

Monument Academy Strategic Plan 2016
Revised and Approved January 14, 2016

Mission Statement: The mission of Monument Academy is to provide a challenging, content – rich, academic program offered within an engaging, caring, and positive learning environment. Established on a solid foundation of knowledge, Monument Academy emphasizes academic excellence, respect, responsibility, character and exemplary citizenship.

Vision Statement: To provide top quality academic and individual development opportunities for our students through a collegial atmosphere of learning to ensure Monument Academy is a premiere institution of learning in Colorado.

Position Analysis (Strengths, Weakness, Opportunities, Challenges)

Strengths:

- Financial Stability
- Quality of Teachers and Paras
- Locally Driven Curriculum
- Core Virtues/Character Development
- Parent Involvement
- Specialty Programs i.e. Fine Arts, Music, Drama, etc.
- Autonomy of School
- Policy Governing Board
- Instructional Staff to Student Ratio
- Quality of Administration
- Safe and Disciplined environment
- Demonstrated quality academic outcomes
- Enhance and Integrate use of technology
- Maturity of school
- Stable enrollment
- Retention of Staff
- Involvement with Community Organizations
- Professional Development of all staff

Weakness:

- Traffic/Parking
- Foreign Language Electives
- Sport Equipment/Facilities
- Performing Arts Space
- Student Play Areas

Opportunities:

- Business Relationships
- Policy Advocacy
- Science Program
- Chamber of Commerce
- Public Awareness
- Marketing/Branding/Social Media
- Continued positive relationship with bondholders
- Fundraiser
- Student Athletic Participation
- Expand into grades 9-12
- Enhance Teacher Pay Schedule

Challenges:

- State/Federal Funding
- Educational Mandates not aligned to MA Philosophy

Strategic Goals

Academic Excellence

Position Monument Academy to be a premiere institution of learning through outstanding curriculum, individualized student focus and optimal class sizes, which include beneficial instructional staff to student ratios.

Character Emphasis

Uphold the importance of character development through a sustained commitment to respect, responsibility and exemplary citizenship by all board, staff, and students; as well as allocating resources to support the on-going efforts of a character development program.

Financial Stability

Maintain Monument Academy's fiscal stability with regards to year-to-year budgeting and maintain an A bond rating.

Sustainability & Capacity

Sustain Monument Academy's student enrollment and manage the related capacity issues to ensure top quality academic and individual development opportunities while providing its academic program in a collegial atmosphere of learning.

Operational Stability

Position Monument Academy to be operationally stable with regards to day-to-day administration; while maintaining its responsibility for oversight, by the application of performance measures/metrics which hold Administration accountable.

Short Range Tactics (Present – 3 years)

- Foster curriculum updates and curriculum sustainment efforts to ensure academic excellence
- Continue to grow reserves with respect to inflation
- Grow donation and grant revenue
- Maintain policy target of 24 students max per classrooms in grades 1-8
- Support Policy Advocacy, which results in better charter school funding, less mandatory testing and more autonomy.
- Place artificial turf on student play area
- Expand the use of social media to enhance MA brand
- Expand into grades 9-12
- Increase student exposure to integrated technology based on long range technology plan

Mid-Range Tactics (3 - 6 years)

- Continue to grow reserves with respect to inflation
- Support Policy Advocacy, which results in better charter school funding, less mandatory testing and more autonomy.
- Sustain student enrollment thru recruitment and the management of reasonable wait lists
- Continue with a quality curriculum and outstanding academic success measured against metrics

Long Range Tactics (6 - 10 years)

- Maintain high level of academic excellence and student (and parent) satisfaction measured against metrics
- Continue to grow reserves with respect to inflation
- Continue cooperation with D-38 to make the next charter renewal smooth and amenable in 2026