



South Shore Charter Public School
Strategic Plan 2020

inspiring every student to excel in academics, service, and life

South Shore Charter Public School

Strategic Plan 2020

Strategic Planning Committee	2
Mission	4
Vision	5
Introductory Letter	6
Student Life	7
The Faculty	9
The Curriculum	10
Library and Information Literacy	11
Communications	12
Development and Fundraising	13
Facilities	14
Alumni Association	15

Strategic Planning Committee

Chair

Daniel Falkner, Attorney, SSCPS Faculty Member (Retired)
SSCPS Board of Trustees

Co-Chair

David Whitemyer, Director of Business Development, Luci Creative, Parent '17, '19
SSCPS Board of Trustees

Committee Members

Pam Algera, Registrar
South Shore Charter Public School

Kristine Bingham, Director of Finance
South Shore Charter Public School

Beverly Bruce, Reading Specialist, Title I Coordinator
South Shore Charter Public School

Katherine Campbell, English Teacher, High School
South Shore Charter Public School

Mary Carter, Director of Guidance
South Shore Charter Public School

Laurie Dannison, Director of Family Engagement and Development, Parent Level III
South Shore Charter Public School

Ralph deGennaro, Director of Technology
South Shore Charter Public School

Kerri Doble, Accountant
South Shore Charter Public School

Peter Farrell, Attorney, SSCPS Parent Level III
SSCPS Board of Trustees

Kiki Fluhr, Author, Parent Levels I and II
SSCPS Board of Trustees

Prudence Goodale, SSCPS Executive Director (Retired)
SSCPS Board of Trustees, South Shore Charter Educational Foundation

Joseph Kay, Assistant Principal, High School
South Shore Charter Public School

Amanda Pamphile '19, Student
South Shore Charter Public School

Molly Sullivan '19, Student
SSCPS Board of Trustees

Stacey Tchouanguem '12, College and Career Coordinator
South Shore Charter Public School

Ex Officio

Alicia Savage, Executive Director, South Shore Charter Public School

Contributors

Heidi Aylward
Ruth Chouloute
Syndi Kim
Eileen Lefsky
Mono Veissid

Mission

Inspiring every student to excel in academics, service, and life

The South Shore Charter Public School (SSCPS/the School) has held fast to its mission and educational philosophy of inspiring every student to excel in academics, service, and life. Whether it is working in a food bank, or performing for students in a lower grade, or participating in the annual Jaguar Games, our students hold fast to the principles which founded the school in 1995. The South Shore Charter School will be celebrating its 25th anniversary during the 2020 school year. Fundamental to the School's mission is a commitment to project-based learning, our unique educational structure which augments a standards-based curriculum with experiential and inquiry-based learning. This innovative approach is most evident in the school's Projects (K-8) and Workshops (9-12). Projects and Workshops are requirements for all SSCPS students and allow exploration within the fields of environmental science and conservation, theatre arts, music, visual arts, communication, and technology. These are an essential part of the school's mission. Projects and Workshops enable students and faculty to build relationships, work together, follow their interests, establish goals, and serve community needs.

The mission of SSCPS is to support students to excel academically, while serving their communities and preparing for college and career. Beginning in grade 3, each grade regularly holds town meetings. These meetings are led by students elected by the student body. High school students elect a governing student body and a student representative who is a voting member of the Board of Trustees. The school supports college and career readiness by ensuring that each senior completes a college course requirement prior to graduation, takes Ethics and completes a Senior Project during their senior year. This year every graduating Senior completed an internship as their Senior Project through a wide range of placements that included several schools, local businesses, and hospitals. The School continued its dual enrollment program with Massasoit Community College and offered the SAT on-site this year.

Service learning is an essential principle of the School's mission. At SSCPS students learn how to integrate their learning into service for others. All K-12 students must complete community service requirements. Students at all grade levels are provided with opportunities to create, produce, defend their work, collaborate in teams, and serve specific student roles through service learning and Exhibitions of Mastery. At SSCPS students become involved in the community beyond the school walls and learn about the importance of teamwork, communication, service, and organization. Next year the faculty will codify the service learning component in Projects and Workshops in a coherent way that will keep service learning a central component of our mission.

Vision

The South Shore Charter Public School will be celebrating its 25th anniversary this year. The past five years have been exciting ones. Enrollment expansion has created both opportunities and challenges. The School has strived to maintain a small school culture amidst its institutional growth. Our vibrant and creative community of students, families, and educators work together resulting in an exciting and rigorous educational experience for each and every student. By the year 2024, the South Shore Charter Public School will have continued to be the school of choice for families on the South Shore seeking an academically rigorous and distinctive education for their children. In these times of growth and expanding opportunities, we look forward to what the next chapter in our School's story will be.

Introductory Letter

To the Reader:

As we approach our 25th anniversary, our school community can look back with pride at what we have accomplished together. Our students, teachers, and families live our mission every day. Although there are times we may have fallen short, we will continue to work toward strengthening our innovative curriculum to further incorporate rigorous academics with project-based and service learning. As we move forward, project-based learning and community service will continue to be essential elements of who we are and what is expected of our students.

In January 2016 the Massachusetts Department of Elementary and Secondary Education approved our charter amendment to expand our student enrollment from 610 to 1075 over a multi-year time period outlined in our enrollment growth plan. The request was sought to increase our enrollment at all grade levels. This increase doubled the number of seats at the high school from 200 to 400. In four years time, over 400 students have come off of our waiting list and into our classrooms.

The South Shore Charter Public School is now in its third year of enrollment expansion. This has allowed the school community to grow and enhance all academic programming. The School has been able to offer a wider range of student choice for Projects and Workshops. SSCPS now has five Curriculum Coordinators in each subject area: Math, English Language Arts, Science, History and World Languages, to support the K-12 curriculum. Over the past three years we have seen new English Language Arts, science, social studies and mathematics curricula. In ELA Wit & Wisdom has reached full implementation in grades K-6 with an increase in reading and writing across the curriculum. Math classes have experienced full implementation of Eureka Math K-7 and Science introduced Full Option Science System (FOSS) as a new curriculum for students in grades K-4. Students in grade 3 have been introduced to the new standards-based curriculum frameworks and learned the history of Massachusetts, while students in grade 4 learned about geography. Through it all, SSCPS has remained committed to visual arts and music and has increased learning time in these important areas.

This Strategic Plan includes eight goals that serve as guideposts to the future of the South Shore Charter Public School. These goals were developed through the input of our school community; students, faculty, parents, and Trustees of the Board and Foundation. The intention of the Strategic Plan is to state the School's aspirations, objectives, and target improvements over the next five years and to ensure they are connected to clear accountable tasks.

There is no doubt our 25th year will bring more institutional growth. As we continue on this journey, we remain committed to our core founding principles. We know that it is the School's mission to guide and inspire students from all of the diverse communities that make up the South Shore. We believe in academic rigor, we believe in preparing students for opportunity, we believe that there is no substitute for high quality teaching, and we believe that meaningful parent involvement is essential to success. We remain proud of who we are today, how far we have come, and we look forward to the opportunities the future will bring. It is our belief that the Strategic Plan will guide us through this journey.

Sincerely,

Daniel Falkner, Board of Trustees

David Whitemyer, Board of Trustees 2007-2019

Alicia Savage, Executive Director

The School is committed to attracting, enrolling, and retaining a vibrant and diverse student body. The South Shore Charter Public School seeks to be a school of choice by providing a stimulating and distinctive experience for students in and out of the classroom. SSCPS leadership, the Board of Trustees, and the entire SSCPS community reaffirm the School's commitment to fostering the intellectual, social, ethical and emotional growth for all students throughout their years at SSCPS.

1. Expand all current efforts to attract and cultivate a student body from sending districts throughout the South Shore.
2. Enhance and further develop the after school athletic program for students in grades 7-12.
3. Expand and develop programs to increase opportunities for interaction among students of all ages and grade levels.
4. Support student to annually formulate a statement of values for SSCPS to create a positive climate within each level.
5. Continue the annual student election of a single student as a student representative and voting member of the Board of Trustees.
6. Increase the number of after school enrichment programs for students.
7. Develop a pilot program, and expand transportation options, for an after school homework assistance program for students in grades 3 through 12.
8. Continue to promote student government and leadership opportunities.
9. Increase the opportunities for students to participate and lead initiatives in good citizenship and community service.
10. Support student social and emotional learning through the advisory program and by further increase of staff in these areas.
11. Establish a parent advisory board to promote the health and wellness of the student body including school lunches, physical activity, and wellness.
12. Continue to deliver a safe, nurturing, and inclusive environment for all students.

SSCPS remains committed to recruiting and retaining an outstanding faculty and will vigorously support continuing professional development for all educators. As has been done with the increase in school administration positions over the past two years, including the creation of new assistant principal and curriculum coordinator positions, the school will sustain career-ladder opportunities. The School will provide competitive compensation to attract new faculty members and will provide incentives to retain the current faculty.

1. Identify priorities for new teacher recruitment and design strategies that attract teachers who reflect those priorities.
2. Promote career-ladder opportunities for faculty.
3. Maintain a competitive salary scale and benefits package to ensure that SSCPS remains competitive with other charter schools and local districts.
4. Fund and support faculty professional development and team building.
5. Continue to support the codified mentoring program for new teachers in their first three years at the School.
6. Continue to advocate for appropriate treatment of faculty and staff.
7. Allocate time and space for adequate faculty meetings across levels and disciplines, including collaboration on academics, school climate, and school culture.
8. Seek and establish opportunities for faculty members to work with other charter schools, professional associations, and universities through advanced study, summer institutes, as well as regional and national meetings.

The School will provide an enriched, challenging, and dynamic curriculum that will meet the educational needs of every student enrolled at SSCPS. The curriculum will encourage and enable students to excel in academics, service, and life. SSCPS acknowledges and affirms the community consensus that project learning and traditional classes have always been, and will continue to be, the cornerstone of the curriculum.

1. Enhance and support the college preparatory curriculum. SSCPS will continue to help students develop the academic skills and independence needed for success in college and career.
2. Provide every student the education they need to maximize her or his achievement.
3. Provide ongoing academic opportunities through rigorous classes, including Advanced Placement and Honors classes. Continue to require high school students to complete one (or two if the student so chooses) college level courses.
4. Maintain the School's commitment to environmental education by continuing to offer at least one Project or Workshop on each level with an environmental theme or focus.
5. Support students by providing the necessary practice and familiarity with standardized tests to ensure student performance levels above their sending district.
6. Using our current college planning workshops as a model, develop college planning workshops for parents and middle school students, to educate families about the college planning and admissions process. The program will be similar to what is currently being offered to students and their families at the high school and will address college choices, admissions requirements, financial planning, timetables, and other topics inherent to the planning process.
7. Maintain the current 80% or greater acceptance rate into four-year colleges.
8. Provide additional support or faculty to differentiate instruction, recalibrate curriculum, and expand language objectives for ELL students.
9. Amend, codify, and publish rubrics and/or other forms of assessment for Workshops, Projects, and Exhibitions of Mastery.

Strategic Goals | Library and Information Literacy

The School will continue to improve informational literacy and access to information resources including a new learning commons library for grades 7 through 12.

1. Enhance and expand the library/media spaces to foster discovery, reading, critical thinking, and creative learning in an engaging setting.
2. Hire an AASL librarian to work with the faculty, students, and parent volunteers to develop a 3 year plan to ensure that the library information systems grow and develop schoolwide to meet increasing student achievement needs.
3. Preserve and grow the library collection for all grade levels, from early literacy to mature readership, to represent and celebrate the diversity of the SSCPS community.
4. Enhance the library collection to reflect the interests, beliefs, and values of the student body.
5. Continue to integrate online research instruction into the grades 3-12 curriculum.
6. Expand the slate of services and programming that promote the pursuit of information for literacy, academic support, intellectual growth, and personal enjoyment.
7. Provide reliable access to digital and print resources throughout the school.
8. Ensure school wide technology meets with and aligns to all technology literacy standards outlined in the Massachusetts Frameworks and the MSLA Information Literacy Skills Standards.
9. Provide access to and training in innovative technology and digital resources for all faculty and staff members.

SSCPS is committed to open dialogue within the community of the families it serves and with the larger south shore community. The School seeks to continue its public relations efforts, facilitated by clear, concise, well designed written communications and through the development of relationships with the media.

1. Annually audit all communication standards and protocols, as well as readership behaviors, for both internal and external communications.
2. Develop formal graphic style guidelines to inform all aspects of the schools written communication, website, social media outlets, and branding.
3. Implement an aggressive media relations program that enhances the School's image in the south shore community, strengthens the School's network of constituents, and aides recruitment efforts in all SSCPS sending districts.
4. Enhance the social media strategy with the goal of sharing SSCPS stories, accomplishments, and calendar events with students, parents, staff, alumni, media, and other charter schools.
5. Evaluate the goals of the School's website and strengthen its usefulness as a tool and portal of information for students, parents, media, and prospective families.
6. Increase the efforts of educating current and prospective families about the SSCPS mission statement and its unique academic programs.
7. Communicate with school graduates to collect life stories about the experiences and benefits of an SSCPS education.

Strategic Goals | Development and Fundraising

The School will work to encourage growth in philanthropic support of SSCPS programs and facilities, including capital and annual giving from all sources. The School will prepare to launch a capital campaign to support the School's longer term institutional needs.

1. Define annual capital financial needs from 2020 to 2024. Set goals and timetable for increased revenue.
2. Continue to foster annual giving through donations and events.
3. Increase community engagement by 50% at school events and outreach including parent volunteers in classrooms, events, and within the community over the next five years.
4. Seek new, and maintain current, strategic partnerships and grant opportunities with local businesses, corporations, foundations, and institutes of higher education.
5. Perpetuate the mission of the South Shore Charter Educational Foundation and support capital fundraising efforts.
6. Continue to work collaboratively within the school community and with outside agencies to raise funds to enhance and acquire campus facilities.

Strategic Goals | Facilities

The South Shore Charter Public School strives to provide students, faculty, and staff with a safe, healthy, and pleasant learning environment. The School's administration and the Board of Trustees will conduct an assessment of the School's current and future facilities needs and will continue to work to meet those needs.

1. Assess the facility needs of the School on an ongoing basis to consider multiple desired improvements to the campus.
2. The Facilities Committee on the Board of Trustees will hold biannual open meetings with the school administration to discuss current and long-term facilities needs and goals.
3. Maintain the current student-to-teacher ratios when changing or renovating the building plans of school buildings.
4. Maintain a five-year budget, prioritized list, and estimated schedule for anticipated school repairs, improvements, and changes to the buildings.
5. Continue to research and evaluate the purchase or lease of current and additional properties, near the School's current building locations, to enhance academic programming and school offerings.
6. Research and develop a plan for a campus expansion to include athletic facilities and additional outdoor spaces.

Strategic Goals | Alumni Association

The South Shore Charter Public School will establish an alumni association to serve as a bridge of communication to SSCPS alumni. This association would be a significant benefit to the school community. Alumni will continue to be welcome to return to campus to speak to students, to share experiences, and to create lifelong connections with the current student body.

1. Faculty and staff members, current students, and members of the Board of Trustees will work together to establish an alumni association.
2. SSCPS will commit to building and maintaining a database of alumni.
3. Continue to foster purposeful student relationships and engagements which will build lifelong commitment to the school and their identity as SSCPS alumni.
4. Work with the alumni association to increase internship and mentoring opportunities for current high school students.
5. Strive to provide meaningful, lifelong opportunities for alumni to engage and connect with the school.
6. Create and foster outreach to alumni allowing the school to develop programs of philanthropic support.