

Laupahoehoe Community Public Charter School 2015 Action Plan Draft (11-9-14)

<u>Desired Outcome</u>	<u>Objectives</u>	<u>Strategies</u>	<u>Lead</u>	<u>Support</u>	<u>Due Date</u>	<u>Funding Need</u>
1.0 High quality and holistic education for every student.	1.1 Establish Professional Learning Community and Professional Development for holistic and interdisciplinary teaching with consistent training and professional development for the entire staff.	Professional development would include courses, training, peer observation, Professional Learning Communities, speakers as well as establishment of a "Holistic Committee."				
		Develop plan to provide faculty training about Bloom's Taxonomy and how to integrate it as an approach into daily instruction across all subjects, including "extra-curricular" or "enrichment."				
	1.2 Implement Project-Based Learning (PBL) in Grades 6 - 12.	Get buy-in from the school for Project Based Learning approach.				
		Conduct outreach to parents and community partners about PBL.				
		Provide more preparation time and peer collaboration time for teachers in Grades 6-12 to plan lessons to meet objectives (1 hour a day).				
		Furnish hands-on field work experiences.				
		Offer project-based education with a focus on sustainability.				
	1.3 Improve HSA Scores across the board by 15% .	Students take greater responsibility for their education, homework, Edline, and greater classroom participation.				
		Student outcomes are regularly reviewed and analyzed to inform instructional objectives and teaching practices through an on-going formative assessment such as the one used for Continuous School Improvement.				
	1.4 Manage conflicts effectively at all levels of the school.	Adopt a conflict management style and set up training for faculty and staff, EAs and parents.				
		The Response to Intervention (RTI) cohort will work with the CSI to develop a program to roll out training to the entire school for the practice of conflict resolution techniques (MVC, RTI).				
		Training offered to school families might include parenting skills, conflict management techniques, and compassionate communication.				

	1.5 Strengthen agriculture programs at the school.	Continue Garden Resources class for K-5.				
		Build a strong farm to school committee to develop a robust farm to school program that provides excellent nutrition in school food programs.				
		Determine how to meet the grant requirement for the Farm to School program to buy and prepare the required percentage of food from local ranchers and farmers in our cafeteria.				
		Follow the farm to school implementation plan, while assessing and modifying goals and objectives.				
	1.6 Support educational enrichment programs.	Continue CTE (Career and Technology Education) Programs of Agriculture and Culinary Arts.				
		Support and expand the Music program.				
		Establish Art Program;				
		Have a well functioning wood shop and auto shop program.				
		Have a strong Industrial Arts program.				
		Develop plan to integrate Art, Music, Dance, and Garden throughout all subjects.				
		All students are involved in service learning and will provide 10 hours per year of school-based service				
		Provide transportation for service learning and off-site programs.				
		Hire teachers for open positions who have alternative (non-DOE) training background.				
	1.7 Implement Hawaiian cultural activities.	Continue and expand the Hawaiian cultural influence on the school's daily life by honoring our 'aina, our people, and our history.				
	1.8 Support the athletic program.	Continue Physical Education for K-12;				
		Sustain High School Swim Team, Girls High School volleyball team				
2.0 Effective internal and external support for school's people and facilities.	2.1 Strengthen the organizational capacity and infrastructure within the school.	Develop policies and procedures for all school departments.				

		Automate internal approval processes.				
		Establish effective communication within school community including newsletters and One-Call system				
	2.2 Communicate effectively with the faculty and staff so they all know about and support school goals, objectives, strategies and educational programs, and are implementing curriculum with fidelity.	Create a streamlined communication system with faculty and staff.				
		Regularly recognize examples of excellence demonstrated by faculty and staff through articles, photos, and profiles included in the internal and external communications from LCPCS.				
	2.3 Manage the facilities well and fully utilize them.	Obtain the master plan blue print drawings for all facilities on campus.				
		All windows are operational.				
		All class rooms are painted.				
		All spaces are cleaned on a regular basis.				
		Depreciate equipment inventory appropriately and plan for replacement.				
		All school property is managed properly.				
		Develop long term State Capital Improvement Project funding request strategy with legislators.				
		Develop a strategy for preparing long term master site plan, including possible dormitory, expanded athletic facilities, 3-acre Hawaiian cultural learning center, and expanded agriculture area.				
		Identify and review options to finance installation of solar hot water systems to reduce utility costs by Year Three.				
		Identify and review options to install security cameras by Year Three.				
		Prepare inventory of all equipment.				
		Identify and review options to finance installation of a renewable energy system, like solar photo-voltaic, that reduces utility costs by Year Five.				

	2.4 Make sure all of the technology is up-to-date and functional	Consolidate the technology we have and make sure it works including computers and printers.				
		Identify and review options to develop an on-site server with hard-drive as a back-up and buffer in case of system failure by Year Three.				
		Develop plan to hire a full time technology teacher providing technology instruction for K-12 grades, including computer coding by Year Three.				
		Provide in-service training to teachers to use the technology.				
	2.5 Increase parent participation and involvement in the education of their students.	Identify and recruit one class parent per grade level to develop a parent organization.				
		Establish a formalized, PTA-like parent organization to increase parent involvement.				
	2.6 Improve the nutritional support programs for students.	Support Food Bank's initiative to pass out backpacks with food twice this year, and have a truck with food come to deliver once this year.				
		Identify and review options for expanding the nutritional support programs to provide more meals to students.				
	2.7 Provide for high quality emotional and social support for every student.	Prepare for implementation and use of an intervention program in the entire school starting in year two and continuing into year three and four.				
		Continue the work of the committee to advocate with County and State legislators for social services in Laupahoehoe including expanded mental and physical health services.				
	2.8 Expand community education program.	Develop plan to initiate adult education program to possibly include classes in Parenting, Time Management, Language, Vocational Training, and Wellness/Health.				
	2.9 Balance the budget which fully supports school infrastructure and programs.	Develop a plan with annual targets to increase enrollment to maximize tuition income.				
		Expand marketing efforts.				
		Expand bus service to have a second run for after school programs and activities.				

		Establish a Home-school Program in which home-schooling families are embraced to work as a hui within the school and share resources.				
		Secure State Capital Improvement Project funding for major infrastructure projects.				
		Secure additional donations to cover costs not supported by tuition income (see below).				
3.0 Sufficient additional stakeholder support with donations of money, goods, and services to support its education program.	3.1 Increase stakeholder support.	Board of Directors issues a statement that the likelihood of success of LCPCS achieving its vision and mission is dependent on a critical mass of stakeholders demonstrating an altruistic commitment to the school through their contributions of time, talent, money and love. The Board can emphasize the transformative power of altruism and love that enables the school and its community of engaged stakeholders to ensure every child is known and valued.				
		The Board develops a stakeholder engagement plan that identifies the various stakeholder groups, the system to gather stakeholder information to create a database, and an outreach plan to inform the stakeholders of all the opportunities for engagement with the school.				
		Initiate outreach program to send targeted information to specific stakeholders with the most effective methods of communication				
		Establish an effective volunteer program to support classroom needs				
		Volunteer coordinator job is established starting initially as an unpaid position to communicate with stakeholders and identify the opportunities for volunteering at the school during events, games, after-school programs, class work and field work in support of classes; and set up a volunteer sign up and management system.				

		Volunteer coordinator works with Board of Directors to develop a fundraising plan.				
		Volunteer coordinator organizes social opportunities (alumni gatherings, disc golf). Venues for involvement are defined.				
		Establish a volunteer evaluation system with satisfaction surveys and other methods.				
		Celebrate stakeholders and acknowledge them and their contributions.				
		Share success stories via website and social media as examples to follow at school.				
		Bring stakeholders together in small groups to build relationships.				
	3.2 Seek and secure additional resources to supplement programs not funded by tuition income.	Seek and secure additional resources to supplement programs not supported by general fund.				
		Establish a functioning fund-raising nonprofit organization that seeks and secures funding.				
		Complete the database which lists available resources and funding cycles we could tap.				
		Prepare a Fund Development plan and release it to the school and public.				
		Establish a fund to raise money for a million dollar renovation.				
		Assign a grant writer on staff.				
		Recruit a core group of donors who are committed to support our programs; businesses who contribute to school with money, land, technology, and teaching extracurricular activities; and politicians who support charter schools agenda through policies and legislation that raises funding levels and makes rules modifications in favor of charter schools.				

		Continue to cultivate partnerships with the following: Legislators, U.S. Forest Service, Adult Education, Pre-school, NHERC, QLCC, Robotics, USDA, TMT, USDA for Ag programs, Hawaii Department of Agriculture for Ag programs, Watershed Partnerships, Kohala Center for Ag programs, Dairy, Wood/Metals/Auto, Art/Music, Hawaiian Culture - Hikino.				
		Develop a plan to establish partnerships with the following: Hawaii Community College, Hui'ana, Department of Health, Kamehameha Schools regarding education programs as well as agriculture programs, Hospitality, Hamakua Mushroom Farm, every business in the area, Laupahoehoe Train Museum, Big Island Toyota, Work Force Development, USDA Forest Service, Tutu and Me, and DLNR.				