaluating and enhancing SEB MTSS, including data, processes, supports.</p> <p>Implement additional partnerships and resources to support growing student needs.</p> <p>Evaluate family engagement/education opportunities on SEB-related areas and refine efforts accordingly.</p>
Organized	Ensures that School Safety is always a priority	<p>Continue to complete all school safety requirements in accordance with DE Code.</p> <p>Evaluate school safety and implement new school safety improvements based on data.</p> <p>Continue staff professional development on school safety-related topics.</p> <p>Present revision recommendations to the Bullying Policy.</p> <p>Examine implementation of Suicide Prevention Policy and engage stakeholders to facilitate implementation, propose revisions.</p> <p>Consider revisions to threat response protocol.</p> <p>Explore opportunities for more active student involvement in school safety (e.g., student safety patrol)</p>	<p>Continue to complete all school safety requirements in accordance with DE Code.</p> <p>Evaluate school safety and implement new school safety improvements based on data.</p> <p>Continue staff professional development on school safety-related topics.</p> <p>Communicate/train and implement new Bullying Policy.</p> <p>Present recommendations to the Suicide Prevention Policy.</p>	<p>Continue to complete all school safety requirements in accordance with DE Code.</p> <p>Evaluate school safety and implement new school safety improvements based on data.</p> <p>Continue staff professional development on school safety-related topics.</p> <p>Communicate/train and implement new Suicide Prevention Policy.</p>

	Create an environment where Community Connections support learning and school community.	<p>Evaluate current partnerships Including UD, Del State, and Del Tech.</p> <p>Expand current partnerships to include at least one additional community organization.</p> <p>Increase counseling support by partnering with an outside counseling agency. Explore what is needed to include family counseling as a part of outside agency counseling services.</p>	<p>Evaluate current partnerships Including UD, Del State, and Del Tech.</p> <p>Expand current partnerships to include at least one additional community organization.</p> <p>Provide a space for outside counseling services to provide for both individual and family counseling services. Connect PCA families, including those families from the greater Smyrna/Clayton/Dover area with the counseling partners at the school. (Facilities Expansion Dependent).</p>	<p>Evaluate current partnerships Including UD, Del State, and Del Tech.</p> <p>Expand current partnerships to include at least one additional community organization.</p> <p>Evaluate and set a goal for expanding the number of families serviced by outside counseling services for both individual and family counseling services. Connect PCA families, including those families from the greater Smyrna/Clayton/Dover area with the counseling partners at the school. (Facilities Expansion Dependent).</p>
	Create a system that supports Excellence in School Governance that includes student voices.	<p>Evaluate continued implementation of a strong National Junior Honors Society Program .</p> <p>Evaluate continued implementation of the Anchored for Life Program.</p> <p>Evaluate continued implementation of Student Council.</p>	<p>Explore potential enhancements to the National Junior Honors Society Program.</p> <p>Explore potential enhancements to the Anchored for Life Program.</p> <p>Explore potential enhancements of Student Council.</p>	<p>Implement identified enhancements to the National Junior Honors Society Program .</p> <p>Implement identified enhancements to the Anchored for Life Program.</p> <p>Implement identified enhancements to Student Council.</p>
	Enact Policy Improvements	<p>Review set of policies for possible revision.</p> <p>Evaluate the plan for the development and adoption of procedures that align with policies including regular handbook review and make enhancements as needed.</p>	<p>Review set of policies for possible revision.</p> <p>Evaluate the plan for the development and adoption of procedures that align with policies including regular handbook review and make enhancements as needed.</p>	<p>Review set of policies for possible revision.</p> <p>Evaluate the plan for the development and adoption of procedures that align with policies including regular handbook review and make enhancements as needed.</p>
	Ensure the school is meeting standards for organizational excellence	<p>Ensure that the school meets the standards for overall Organizational excellence.</p> <p>(Organizational Framework).</p>	<p>Ensure that the school meets the standards for overall Organizational excellence.</p> <p>(Organizational Framework).</p>	<p>Ensure that the school meets the standards for overall Organizational excellence.</p> <p>(Organizational Framework).</p>
	Establish a system for inventory and tracking	<p>Evaluate the new system for technology inventory, tracking, and help desk.</p> <p>Implement the new online system to track furniture and other school non-consumable resources.</p>	<p>Evaluate the new system for technology inventory, tracking, and help desk.</p> <p>Implement the new online system to track furniture and other school non-consumable resources.</p>	<p>Evaluate the new system for technology inventory, tracking, and help desk.</p> <p>Implement the new online system to track furniture and other school non-consumable resources.</p>

Financial Viability	<p>Develop Long Range Plan for Campus Improvements and Expansion</p> <p>Bring in \$1,400,000 in grants and expanded school resources including a new wing to support the expansion of Arts programming (Digital Media/Recording), small group learning, and resources/supports for struggling learners and their families.</p> <p>Evaluate and revise as needed the on-line system for facilities use requests.</p> <p>Bring in \$20,000 in facilities rental costs.</p> <p>Develop an expansion committee to review the potential expansion of facilities and enrollment.</p> <p>Evaluate a long range budget plan for other facilities items such as flooring, roofs,</p>	<p>Bring in \$750,000 in grants and expanded school resources including a new wing to support the expansion of Arts programming (Digital Media/Recording), small group learning, and resources/supports for struggling learners and their families.</p> <p>Evaluate and revise as needed the on-line system for facilities use requests.</p> <p>Bring in \$20,000 in facilities rental costs.</p> <p>Develop an expansion committee to review the potential expansion of facilities and enrollment.</p> <p>Evaluate a long range budget plan for other facilities items such as flooring, roofs,</p>	<p>Bring in \$160,000 in grants and expanded school resources including classroom materials and supplies</p> <p>Evaluate and revise as needed the on-line system for facilities use requests.</p> <p>Bring in \$20,000 in facilities rental costs.</p> <p>Develop an expansion committee to review the potential expansion of facilities and enrollment.</p> <p>Evaluate a long range budget plan for other facilities items such as flooring, roofs,</p>
	<p>Multi-year plan for long-term financial viability</p> <p>Create an annual budget that results in meeting or exceeding overall Delaware State Standards for Charter Schools. (Financial Framework)</p>	<p>Create an annual budget that results in meeting or exceeding overall Delaware State Standards for Charter Schools. (Financial Framework)</p>	<p>Create an annual budget that results in meeting or exceeding overall Delaware State Standards for Charter Schools. (Financial Framework)</p>
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