

Yinghua Academy 3-5 Year Strategic Plan for 2011-2015

APPROVED by the School Board on June 23, 2011 (items in red were approved as additions by the board on 5/7/12)

Mission: The mission of Yinghua Academy is to prepare our students to be engaged and productive global citizens by providing a research-based educational program that includes a rigorous academic program, immersion in Chinese language and culture, and a nurturing and supportive school environment.

Academics	Professional Development	School Culture & Community	Organizational Sustainability
<p>Goals</p> <p>Be nationally recognized for academic excellence</p> <p>Be in the top 5-10% of MN Schools (based on MCA Data)</p> <p>Be a top performing Chinese immersion school (test instrument TBD)</p> <p>Meet Friends of Education (authorizer) academic goals</p> <p>Strategies</p> <p>Establish a continuous improvement process using standards such as those established by the MN School of Excellence criteria:</p> <ul style="list-style-type: none"> Strengthen and align existing curriculum with MN state standards in Math, Science and English Implement “best practices” Chinese immersion strategies Implement a sequential grade 2-8 English Language Arts curriculum <p>Develop a middle school program, which prepares students for rigorous high school work and maintains Chinese language skills</p> <p>Establish a process that allows student assessment data to be collected, analyzed and used to inform instruction</p>	<p>Goals</p> <p>Recruit, develop and retain outstanding teachers</p> <p>Achieve 100% teacher licensure within 3 years of hire</p> <p>100% of staff shall receive PD each year</p> <p>100% of board members shall receive ongoing training each year</p> <p>Strategies</p> <p>Develop an ongoing, focused, teacher/staff training and professional development program. Teachers will be knowledgeable about and utilize:</p> <ul style="list-style-type: none"> Differentiated instruction Best practice immersion methods U.S./Chinese culture differences and cross cultural competencies Collaboration in Professional Learning Communities Responsive Classroom methods Data analysis to inform instruction Technology integration into lessons <p>Provide guidance and monitoring of licensure process</p>	<p>Goal</p> <p>Build a positive, collaborative and respectful school culture around Yinghua Academy’s mission and values</p> <p>Engaged students, staff, and families</p> <p>Strategies</p> <p>Identify Yinghua Academy beliefs and values and communicate to all stakeholders</p> <p>Develop and implement a formal parent education program which includes:</p> <ul style="list-style-type: none"> Immersion methodology U.S./Chinese cultural differences School/Parent expectations <p>Establish a formal plan to standardize and simplify communications</p> <p>Define engagement measures before 9/1/12, i.e.,</p> <ul style="list-style-type: none"> 95% attendance rate 80% satisfaction rates (parent, staff) Student life participation Enrichment participation Town Hall meeting participation Parent/Teacher conference participation % of teachers volunteering on committee % of parents volunteering 4+ hours/year 	<p>Goals</p> <p>Improve organizational capacity and effectiveness by 7/1/12</p> <p>Ensure financial sustainability by systematically growing enrollment according to plan</p> <p>Achieve 20% fund balance by 7/1/14 as required by Friends of Education</p> <p>Strategies</p> <p>Complete selection of full-time Executive Director</p> <p>Establish well-defined roles and responsibilities for and among the School Board, YACA Board, School Administration, and Staff</p> <p>Streamline academic and administrative work processes to minimize redundancies and improve efficiencies</p> <p>Develop and implement facilities interim and master plans</p> <p>Develop and implement technology master plan</p>