

### Sturgis Charter Public School Accountability Plan

#### **Mission**

Sturgis Charter Public School will be an independent public high school offering Cape Cod students an intellectually rigorous education in the tradition of the liberal arts and sciences, a course of study aimed at independence of thought and generosity of spirit.

To foster international awareness and understanding and ensure world-class standards of academic achievement, Sturgis will maintain membership in the International Baccalaureate Organization.

To motivate its students to achieve at high levels, Sturgis will draw on Barnstable's marine environment and maritime heritage to develop the esprit de corps and individual curiosity, character and courage needed to succeed.

To be located in downtown Hyannis, within a short walk of athletic fields and the waterfront, Sturgis will serve a co-ed population of 350--400 students beginning with 150 freshmen in September 1998 and adding a grade each year.

Sturgis Charter Public School will exist to:

- Prepare students to meet world class standards of academic achievement at the secondary level.
- Enable teachers to contribute to the best practices of their profession
- Support parents in raising their children to become responsible adults.
- Engage the community in thoughtful discussion of the goals and methods of public education.

#### **Is the Academic Program a Success?**

**Goal: All students will demonstrate high levels of academic accomplishment on both internal and external measures.**

#### **Measures:**

All students will pass all MCAS tests by spring of their senior year.

At least 80% of sophomores will score in the Advanced or Proficient categories on all MCAS sub-tests and Sturgis will achieve Adequate Yearly Progress each year.

Sturgis will rank in the top 25% of secondary schools statewide on the basis of the Composite Performance Index.

At least 80% of Sturgis students will earn a grade average of C or better on their final report cards each year and at least 40% will earn a B average or better on their final report cards.

Sturgis students will improve its mean score by at least five percentile points in national percentile rank on each sub-test of the Education Records Bureau test battery between grades nine and ten, and by at least five additional percentile between grades ten and eleven.

**Goal: Sturgis students will be well prepared to continue their education at the college or university level.**

**Measures:**

Beginning with the class of 2006, the average number of IB exams taken by students in each graduating class will be three or higher.

At least 95% of Sturgis seniors will attend postsecondary education within one year of their graduation from Sturgis with at least 65% attending 4-year colleges.

Beginning with the class of 2009, 100% of the graduates will apply and be accepted to postsecondary education.

On a questionnaire survey completed during their freshman year in college, at least 90% of Sturgis students will indicate that they were well prepared for the academic challenges of college.

Goal: Sturgis will prize individual responsibility and initiative, respect for self and others, self-discipline and moral integrity, creativity and leadership.

Measures:

At least 80% of parents will agree that Sturgis has contributed to their children's sense of individual responsibility, respect for self, respect for others, self-discipline, moral integrity, creativity, leadership, and tolerance.

All students will participate in activities in the three areas of creativity, action, and service (as defined by the International Baccalaureate Organization) and will write reflections on their activities.

## **Is the School a Viable Organization?**

**Goal: Sturgis will maintain full enrollment.**

### **Measures:**

Sturgis will maintain an enrollment of 90-110 in its ninth grade class.

At least 85% of those who complete grade nine will return for grade ten; at least 85% of those who complete grade ten will return for grade eleven, and at least 85% of those who complete grade eleven will return for grade twelve and graduate from the school.

At least 85% of parents responding to an annual survey will report that they are either "very satisfied" or "somewhat satisfied" (as opposed to "uncertain" "not too satisfied" or "quite dissatisfied") with each of the following features of the school: curriculum, quality of teaching, academic standards for students, individual attention by teachers, accessibility and openness, information provided to parents, administration, Board of Trustees, opportunities for parents to participate, sports program, extra-curricular activities, class size, school size, and school facilities.

**Goal: Sturgis' fiscal management will reflect sound practices that support fulfillment of its charter's essential commitments.**

### **Measures:**

The actual and proposed budget for each fiscal year will be sufficient to support membership in the I.B.O. and insure students' achievement of all related academic program goals.

The Board will undertake an annual fund drive with the goal of raising \$30,000 each year.

A yearly independent audit will give clear evidence of sound financial practices and no significant findings.

**Goal: The Board of Trustees will provide sound and effective governance.**

### **Measures:**

The Board, through the President and Vice-President, will evaluate the chief executive at mid-year and at the end of the year and help set his/her goals for the coming year. The evaluation procedure will follow the guidelines described in the Policy Manual of the Board.

The Board will annually have a retreat or special Board meeting for the purposes of setting Board goals for the coming year. At the May meeting, the Board will evaluate its progress in meeting its goals.

The Board will establish and maintain a membership size that enables it to fulfill its goals and a system of appointments and terms of office that insures both continuity and renewal. The guidelines for membership are described in the Policy Manual of the Board.

The Board Development Committee will create and maintain an orientation procedure for new trustees as well as a monitoring process.

The Board will convene an Advisory Council for the purpose of fostering productive relationships with the local community. On an annual survey, members of the Advisory Council will develop a list of the ways that the Council has achieved productive relationships during the year.

**Goal: Sturgis will maintain a stable faculty, who express a high degree of satisfaction with the conditions of their employment and are actively involved in professional development.**

**Measures:**

Voluntary teacher turnover will not exceed 10% per year except for retirement or health reasons.

At least 90% of teachers will respond, on annual surveys, that they are either “very satisfied” or “somewhat satisfied” (as opposed to “uncertain,” “not too satisfied,” or “quite dissatisfied”) with each of the following features of the school: educational philosophy, fellow teachers, students, parent involvement, administration, governing board, teacher participation in school decisions, physical facilities, instructional materials, staff development, non-teaching responsibilities, salary, fringe benefits.

Each teacher will establish professional growth goals at the outset of the year, meet with an administrator to review progress toward achieving those goals during the year, and prepare a written reflection at the end of the year on the achievement of the goals for review by an administrator as part of the staff evaluation process. Upon completion of this process, 75% of the faculty will respond on a survey that the process had a positive impact on their professional growth.

Each teacher will participate in at least twenty-five hours of professional development activities during the course of the year.

**Is the School Faithful to the Terms of its Charter?**

**Goal: To foster international awareness and understanding and ensure world-class standards of academic achievement, Sturgis will maintain membership in the I.B.O.**

**Measures:**

Sturgis will maintain ongoing membership in the I.B.O.

In Sturgis’ first year of eligibility to administer the IB examinations at least 20% of seniors will sit for two examinations. Of those who sit for exams, 80% students will earn at least one certificate.

In Sturgis students’ first year of eligibility to earn I.B. Diplomas, at least 20% of the members of the graduating class will attempt to fulfill all the requirements for the diploma and at least 70% of those who try will earn I.B. diplomas. The number attempting to earn diplomas will

increase each year until 30% of the class aspires to earn the diploma and 70% of those are successful. All other students will sit for at least two exams and will earn at least one certificate.

**Goal: Sturgis' curriculum will reflect the Cape and Islands' marine environment and maritime heritage.**

**Measure:**

An annual curriculum audit in each subject area will document the inclusion of materials and the implementation of activities related to these themes.

**Goal: Sturgis will engage the community in thoughtful discussion of the goals and methods of public education.**

**Measures:**

Teachers in each department will identify at least two Best Practices and formally document the results of their efforts to develop those practices.

Teachers in the school will participate in at least one activity each year designed to share those practices with teachers in other schools (both charter and non-charter) as well as the larger public.

Approved: Sturgis Charter School Board of Trustees on April 26, 2005