



Strategic Plan 2021-2022 School Year

Mission Statement:

We are travelers on the Aspen Ridge Trailways. It is our mission to think independently, participate in our integrated world, and achieve individual goals in order to gain knowledge and understanding. We will approach challenges with confidence and assist others in our community while learning and growing together on the trail of success.

Vision:

The Aspen Ridge Vision is a community of students, teachers, parents and administrators that collaborate to create a rigorous, content rich learning environment that fosters a lifelong love of learning and gives students a solid base of knowledge to compete in a global society. Students participate in successful, research-based curricula in the core content areas along with a focus on technology, international experience, natural environment, personal development, and enrichment programs. Students are encouraged to think independently and question the world around them. Ongoing assessment of the students, both formally and informally, takes place regularly to ensure individual student goals are attained by adapting instruction appropriately.

Strategic Plan Intention:

Create supporting goals with clear objectives and actions with defined measurables that our Leadership will be evaluated upon.

The Board of Directors (“Board”) proposed the following Strategic Plan for the 2021-2022 school year. This Strategic Plan is divided into four (4) primary categories:

- A. Improved Financial Stability
- B. Improved Student Academic Performance
- C. Improved Operations/Governance
- D. Improved School Culture



A. Improved Financial Stability:

Goal: Aspen Ridge will maintain comprehensive financial policies and procedures to provide long term stability and enable future growth opportunities.

1. *Objective:* Maintain a positive financial direction.
 - a. Maintain a finance committee of individuals with financial, accounting or business experience. Include outside members with objective perspectives.
 - b. Conduct annual training with the board of directors in understanding and interpreting monthly financial reports.
 - c. Continue system of developing annual budget based on accurate enrollment projections.
 - d. Comply with all required financial transparency requirements.
 - e. Achieve positive annual budget.
2. *Objective:* Develop a salary schedule that is competitive with surrounding schools/districts.
 - a. Review and assessment of current salary plans from surrounding schools/districts.
 - b. Identify feasibility of increasing salary based on review of school financial health.
 - c. Explore opportunities for financial and other overall incentives.

B. Improved Student Academic Performance:

Goal: Aspen Ridge will pursue a rigorous curriculum in core content areas to give our students the foundation to succeed in the global society and prepare for their next level of education.

1. *Objective:* Elevate and maximize student academic performance and growth.
 - a. School Accountability Committee (SAC) to analyze and report student performance and growth annually.
 - b. Provide additional training to the instructional leadership team in analyzing data.
 - c. In depth analysis and identification of performance trends in ELA and math.
 - d. Review implementation and align ELA and math curriculum programs to address state standard expectations.
 - e. Evaluate school professional development programs and align content to address performance trend deficits.



2. *Objective:* Improve teacher instructional effectiveness/quality in all core content and specials areas.
 - a. Periodic academic review by the Colorado League of Charter Schools.
 - b. Use recommendations per the current academic review to define instructional expectations and best practices.
 - c. Develop an annual professional development schedule to include individualized growth opportunities for teachers.
 - d. Train all teachers in instructional expectations and best practices for consistent implementation.
 - e. Provide ongoing feedback/coaching through classroom observations.
 - f. Utilize and implement individual student educational plans to maximize student growth and consistency throughout their educational career at Aspen Ridge.
 - g. Set expectations to maximize individual student growth using a defined process (time and structure) during student transitions from one grade level to the next.

C. Improved Operational/Governance:

Goal: Develop exceptional operational and governance disciplines with traits of accountability, transparency, and engagement to ensure that strategic objectives are achieved.

1. *Objective:* Evaluate school leadership structure and revise if necessary.
 - a. Develop Head of School job description.
 - b. Post position vacancy for Head of School.
 - c. Develop process for hiring new Head of School.
 - d. Communicate with parents, faculty and staff to inform of process and solicit feedback.
 - e. Hire new school leader.
 - f. Develop Head of School annual goals based on strategic priorities.
 - g. Determine annual evaluation process for Head of School and identify date for completion.
2. *Objective:* Develop a finance and human resource support structure.
 - a. Determine whether to outsource financial services and/or human resources, or staff the positions.
 - b. Identify staffing needs to support school human resource needs.
 - c. Develop title and job description for human resource staff.

3. *Objective:* Improve Board of Directors training, organization and effectiveness.
 - a. Create “on-boarding” process for new Board members.
 - b. Create and compile process documents for important Board functions, such as how to hire a Head of School.
 - c. Ongoing board training.
 - d. Perform annual Board evaluation.
 - e. Maintain Board compliance with state regulations.
 - f. Formalize committee creation and management.

D. Improved School Culture:

Goal: Building a strong school culture within our community of students, teachers, parents and administrators that breeds student success.

1. *Objective:* Improve overall communication expectations and process between: (i) Board to Parents and Staff and (ii) Head of School to Parents and Staff.
 - a. Improve/rebuild the Aspen Ridge website.
 - b. Continue monthly newsletters from the Head of School to parents (monthly) and staff (weekly).
 - c. Centralize and streamline communication.
2. *Objective:* Improve Aspen Ridge reputation within the community.
 - a. Community outreach.
 - b. Develop a board “elevator pitch” to market the school.
 - c. Publish the strategic plan
3. *Objective:* Develop a robust schoolwide marketing plan/process.
 - a. Develop marketing efforts to increase student enrollment.
 - b. Community engagement and fundraising.
 - c. Market the school to potential teachers and staff.



4. *Objective:* Formalize School Fundraising Program.

- a. Identify internal (parent) fundraising events and partnerships with outside philanthropic organizations.
- b. Develop a system for publicly recognizing benefactors (banners, bus ads, sponsorships etc.).
- c. Separate marketing efforts to target parental/community involvement/engagement vs. donations/contributions.



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