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# Strategic Plan 2022 - 2027



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## Mission

Evergreen Community Charter School is a learning community committed to the pursuit of excellence in the holistic education of mind, body, and spirit. We prepare students for successful lifelong learning, social responsibility, environmental stewardship, and service. We value the voice of every member of our community.

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## Vision

Working in partnership with parents, elders, and the community, Evergreen Community Charter School offers an academically challenging, developmentally appropriate, experiential, holistic, child-centered education to all young people. We nurture a passion for learning that lasts a lifetime as we challenge our community to discover their individual gifts, to honor their inner worth, to strive for excellence, to pursue respectful and ethical relationships with themselves and others, and to find their own path of service.

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## Theory of Change

Evergreen Community Charter School is a learning community committed to the pursuit of excellence in the holistic education of mind, body, and spirit. We prepare students for successful lifelong learning, social responsibility, environmental stewardship, and service. We value the voice of every member of our community.

### HOW WE ACHIEVE OUR MISSION

**We believe** that when students are positioned to succeed academically in high school and college, they are more likely to become lifelong learners who are prepared to make positive change in the world.

**We believe** that well-supported teachers are the cornerstone of an excellent education. By creating an internal school culture where deep trust exists between teachers and staff, we ensure that teachers will be able to meet each student's needs.

**We believe** that valuing the voice of every member in our community is required to create a culture of belonging. Organizational cultures that are designed to provide a deep sense of belonging to communities that have been historically excluded, particularly Black, Indigenous and People of Color

(BIPOC) communities, are more likely to be spaces where we are all able to share our identities and show up as our authentic selves.

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## Strategic Plan Goals

### Goal 1

Black, Indigenous and People of Color (BIPOC) within Evergreen's community feel a strong sense of belonging.

We will know we are successful when:

- We increase student, staff, and faculty diversity
- BIPOC families tell us they feel a sense of belonging.
- The percentage of BIPOC families enrolled at Evergreen continues to increase.

### Goal 2

Evergreen's school culture is enriching and embraces the various ways that people contribute, creating pathways for all students and families to participate in building our community.

We will know we are successful when:

- There is an increase in family engagement within the school community.

### Goal 3

Evergreen's internal school culture deepens trust among administrative leaders and staff so that everyone feels supported, heard and valued.

We will know we are successful when:

- Feedback for Team Leaders survey (annual) & Executive Director shows 95% response rate and increasingly positive ratings for administrative leaders.
- We refine our structures of governance and decision-making to increase teacher, staff connection, participation, and satisfaction and improve communication between leadership groups (Board, staff, teachers, students).

### Goal 4

Evergreen's academically rigorous, holistic, equity focused curriculum prepares students to become global citizens and contribute to a better world.

We will know we are successful when:

- Data from our alum regarding their experiences after graduation show that 90% of Evergreen graduates feel prepared for high school and beyond.
- We see improvements in ILT data

# Implementation Plan

## Goal 1

Task	Deadline
Create and implement a yearly survey to gauge sense of belonging among BIPOC families, students, and staff.	04/2024
Create a plan for ongoing, authentic outreach and partnership with BIPOC communities.	06/2024
Increased BIPOC representation in curriculum and classroom materials.	06/2024
Implement a plan for ongoing, authentic outreach and partnership with BIPOC communities.	07/2024
Evaluate and implement appropriate changes to recruitment, considering candidates in alternate routes to certification, evaluating hiring practices and job descriptions, and building relationships in the community, all in an effort to increase BIPOC staffing.	Evaluate each Jan; implement changes each March; beginning 2023
Reevaluate this plan for BIPOC belonging.	06/2025

## Goal 2

Task	Deadline
Create and give a parent/student survey related to this goal, collecting information about how families are engaging.	06/2023
Create and use tool(s) to track participation in school events (i.e. fall family night, etc)	08/2023
Create a broader definition and/or understanding among families of what “engagement” means and communicate this regularly.	12/2023
Create a tool to document how enriching the culture is by asking stakeholders what they gain from being engaged.	04/2024
Design and implement a family engagement plan based on data and information collected.	08/2024
Increase student involvement in the decisions, policies and programs that impact them – for example, increase student participation on Board Committees, create a student government/leadership council.	08/2026

### Goal 3

Task	Deadline
Tend our staff crew culture by implementing staff crew structures	08/2022
Create a team to re-craft the Team Leader and Executive Director survey	12/2022
Re-craft Team Leader & Executive Director Survey to include questions related to this goal	02/2023
Achieve a 95% response rate for Team Leader & Executive Director Survey	04/2023
End of Year Reflection in Crews (Each May 2023-2027)	05/2023
Collect baseline data, from Team Leader & Executive Director Survey, then set target goals for improvement	08/2023
Unpack Evergreen's decision-making processes through revisiting and discussion	12/2023
Evaluate and make necessary changes if decision making structures need to be made more easily accessible and equitable	06/2024
Support teachers through creating structures for their voices to be heard and valued to promote more transparent communication	06/2025

### Goal 4

Task	Deadline
Follow 2022-23 Work Plan	06/2023
Follow 2023-24 Work Plan	06/2024
Follow 2024-25 Work Plan	06/2025
Follow 2025-26 Work Plan	06/2026
Follow 2026-27 Work Plan	06/2027
Collect data from alum on their preparedness for high school and beyond	06/2024