



NLA Board of Directors

Strategic Plan (2016-2020)

The strategic plan encompasses 6 areas of focus that centered on a commitment to the mission of NLA:

Academics

Ownership

Financial

Programming

Social/Emotional

Outreach/Expansion

Board Members:

Chair: Michael Nossner

Vice-Chair: Beth Ann Peck

Secretary/Treasurer: Chris Stewart

Teacher Members: Chris Stewart, Beth Ann Peck, Angela Houlahan, Lisa Meyer, Paul Good

Parent Members: Chris Dale, Susan Masterjohn

Community Members: Cody Miller

Ex-Officio Members: Cam Stottler, Jan Jensen

“We will provide a rigorous, liberal arts curriculum in a small, personalized, developmentally appropriate learning environment and graduate students who are confident, skilled scholars and citizens.”

Academic Growth

To become a leader in academics, resulting in a rigorous curriculum, speaking to the value of best-practice educators, and producing college and career ready students that transition into their post-secondary lives without a need for remediation.

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| A. | NLA will design and implement dual-credit programming that will target over 80% of graduating students to leave NLA with college credit. |
| B. | NLA will seek to be ranked in the top 10% of academic test scores in math, reading, and ACT when compared to Audubon authorized schools. |
| C. | NLA will align curriculum through grades 5-12 that will address MN state standards, add to cross-curricular development, lead in best practices, and evolve to meet the ongoing unique needs of incoming classes. |
| D. | NLA will continue to lead in developing 21st century skills and implementing college and career ready standards to graduating students as evidenced by current research data and anecdotal evidence provided by students and families upon graduation. |

Financial Implications: Potential Training, curriculum mapping software

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Ownership Growth

To provide ownership as stakeholders that allows for best practice programming, develops 21st century skills through outreach and internal relationships, and retains quality staff and leadership. To foster relationships with outside influences and to allow students to identify, develop, and reflect on soft skills that are necessary for success in the 21st century. To provide ownership as stakeholders in the education and development of student success through planning, events, financial contributions, and academic accountability.

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| A. | <p>NLA will oversee/implement/grow a commitment to parent engagement to provide ownership as stakeholders in the education and development of student success through planning, events, financial contributions, and academic accountability.</p> <ul style="list-style-type: none"> a. Parent Advisory Group b. Parent philanthropy/sustained giving c. Parent involvement on board committees d. Parent involvement in Title I, SEAC, volunteering, board membership |
| B. | <p>NLA will seek staff retention in the 85% rate to provide ownership, continuity, building of programs, and academic accountability.</p> <ul style="list-style-type: none"> a. Compensation model is reported on and revisited each year b. Staff survey that covers all facets of the job description |
| C. | <p>NLA will reach out to community ties with business, community services, and corporations to invest within NLA.</p> <ul style="list-style-type: none"> a. Community Scholarship Foundation/Rotary/Chamber of Commerce relationships b. Guest speakers in particular fields of expertise c. Scholarships specific to NLA students/areas of study (liberal arts) |
| D. | <p>NLA Board members will participate, contribute, promote, and recruit with a focus on NLA growth and accountability.</p> <ul style="list-style-type: none"> a. Increase candidates for board elections b. Financial contributions to scholarships/staff events c. Seek and recruit community/parent members that fill Board needs d. Participate in current/needed board committees |

Financial Implications: Compensation model, scholarships, marketing with/for communities

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Financial Growth

To generate new sources of revenue by taking responsibility to protect our existing sources thereof and creating networks of opportunities to develop more financial stakeholders that align with our mission and vision of our organization.

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| A. | NLA will cultivate family involvement in gifting, participating in fundraising, and charter advocacy |
| B. | NLA Board will keep the financial stability of the school its priority. |
| C. | NLA will set contractual goals to provide a template in how to grow safely and set measurement benchmarks |
| D. | NLA will seek out and provide funds for facility management helps us to protect financial growth and not misuse resources we have |
| E. | NLA will develop partnerships within our community is essential to generate financial growth |

Financial Implications:

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Programming Growth

The Board will lead implementation and design of best-practice programming for our community that encompasses college and career readiness, highly-trained staff, and competitive rigor that meets or exceeds when compared to other charter schools and/or geographically located schools near NLA.

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| A. | <p>NLA will increase dual-credit courses for college readiness</p> <ul style="list-style-type: none"> a. List of current offerings and track courses offered over 5 years b. Having qualified staff that are able to teach these courses. c. Track staff that teach these and their qualifications. |
| B. | <p>NLA will increase middle school extra-curricular/ enough members</p> <ul style="list-style-type: none"> a. List of current offerings and track offerings and student participation over 5 years |
| C. | <p>NLA will seek competition against district schools to help drive enrollment with extracurricular and academics</p> <ul style="list-style-type: none"> a. List of offerings versus other school offerings |
| D. | <p>NLA will retain staff by having more rigorous options to teach and coach</p> <ul style="list-style-type: none"> a. Track staff and years working b. Track staff turnover each year for 5 years. |

Financial Implications: Dual-credit costs, training

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Social/Emotional Growth

To identify, maintain, and promote opportunities to grow social/emotional competencies through curricula, staffing, and collaborative opportunities in order to generate an active, reflective, and self-aware learning community for all stakeholders.

A.	<p>NLA will develop a robust Becoming... Curriculum 5-12 as the primary character education mechanism</p> <ul style="list-style-type: none"> a. Establish developmentally-appropriate S/E programs for all grade levels b. Align values of S/E programs 5-12 with existing curricular offerings
B.	<p>NLA will embed social/emotional standards to be used in content and liberal arts courses across the curricula.</p> <ul style="list-style-type: none"> a. Embed Social/Emotional standards in all NLA courses b. Broaden “7 Habits” at the Middle School, “Becoming...” track at Upper School
C.	<p>NLA will instill social/emotional competencies in extracurricular programming offerings</p> <ul style="list-style-type: none"> a. Provide training to staff, volunteers, & parents involved in extracurriculars b. Increase Social/Emotional values of sportsmanship, teamwork and character-building in NLA-sponsored extracurricular activities (clubs, sports, etc.)
D.	<p>NLA will offer training to staff and parents regarding social/emotional growth of students</p> <ul style="list-style-type: none"> a. Annual training of new staff, and biannual continuing education for all staff b. Intentional education for families about values and methods of S/E learning
E.	<p>NLA will expand service-learning component developing soft skills necessary for success</p> <ul style="list-style-type: none"> a. Develop a service learning program required complete for graduation (9-12) b. Develop service learning standards for each participating grade level (5-12) c. Market the service learning through media outlets d. Seeking new connections to grow service learning opportunities (possibly TOSA)
F.	<p>NLA will seek outreach and expansion of Social/Emotional programming to local families, other schools and educational organizations</p> <ul style="list-style-type: none"> a. Seek out leadership opportunities to share NLA’s S/E programming b. Market and educate about the service learning component c. Seek new connections to grow service learning opportunities d. Target local families by establishing the message of our primary selling point

Financial Implications: Curriculum, Family outreach

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Outreach & Expansion Growth

The Board will lead outreach and expansion of programming for our community in a manner that keeps our community relevant, viable and successful in our mission.

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| A. | <p>NLA will seek facilities and leases meeting the needs of our current and projected growth</p> <ul style="list-style-type: none"> a. Enlisting the help of experts in the field b. Thinking creatively about the needs of our students, staff and community c. Commit to reasonable timelines for decision-making in regard to facilities and physical expansion. |
| B. | <p>NLA will seek to meet the needs of our community in our programming</p> <ul style="list-style-type: none"> a. Holding open forums on important issues to our community and charter education community |
| C. | <p>NLA will implement extra-curricular and/or academic programming to market and outreach to the community</p> <ul style="list-style-type: none"> a. Creating events or programming that promote community engagement and bring new families onto campus a. Increasing our visibility in the community via marketing and events |

Financial Implications: Facilities

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