

2024-2029 STRATEGIC PLAN

EMPOWERING STUDENTS, STAFF & FAMILIES



FACILITATED BY

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**BOARD APPROVED
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Guiding Principles

The Academies Charter Management Organization (TACMO) crafted a strategic plan rooted in its founding purpose - to offer gifted education and project-based learning opportunities to students in Tulare County. The Tulare County Office of Education approved TACMO's mission and core values on August 18, 2023 for the term from July 1, 2025 through June 30, 2030, and these drive the development of this plan.

TACMO's mission, equity & inclusivity commitment, and core values form the foundation of the school's strategic vision. These guiding principles shape the organization's approach to engaging and empowering its diverse student body.

Mission Statement

The mission outlines TACMO's dedication to cultivating students' growth, curiosity, creativity, and talents, while nurturing them into self-directed thinkers and virtuous citizens.

Our school is to engage every student in a manner which cultivates growth and nurtures their curiosity, creativity, and talents. Our collaborative community empowers students to grow into self-directed thinkers and virtuous citizens, equipped with a love of learning and a love of life; eager to contribute their gifts to a better, more equitable world.

Equity & Inclusivity Commitment

The principles of educational equity and inclusion are central to the strategic plan. The plan aims to deliver a high-quality education that supports the diverse needs of all students. By prioritizing equity and inclusion, TACMO seeks to cultivate a safe, welcoming, and dynamic learning environment where each student can reach their full potential.

TACMO is committed to being part of large systemic change by acknowledging and addressing the many forms of individual and systemic racism and its damaging effects on students, staff, parents, our local community and beyond.

These forms of racism are expressed through racist policies, ideas, explicit and implicit bias, and our action or inaction. We define racist policy as any measure that contributes to racial inequity between racial groups and racist ideas that justify inequity between racial groups while understanding how these concepts work against our most at-risk students and families.

We seek to educate students, staff, parents, and local communities to work against implicit and explicit bias including, but not limited to, racial/ethnic backgrounds, culture, language, gender expression, sexual orientation, family structure, cognitive or physical ability, economic class, and religion. We acknowledge this critical and worthy work realizing the process is a lifelong journey. Our commitment is to contribute towards the creation of a better world through tenacity and empathy, as outlined in our TACMO vision, mission, and core values.



Guiding Principles

Core Values

TACMO's five core values - integrity, individuality, inclusivity, inquiry, and innovation - further elaborate on how the school aims to realize this transformative educational mission.

Integrity

We are all empowered to be independent thinkers and leaders who act on behalf of the greater good and consistently uphold our Honor Code.

Individuality

We promote individual strengths and respond to individual needs in order to nurture growth, self-confidence, courage, and resilience.

Inclusivity

Everyone is safe in our community; we celebrate and respect each other's differences and learn in cooperation with one another.

Inquiry

We challenge each other to think critically and creatively to explore, problem solve, and encourage new ideas.

Innovation

We generate and share solutions to reform public education through reflection, research, collaboration, and an unwavering belief in every person's ability.



Strategic Direction

Phases of Strategic Planning

TACMO developed its strategic plan through a six-month collaborative process involving contributions from educational partners, including staff, students, families, and board members. This process included an environmental scan, vision and goal setting, community feedback, and action planning. TACMO's bold Vision guided this effort, while a shared definition of Quality Education became the plan's focal point.

1. Environmental Scan

An investigation using both quantitative data analysis and qualitative research methods, including focus groups, empathy interviews, and site observations.

2. Vision and Goal Setting

Establishing clear and actionable goals based on the insights gathered during the environmental scan.

3. Community Feedback

Engaging educational partners to gather their perspectives and incorporate their feedback into the plan.

4. Action Planning

Developing detailed action plans to achieve the set goals, ensuring alignment with the vision and addressing the needs identified through educational partner feedback.

Vision

We create an inclusive community with access to rigorous and enriching educational experiences that challenge and support individuals to achieve their personal best and realize new opportunities.

Definition of Quality Education

Students learn foundational skills (for reading, writing and mathematics) and are engaged in project based learning, rich discourse and critical thinking. TACMO will apply best practices in gifted education—emphasizing depth, complexity, novelty, acceleration, creativity, and universal themes—to provide a high-quality education for all.

Organizational Goals

The strategic plan outlines comprehensive five-year organizational goals designed to help TACMO achieve its vision. These goals serve as key milestones and success indicators as the school works to implement its definition of high-quality education.

The plan's academic proficiency targets outline ambitious yet attainable growth and achievement objectives for TACMO's students, ensuring all learners make meaningful progress and meet or exceed grade-level standards. In parallel, the plan establishes staffing priorities to recruit, develop, and retain a diverse, highly skilled teaching and support staff. Additionally, the plan incorporates enrollment projections to inform program offerings and ensure the school can continue serving the community's evolving educational needs.



Organizational Goals

1

64% of students will meet or exceed grade-level proficiency in math.*

2

67.5% of students will meet or exceed grade-level proficiency in literacy.*

3

80% of students with exceptional needs will meet annual academic goals.

4

80.5% teachers will be fully credentialed for their grade and subject area assignment.

5

95.7% will be the annual staff retention rate.

6

845 students will attend TACMO to meet or exceed total budgeted enrollment.

7

212 students will be on the waitlist, equivalent to 25% of total budgeted enrollment.

* Measurements of Academic Performance: Verified Data

"Verified data" is defined in statute as "data derived from nationally recognized, valid, peer-reviewed, and reliable sources that are externally produced." (Education Code Section 47607.2(c) (1).) In November 2020, the California State Board of Education ("SBE") approved the criteria to define "verified data" and the list of valid and reliable assessments and measures of postsecondary outcomes as required by Education Code Section 47607.2. From the SBE-approved list of reliable assessments, TACMO administers iReady to meet the verified data requirement.

Strategic Pillars & Strategic Actions

Strategic Pillars

Two core pillars at the heart of TACMO's strategic plan will guide the school's efforts: *Provide Quality Education for All* and *Invest in People*.

The pillar, *Provide Quality Education for All* reflects TACMO's conviction that every student deserves an engaging, enriching educational experience that nurtures their natural curiosity, creativity, and unique talents.

The pillar, *Invest in People* underscores TACMO's belief that the success of its educational mission relies on the strength and dedication of its staff and students.

These pillars emphasize the importance of aligning actions and initiatives across TACMO's school sites. This intentional, systematic approach will help TACMO leverage its resources, efforts, and expertise in a coherent and impactful way, ultimately benefiting the students and communities it serves.

A. Provide Quality Education for All

To realize its commitment to providing a high-quality education for all students, TACMO aims to ensure all TACMO students, regardless of background or ability, receive an engaging, enriching educational experience that nurtures their natural curiosity, creativity, and talents. The *Provide Quality Education for All* pillar will integrate four strategic actions to enhance curricular and co-curricular programs.

Strategic Actions

- Integrate TK-8 gifted education strategies into differentiated classroom instruction.
- Implement aligned literacy instruction across all grade levels.
- Apply a common behavior system across both schools.
- Systematize a coordination of services team to integrate various academic and behavioral resources for students.

B. Invest in People

By prioritizing investment in its people - both employees and students - TACMO aims to ensure it has the talent, engagement, and community support necessary to deliver on its vision of providing a high-quality education for all. The *Invest in People* pillar will focus on four strategic actions to build and sustain an exceptional learning community.

Strategic Actions

- Coordinate a CMO-wide structure to hire new staff
- Implement an integrated approach to retain and develop high caliber staff
- Develop a comprehensive marketing effort for student recruitment
- Foster a stronger sense of community and belonging on campus to retain students and families

