

## Board Members

The feedback from Alma D'Arte Charter High School Board Members revolves around several key points:

**Hopes and Aspirations:** Board Members aim to contribute significantly to the school's development, ensuring that students achieve success beyond graduation.

**Experiences with Strategic Planning:** Board Members bring in experiences from the business world and emphasize the importance of ensuring operational continuity until 2035.

**Current Strengths and Areas for Improvement:** Board Members recognize the school's strengths but want the strategic plan to improve focus, particularly on priorities related to time, financial resources, and infrastructure.

**Main Areas for Strategic Plan Focus:** Board Members want a strong emphasis on improving academic proficiency while maintaining a robust offering of art classes.

**Preference for Reporting Progress:** Quarterly reporting is preferred, with more frequent updates as needed to showcase progress effectively.

**Duration of the Strategic Plan:** Board Members prefer a 5-year strategic plan.

As for additional input, Board Members may have specific ideas or concerns about community engagement, student support services, or technology integration that could be valuable additions to the strategic planning process.

## Community Members

The feedback from Alma D'Arte Charter High School Community Members covers several key areas:

### Student Support & Success

Strategies for holistic development and well-being are lacking since the founder left. Efforts are being made to integrate arts into the curriculum, but this needs improvement. Communication with the district and higher education institutions is valued. The importance of students engaging with the community and the arts is emphasized.

### Community Engagement and Partnerships

Suggestions include fundraising projects, community radio hours, and partnerships with local organizations and businesses. Opportunities for student involvement in the arts, internships, and social justice curriculum are highlighted. The importance of partnerships with downtown Las Cruces and NMSU is noted.

### Recruiting and Retention of Staff

Publicity and community perception need addressing.

Suggestions include job fairs, respecting opinions, partnering with universities, and understanding why students choose the school.

## **Academics**

Integrating arts into core classrooms and supporting academic growth in math and language arts are key areas for improvement.

The potential of culinary arts and writing as extensions of arts education is noted.

## **Communication**

Suggestions for improving board-school leadership communication, involving parents and alumni, ensuring transparency, and building an alumni network are provided.

Compliance with charter laws and mechanisms for anonymous feedback are suggested for better governance practices.

## **Vision**

The school is encouraged to revisit its founding vision and align with current goals and objectives.

Overall, the feedback emphasizes the need for stronger integration of arts, improved communication and transparency, enhanced community partnerships, and focused efforts on student support and academic growth.

## **Students**

Here's a summarized breakdown of the responses from Alma D'Arte Charter High School students:

### **Student Support & Success**

- Implemented: Emotional support from teachers, outside activities, access to therapists and tutors.
- Suggested: More after-school programs, tutoring, electives for artistic expression, specialized teachers for learning disabilities.

### **Community Engagement and Partnerships**

- Strengthen partnerships by promoting local organizations, businesses, and stakeholders, more communication, and regular visits.
- Engage through open houses, local theater collaborations, art galleries, soup kitchens, volunteering, and gathering parent input.

### **Recruiting and Retention Staff**

- Ensure recruitment through rigorous screening, AP certification, and understanding of education.
- Retain staff through a healthy work environment, respect, communication, benefits, and involving staff in discussions.

## **Academics**

- Current practices include good teachers in math and language arts, supportive teaching methods, and engaging activities.
- Suggestions include integrating arts into core subjects, creative writing classes, less strict rubrics, and diverse learning approaches.

### Communication

- Board can support leadership by listening to student feedback, providing necessary resources, and involving students in decision-making.
- Involve parents through events, fundraisers, field trips, and open communication channels.

### Governance Practices

- Ensure transparency, accountability, and ethical conduct through good communication, holding all stakeholders accountable, and mutual respect.

### Additional Points

- Enhance student engagement through educational games, breaks for catching up, and better communication.
- Strengthen partnerships with local arts organizations and businesses, engage the community through events, and involve students in decision-making processes.
- Improve recruitment and retention of high-quality staff through thorough screening, providing resources, and creating a welcoming environment.
- Enhance academic growth through varied teaching methods, integrating arts into core subjects, and listening to student input for strategic planning.
- Foster transparency, accountability, and ethical conduct through open communication, mutual respect, and involving all stakeholders in decision-making processes.

### Teachers

The feedback from teachers at Alma D'Arte Charter High School can be summarized as follows:

#### Vision Questions:

- The school has evolved from an emphasis on arts to balancing academics and arts.
- They want to maintain a progressive and open-minded environment.

#### Student Support & Success:

- Strategies include surveys, mood charts, individual and collective work, academic support, college/career fairs, and mental health support.
- Suggestions include more sensitive counselors, initiatives for holistic development, and engaging assemblies.

#### Community Engagement and Partnerships:

- Suggestions include strengthening partnerships with local organizations, businesses, and stakeholders, organizing arts events, performances, exhibitions, and enhancing community involvement through various programs.

#### Recruiting and Retaining Staff:

- To recruit quality staff, the school needs to develop a positive reputation for how teachers are treated.
- To retain staff, shared leadership, open communication, and empowering teachers in decision-making are essential.

#### Academics:

- Current practices include showcasing student work and integrating arts into English classes.
- Suggestions include publishing student work, involving outside experts for arts integration into math and science, and supporting Latino students' pathways to college.

Communication:

- The board should empower the leadership team to achieve strategic goals.
- Involving parents, alumni, and stakeholders in supporting the school's mission is crucial, and there should be mechanisms for transparency, accountability, and ethical governance.

Overall, the feedback emphasizes the need for a balanced focus on academics and arts, holistic student support, strong community engagement, teacher empowerment, and transparent governance practices.

## Draft Strategic Plan

Here's a draft of a simple strategic plan for Alma D'Arte Charter High School based on the feedback provided:

Theme 1: Improving Academic Outcomes and embedding arts integration.

### Strategic Priorities

#### Enhancing Student Support & Success

- Potential Tasks:
  - Implement more after-school programs, tutoring, and electives for artistic expression.
  - Hire specialized teachers for learning disabilities.
  - Strengthen emotional support systems and access to therapists and tutors.
- Potential Metrics:
  - Increase in academic performance metrics (e.g., GPA, standardized test scores).
  - Higher student participation rates in after-school programs and electives.
  - Improved student feedback on mental health and emotional well-being.
- Potential Outcomes:
  - Improved overall student well-being and academic success.
  - Increased student engagement in artistic expression and extracurricular activities.
  - Higher graduation rates and post-graduation success.

#### Advancing Academic Excellence with Arts Integration

- Potential Tasks:
  - Integrate arts into core subjects and diverse learning approaches.
  - Offer creative writing classes and culinary arts extensions.
  - Provide support for academic growth in math and language arts.
- Potential Metrics:
  - Improvement in academic proficiency scores, especially in math and language arts.
  - Increase in student participation and achievement in arts-related subjects.

- Positive feedback from students, teachers, and parents on academic and arts integration.
- Potential Outcomes:
  - Enhanced critical thinking, creativity, and academic performance among students.
  - Strengthened arts education and its impact on overall learning outcomes.
  - Increased student engagement and passion for both academics and arts.

## Theme 2: Create and Enhance Internal and External Partnerships

### **Boosting Community Engagement & Partnerships**

- Potential Tasks:
  - Organize fundraising projects, community radio hours, and partnership events.
  - Collaborate with local organizations, businesses, and stakeholders for student opportunities.
  - Promote student involvement in arts, internships, and social justice initiatives.
- Potential Metrics:
  - Increase in community partnerships and collaboration events.
  - Higher student participation in community engagement activities.
  - Growth in fundraising revenue and community support metrics.
- Potential Outcomes:
  - Strengthened ties with the community and increased support for school initiatives.
  - Expanded opportunities for students to engage in real-world experiences and partnerships.
  - Enhanced reputation and visibility of Alma D'Arte within Las Cruces.

## Theme 3: Enhancing Operational Efficiency and Cultivating High Quality Staff

### **Improving Recruitment and Retention of Staff**

- Potential Tasks:
  - Conduct job fairs and outreach programs to recruit high-quality staff.
  - Implement AP certification and provide ongoing professional development.
  - Create a positive work environment, create staff committees, and involve staff in decision-making.
- Potential Metrics:
  - Reduction in staff turnover rates.
  - Increased staff satisfaction and engagement survey scores.
  - Growth in qualified applicants and successful hires.
- Potential Outcomes:
  - Retain experienced and passionate educators, ensuring continuity and stability.
  - Foster a culture of continuous learning and professional growth among staff.
  - Enhance overall teaching quality and student-teacher relationships.

### **Develop Student Centered Spending Model**

- Potential Tasks:

- Create a budget that increases teacher salary yearly
- Pay for AP training or dual credit or other necessary training or certifications.
- Create bonuses and other incentives for teachers with high academic achievement.
- Potential Metrics:
  - Financial table with staff pay percentage increases.
  - Yearly budget for training to increase arts infusion into all parts of curriculum..
  - Create expected achievement growth tables and match bonuses to match the positions..
- Potential Outcomes:
  - Improve number of applicants who apply for positions. .
  - Creates staff with high academic expectations who infuse the arts across the curriculum..
  - Create culture of academics across the campus..

## **Reporting and Timeline**

Quarterly progress reports will be provided to the Board Members, highlighting key achievements, challenges, and adjustments made. More frequent updates may be communicated as needed for effective progress tracking. The strategic plan will span five years, aligning with the Board Members' preference for a long-term vision until 2035.

This plan encapsulates the aspirations of the Board Members, community members, students, and teachers, focusing on holistic student development, community engagement, staff empowerment, and academic excellence infused with arts integration.