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MATER ACADEMY

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ALMA MATER STUDIORUM

2014-2019  
STRATEGIC PLAN

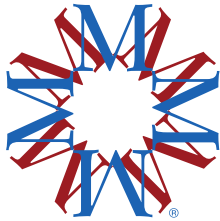


## Strategic Plan

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In 2009, Mater's board along with school administrators, parents, and community stakeholders began the process of reunifying its schools towards the single vision and purpose of Mater Academy, Inc., leading to AdvancED accreditation as a charter school corporation in June of 2011. In January of 2015, the Governing Board reaffirmed their Mission as follows:

The **Mission** of the Mater Academy, Inc. Charter School Organization is:



**Meaningful achievement of  
Academics facilitated by  
Teachers, administrators, parents and the community  
Enabling students to become confident, self-directed and  
Responsible lifelong learners.**

Mater Academy, Inc. also approved the following revised **Vision**:

***To provide a viable educational choice by offering an innovative, rigorous and seamless college preparatory curriculum that gives Mater students a competitive advantage, while creating confident self-directed and responsible, life-long learners.***

Our **Operational Beliefs** include:

1. All children have the inherent right to learn, grow and maximize their full potential without limitations.
2. The foundation of all students' knowledge stems from effective communication developed through literacy.
3. Pluralistic students are better equipped to face the challenges and opportunities of 21st century globalization.
4. Students must be exposed to a rigorous and relevant curriculum that is built on conceptual relationships to improve student achievement.
5. Schools must demonstrate a passionate commitment to high standards and student success.
6. Schools must create a professional teaching culture marked by shared purpose, collaboration, innovative spirit, and continual learning.
7. Schools must analyze and utilize data in order to provide feedback to students, inform programmatic and instructional decisions, and support focused intervention efforts.
8. Mater stakeholders will commit to the pursuit of teaching methodologies that foster student engagement, critical thinking, self-efficacy, and content mastery.
9. Mater Stakeholders will let compassion, conviction and intense dedication to the mission of teaching and learning stand as the trademark of our work.
10. All Mater Schools will be communities of learners, inclusive of students, teachers, parents, and other community stakeholders, engaged in meaningful activities to contribute and enhance their school culture.



Mater Academy, Inc. was among one of the first charter school systems in the nation to seek and achieve corporate accreditation for their network of schools. In June of 2011, Mater Academy was awarded AdvancED Corporate Accreditation for its proven commitment to quality and continuous improvement and adherence to AdvancED policies, procedures and Quality standards for Corporations as well as for schools, respectively.

A careful self-study of the common goals and standards of all schools lead to the creation of the first Strategic Plan to communicate Mater's intended impact on the future of its students and families. In October of 2014, the Mater Principal's Coalition (MPC), re-engaged in discussion about Strategic Improvement Plan efforts for the Corporation over the next five years. The MPC created a strategic plan with the end in mind, and much like the School Improvement Plan of individual schools, it was decided that the Mater Strategic Plan would invite the opportunity to amend the plan annually, to add Goals, Strategies and/or Indicators that would be responsive to Student Performance and Achievement needs as well as be responsive to annual system-wide academic needs evidenced in student performance and achievement data upon release of annual school accountability results; and/or in response to a policy change deemed purposeful by the Governing Board and/or changes in State or Charter School law or policy affecting charter school environments. Additionally, the MPC has also committed to revise/update in year two, based upon their findings through the Internal Self Assessment and/or to address opportunities for improvement noted through the External Review process in a re-accreditation year.

Mater stakeholders will remain focused on delivering high quality, college preparatory, public school choice options, while positively affecting student performance and achievement.

**Mater Strategic Plan** - The Strategic Plan defines four system-wide goals (Innovate, Challenge, Engage and Achieve) and identifies Operational Beliefs under which each school functions.



**Guiding Principle: Innovate**

Goal: To prepare our stakeholders for innovative technology and applications.

Strategy:

1. Enhance technological infrastructure to provide for real life technology use and application to increase global competitiveness of stakeholders;
2. Grow Technology Usage and Access at all Schools; and
3. Increase Community Technology Use.

Indicators:

- 1.1.A Increase curriculum offerings in Mater Virtual School (2015 – as necessary to address demand);
- 1.1.B Increase student participation in Virtual Classes (2016);
- 1.1.C Increased lab experiences conducted virtually (2016);
- 1.1.D Schools linked to the electronic on-line library (2015);
- 1.1.E Create and receive funding for technology via approval of a Digital Allocation Plan (Annually);
- 1.2.A 100% of instructional staff and students will have universal access to a standards and researched-based curriculum incorporating the use of technology and other tools and strategies weekly (2016);
- 1.2.B Ensure all schools have the technology infrastructure to support on-line standardized exams (2015);
- 1.2.C Integration of Virtual Communities on-line (2016);
- 1.2.D All teachers will participate in the an in-house Technology Training to implement and monitor the use of all digital hardware and resources to meet objectives of the Digital Learning Plan (2016);
- 1.3.A Implement a plan for increased modern technology and social media use in schools by varied stakeholders (e.g. Twitter, Facebook, Podcasts, etc.) (2016); and
- 1.3.B On-line climate surveys for teachers, students and parents (2015).

Current Related Projects:

- Overhauled Website
- Virtual Mater campus(es)
- Virtual summer school
- AVE Program
- E-Rate funding pursuit
- Mater Schools as Wi-fi Spots
- Purchase student stations, digital textbooks and supplementary technology resources.
- Train teachers in the proper implementation of the digital plan and new digital resources
- Approved School Digital Allocation Plans
- Schools to purchase books via the Follett books electronic library platform
- Expanded facilities for increased technology
- Develop distance learning labs
- Increased computer based assessments through digital textbooks, district interim assessments, and state mandated assessments
- Utilization of Progress Monitoring Reports, available in all digital resources used to monitor students' individual needs and tailor instruction and intervention



### **Guiding Principle: Challenge**

Goal: To increase the literacy rate of our stakeholders.

#### Strategies:

1. Increase the Reading Performance of students as evidenced by Mater student's System-wide scores on required standardized tests (ongoing);
2. Provide time for Professional Learning Communities to disaggregate data and implement system of data-based decision-making (ongoing);
3. Inspire culture of literacy System-wide amongst all stakeholders (ongoing).

#### Indicators:

- II.1.A Implemented the CollegeBoard Springboard Curriculum (2015);
- II.1.B Implemented Response to Intervention/Instruction (RTI) (2015);
- II.1.C When comparing our data to that of our Sponsor's, our System of schools had an overall increases of students achievement. (ongoing)
- II.1.D Earned Local, State, and/or National Recognitions for quality instruction and student performance and achievement (ongoing);
- II.2.A Functioning Literacy Leadership Teams (and other subject areas) (2016);
- II.3.A Increased Parental Participation in school system activities (ongoing);
- II.3.B Increased Community Education Classes (2016); and
- II.3.C Students who communicate with clarity, purpose & understanding of audience as evidenced by participation and results of student competitions (ongoing).

#### Current Related Projects:

- Mater Parent Academy
- Mater Reading Coaches PLC
- Further Develop Literacy Leadership Council
- Application for National SpringBoard Demonstration School
- Social Science Dialogue



**Guiding Principle: Engage**

Goal: Remain committed to continuous improvement efforts.

Strategies:

1. Renew Corporate Accreditation status by AdvancED SACS CASI (2016);
2. Annually update strategic plan (ongoing);
3. Improve Faculty quality/effectiveness (ongoing);
4. Continuously utilizing Data to improve student instruction and school capacity (ongoing); and
5. Update and expand facilities to meet demand and facilitate educational goals.

Indicators:

- III.1.A Determine compliance AdvancED standards (annually);
- III.1.B Engage in self-reflection of the organization for purposes of ongoing improvement at every level (annually);
- III.1.C Prepare School and Corporation internal review products for AdvancED Accreditation Visit (2015)
- III.1.D Host a Corporation AdvancED Accreditation visit (2016);
- III.1.E Prepare Action Plan to address Quality Assurance Review Team recommendations (2016);
- III.2.A Utilize climate surveys to set improvement goals for subsequent school year (annually);
- III.2.B Continue to analyze data and respond accordingly with appropriate research based intervention (annually);
- III.3.A Continue to empower, grow and evaluate current professional learning community offerings (annually);
- III.3.B Increase the percentage of Highly Qualified teaching staff (annually);
- III.4.A Utilize student performance data to create professional development targets, and strategic plan goals (annually);
- III.5.A Formalize plan for facilities improvements to meet school needs (annually); and
- III.5.B Update facilities expansion plan\* to meet community demand and serve stakeholders (2016).

Current Related Projects:

- Mater Reading Coaches PLC;
- Mater Mathematics/Science PLC;
- Mater Social Studies PLC;
- Parent Surveys;
- Student Surveys;
- Teacher Surveys;
- Schools & Corp. Completed Student Performance Diagnostic;
- School Improvement Plans;
- Improve Strategic Plan Process;
- Schools & Corp. Self-Assessment;
- Schools & Corp. Executive Summary;
- Schools & Corp. Stakeholder Feedback Diagnostic;
- Corp. Assurances;
- Host AdvancED External Review Team;
- Prepare Action Plan to address required actions; and
- Address Feasibility of Expansion in Business Plan.



### **Guiding Principle: Achieve**

Goal: Produce Lifelong Learners - Upon graduation, Mater Academy School System will have contributed positively to the community by producing a globally competent citizenry who respect the pluralistic world in which they live and who:

- utilize what they already know to acquire new knowledge, develop new skills, and expand understanding of the global world;
- develop multiple strategies, as necessary, to find solutions to real-life problem and realize goals;
- address conflict caused by diversity of opinions and realize solutions;
- demonstrate understanding of and take responsibility for global and environmental issues; and
- reflect on and evaluate their learning for the purpose of improvement and strive for excellence.

Strategies:

1. Reach beyond current Mater students and their families, and also provide for responsible replication and growth as quality organization in the Florida community and beyond.

Indicators:

- IV.1.A Utilize Social Media Tools to reach all Mater Stakeholders (2016);
- IV.1.B Enhance and grow the scope of the Mater Foundation (annually);
- IV.1.C Create Mater Social Initiative where Mater students “give back” and pay it forward (2015)
- IV.1.D Establish green initiatives to promote Ecological Awareness (ongoing);
- IV.1.E Further involve Foundation to provide support to our school and the surrounding communities (annually); and
- IV.1.F Enhance vehicles for communication with stakeholders (annually).

Current Related Projects

- Increased Future Business Leaders of America (FBLA) Programs;
- Mater High FBLA as Mentors;
- Mater Foundation Scholarships;
- Mater Teacher Mini Grants
- Mater Enrichment Grants
- Mater Way;
- Fairchild Tropical Gardens Challenge; and
- District Website Re-development.