



SY25 Strategic Plans



Looking Outward: *Externalities Remain the Same*

Statewide and Local Population Decline

Population decline is increasing competition with both districts and charters for growth and facilities. While macro trends show declining growth, there are pockets of increasing growth areas in CA.

Political Headwinds

New LAUSD elected board and other elect-eds may not be as open to charter schools. Continued policies like AB 1505 make it harder for charters to operate or grow through renewals, material revisions or new charters.

Renewals and Removal of School Measures Over the Years

In 2013 AB 484 removed all state testing data (API index). In 2022, CSU and UCs will eliminate the requirement for SAT/ACT entrance exams. This makes it harder for parents to determine school quality.

Post Pandemic Changes

Students and staff have different needs after the pandemic. Work and personal lives, school and wellness are more visibility interconnected, changing how we support our staff and students. We've also learned our school health is connected to our community's health.

Artificial Intelligence

Rapid development and release of AI can have potential disruption across all industries and unclear how it might affect education.

Economy/Inflation/ESSR

Change in costs, reductions in one time funds, unclear economic forecasts.

So what do we do if we don't want to change much?

How do we make math interims more predictable?

Ex: interim performance far exceeds actual SBAC.

How can we increase student net promoter scores?

NPS: Likelihood of a student to refer a friend

What should we consider stop doing?

What can we simplify?

What do you want to be true about Ednovate Schools in 2030?

Our Vision and Mission:

Together, we will use our college degrees and careers to make a positive multigenerational change by:

- Closing the college attainment gap
- Responsibly growing to a scale of the average California school district size of 11 schools
- Impacting national policy and practice by changing America's high school report card

Values



Teamwork



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Community

Our 2025 Goals

- **College Persistence/Academic Excellence:**
100% college acceptance or post HS plan with 73% ECC or on stable career path across all identity groups.
- **World Class Customer Service:**
Network of choice for students and parents (retention, NPS, network surveys,demand) across all identity groups.
- **Strong Organizational Health:**
We sustainably (staff retention, NPS) meet our annual goals three years in a row.
- **Growth and Innovation:**
Expand our ability to close the college attainment gap through new schools, strategic partnerships, exploration of AI

Our Top 10 Annual Goals

1. **100%** of schools reach and maintain long term financial sustainable enrollment targets that allows for a full college prep experience
2. **100%** College acceptance rate or post HS plan with 58% ECC rate across all identity groups
3. **80%** of students of all identity groups meet whole child College Readiness Indicators
4. **100%** of schools attain 80% or above on Culture Learning Walks
5. NPS score for students (20+), staff (40+) and parents (55+)
6. **100%** hired by Strong Start; All Roles Closed in **90 Days**
7. **100%** Teammates Trained on Teamwork, **90%** of teams 3+ on Teamwork survey
8. **90%** on monthly Ops Excellence and **100%** baseline D1PMC
9. **100%** of budget owners receive accurate budget to actual data within 45 days of the prior month end
10. **100%** of schools are on track to get a 3 or above on their annual oversight visits

This Year's Priorities

Academic Excellence:

- Refine Math assessments, tutoring program and supports

World Class Customer Service:

- Reimagine student culture with integration of SEL skill building in WCRC
- Supports for DOC and SW
- Student sports and programming supports and resources

Strong Organizational Health:

- Streamline feedback surveys and communications systems
- New policies for retirement & PTO
- HRIS and Accounting integration

Growth and Innovation:

- Successfully launch Encore
- Community Schools development
- Prepare for OC Growth
- AI integration and leadership



SY25 School Plans

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Our 2030 Goals

- **Best Student Life Experience for All Trojans:**
100% of students will participate in an extracurricular activity or experience outside of InTroVenture, with InTroVenture scaled to allow for 25% participation in out-of-state options.
- **Exemplary Academic Rigor & Performance:**
100% of students are achieving 80%+ on CAASPP ELA and 50%+ on CAASPP Math; 1350Q; AP Pass Rate is >60%, meeting or exceeding the National Average; 100% Cal State and UC Eligibility.
- **Special Population Equity:**
Bridge the academic gap (GPA and PAC) between MLL and English Proficient/RFEP students, SWLD and Gen Ed students, and Black and Non-Black students.
- **Families as Partners:**
100% of parents and guardians will be partners in their child's learning and growth by attending 1 event, annually, led by students or community members.

Our Team's Annual Goals

1. % 2026 achieves >**65%** of students Meeting/Exceeding standards in ELA CAASPP and >**40%** in Math; all other grade-levels are on track to reach this goal.
2. **80%** of students are on track to meet **1100Q** and **1300L** by 12th grade year.
3. **90%** of Black students and **75%** of MLL students have a 2.8 or higher weighted GPA.
4. **100%** of students needing Tier 3 socio-emotional and/or academic supports are engaged via guardian involvement, Reflection, and/or SSPT interventions.
5. **95%** of students participate in a verified enrichment activity; involvement is proportional by gender and Language Status.
6. NPS score for students (**20+**), staff (**40+**) and parents (**55+**)
7. **50%** of students and families participate in 1 student or community-led school-wide event.
8. **90%** or higher average on the network-wide Culture Walks.
9. No more than **19%** of students qualify as Chronically Absent.
10. **100%** of SO/W instances are administered consistently regardless of staff member, grade-level, and warning type.

This Year's Priorities

Academic Excellence:

- Fine-tune Reflection, Advisory, and SSPT interventions in support of all students.
- Ensure students are well-rounded both academically and outside of the classroom.
- Continue to bridge college readiness and involvement gaps across Black, MLL, and SWLD subgroups.
- >50% of students enrolled in an AP Exam score a 3+

World Class Customer Service:

- Increase Family Involvement in USC Hybrid High Community.

Investing in Our People:

- Increase academics supports for GATE and MLL population through the development of teachers, support team, and Manager of Special Populations.

Innovation:

- Continue scaling InTroVenture to allow for 2+ out-of-state trips.
- Develop staff to successfully implement InTroVenture Workshop
- 100% of InTroVenture Community Partners are secured by EOQ1.



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Resilience

Our 2030 Goals

- **College Persistence/Academic:**
100% college acceptance and 100% CSU/UC Acceptance.
- **Enrollment:**
Fully enrolled at 500 students.
- **Facilities:**
We are moved into our permanent home in South Los Angeles as an anchor in our community.
- **Planting Seeds of Innovation:**
Black and Brown unity here???

Our Top 10 Annual Goals

1. **65%** of students in each grade level Meeting/Exceeding standards in ELA SBAC/Post SBAC
2. **40%** of students in each grade level Meeting/Exceeding standards in Math SBAC/Post SBAC
3. **85%** of students of all identity groups meet whole child College Readiness Indicators
4. **100%** of schools attain 90% or above on Culture Learning Walks and Academic Learning Walks
5. NPS score for students in each identity group (20+), staff (40+) and parents (55+)
6. **100%** of critical compliance goals met for oversight and renewals
7. **460** enrollment.
8. **85%** staff retention.
9. **100%** of classrooms are aligned to Caring and Accountable Culture with **less than 10%** of students in Reflection.

This Year's Priorities

Academic Excellence: Attendance, math, FLEX, Caring and Accountable Culture

World Class Customer Service: office, student experience, after school experience, black and brown unity, favoritism and bias

Investing in Our People: Differentiated coaching, teamwork

Innovation: FLEX? black and brown unity here?

Our Vision and Mission:

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Our 2030 Goals

Academics

SBAC scores are Blue Ribbon competitive (ELA:70% & Math: 45%) and all AP course averages meet or exceed the state average.

100% of students are accepted to a CSU and 90% UC eligible; all students on a 4-year or stable career path and 73% of students who matriculate, persist from year 1 to year 2.

Purpose

All students consistently reflect on their purpose after engaging with our annual PMC & Health Sciences Week, quarterly Health & PMC Journeys (community component - guest or outside impact), and PMC Hours.

CommUnity / ComUnidad

80% of students participate in at least one school-based event outside of school hours, 80% of parents attend at least one school-based event, outside of mandatory events, with at least 2 yearly parent-developed events.

100% of all designated community partners engage with at least 2 meaningful experiences each year.

World Class Customer Service - Operations

Operate a financially sustainable school of 460 students.

Team

East is the educational experience of choice for students, staff and families.

Our Team's Annual Goals

Academics

A minimum of 65% of students grow 1/1+ year in ELA and a minimum of 40% of students grow 1/1+ years in Math.

For SBAC exams, 65% of students score a 3 or 4 in ELA and 40% of students score a 3 or 4 on Math.

83% have a minimum of a 3.0 and 90% of all students (including subgroups: MLL, SpEd) hit a minimum of a 2.7 GPA.

Purpose

96% of students engage and complete their PMC Journeys with a 1.5 or higher and a minimum of 3 PMC Journeys include a community component (guest or outside impact) from our commUnity.

By the end of Q4 Wk1, 70% of all students have completed a minimum of 10 PMC hours.

CommUnity

A minimum of a 90% average on culture snapshots.

World Class Customer Service - Operations

A minimum of 92% average daily attendance.

Minimum enrollment of 400 students with over 400 applicants for SY26.

Team

NPS minimum scores of students (20+), staff (40+), parents (55+).

This Year's Priorities

Academic Excellence:

Implement STAR analysis training and continue interim standards-alignment

Targeted interventions for Math, MLLs, and students with IEPs

Purpose

Development of Health Science PMC Journeys

CommUnity

Continue to Improve space-to-space consistency with expectations and follow-through

Collective SART process to support student attendance

Investing in Our People:

Invest in development opportunities, especially as related to AP training and MLL/IEP supports

Together we use our college degrees and careers to make a positive multigenerational change by:

- Building authentic relationships with our students that foster hope, love, agency, and a sense of belonging.
- Providing our students with a rigorous, culturally relevant, and personalized college prep learning experience.
- Pushing our students to uncover and fulfill their purpose because we see them as agents of social change, co-creators of knowledge, innovators, and problem solvers.
- Disrupting the systemic inequities



Teamwork



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Community



Hope

Our 2030 Goals

Community

A California distinguished school of choice for students & families with a waitlist

100% of seniors indicate high levels of agency and hope per SEL tool

College Prep

CAASPP ELA performance of 80%+ & Math 40%+

100% Cal State acceptances and 80% UC acceptances with a 73% ECC

Our early college program provides 75% students with transferable college units and/or Career Area Certificates (CERT)

Purpose

100% of students complete a career internship by their graduation

100% of 9th graders are mentored by upperclassmen

Our Team's Annual Goals

Community

1. 90% of students meet our whole child ACRIs
2. NPS score for students (20+), staff (40+) and parents (55+)
3. 90% or above on every network-wide Culture Learning Walk
4. Less than 8% of students are off track on self regulation
5. Reach and maintain SY26 enrollment target of 420+
6. 90% on Ops Excellence (ADA, Chronic absenteeism, finance, compliance)

College Prep

7. 65% of seniors are eligible and accepted into a UC 100% of seniors are eligible & accepted into a Cal State University
8. 80% of students in all subgroups have a 3.0 or higher weighted semester GPA
9. 65% of students in each GL meet/exceed standards in ELA CAASPP/STAR and 40% of students in each GL meet/exceed standards in Math CAASPP/STAR

Purpose

10. 100% of seniors complete and present their Capstone project aligned to their passion and purpose
11. 80% of students are actively engaged in an extracurricular activity aligned to passion or interest

This Year's Priorities

Community

Targeted parent outreach that generates engagement & partnership and development of a parent leadership group

Behavior supports, interventions, and mentorship by upperclassmen that target new students and tier 3 students

College Prep

Vertically aligned structures & tools that support consistent rigorous instruction

Solidify a college-forward culture through college readiness experiences and strengthen our college matching for our top 5% of our graduating class.

Purpose

Enhance our after school programming and partnerships in alignment to student interests & needs, including a successful launch to our first year in a CIF league

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Values



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Community

Our 2030 Goals

Academic Excellence:

Close academic performance gaps (GPA, SBAC) among MLL and English Proficient/RFEP students, SWLD and Gen Ed students, girls and boys, and Black and Non-Black students.

Students achieve **80%+ on ELA SBAC and 50%+ on Math SBAC**, and meet or exceed the national AP pass rate by content. All students achieve Cal State eligibility and 85% achieve UC eligibility.

Community

We are the high school of choice for students, families and staff in Echo Park and Downtown.

Raising the Bar:

Become a national blue ribbon school.

Disrupting Anti-blackness and Promoting Black and Brown Unity

Students, families and staff across all identity groups feel safe, supported and celebrated at Brio College Prep as evidenced by NPS feedback as well academic outcomes such as GPA, PAC and SBAC.

Our Team's Annual Goals

1. At least 65% of students in each grade level Meeting/Exceeding standards in ELA SBAC and at least 40% of students in each grade level Meeting/Exceeding standards in Math SBAC
2. STAR Goal: X percent of students meet their grade level growth goal for both math and reading in the STAR exam.
3. 85% of students of all identity groups meet whole child College Readiness Indicators
4. 80% of students achieve a 3.0 GPA or higher each semester.
5. NPS score for students (20+), staff (40+) and parents (55+) with at 86% staff retention
6. 5% or fewer of students are assigned reflection each week.
7. 99% of students earn 10+ PMC hours
8. 100% of seniors at Brio are accepted to a CSU or UC
9. 99% of families participate in RCPU quarterly.
10. 90% attendance across all student identities

This Year's Priorities

Academic Excellence:

Intervention: Revamp RTI and Reflection. Implement a small group instruction model in math classrooms targeting two student groups: "Cusp" and "far below".

Response to data: Strengthen response to STAR data through proficient understanding of test demands, vertical alignment, scope and sequence planning.

Community Voice and Involvement

Student Voice: Expand student feedback structures by facilitating bi-weekly ASB & admin meetings and hosting traditional town hall meetings.

Parent and Community Involvement: Launch parent and community center. Expand parent engagement through streamlined parent volunteer process and hosting one community event per quarter.

Raising the Bar:

Launch 4 new academic clubs. Revamp academic habits of success and academic counseling in advisory. Host one content-specific event or competition per department.

Disrupting Anti-Blackness and Promoting Black and Brown Unity

Implement Woke Student curriculum and quarterly PD centered on how to be an anti-racist. Incorporate instructional criteria that reinforces diversity, equity and inclusion in the classroom.



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Community

Our 2028 Goals

College Readiness:

100% of our Guerreros are accepted to a 4-year university, with all meeting the eligibility requirements for Cal-State and 90% for UC; those not on a 4-year path are on a stable career path.

Building Strong Community Ties to Guide Student Purpose Discovery:

We are a school of choice for students, families, and staff in East LA. *Our community and our school work together to mutually enhance cultural arts, academic, and sports programming.*

Diversifying Learning Experiences:

Enhance educational opportunities through Internship Pathways, offering 3-5 internship opportunities within each capstone pathway, while advancing our AP Programming, achieving Platinum status on the AP Honor Roll Metric

Distinguished School of National Standing:

Become a national blue ribbon and/or ranked on the US News & World Report.

Our Team’s Annual Goals

Academic Excellence

1. 100% of students experience quarterly College Knowledge sessions in service of 100% college acceptance.
2. 85% of GWE and MLL students achieve a GPA of 2.8 or higher.
3. ___ % of students will be at a 3 or better on the Post STAR CAASPP predictor.
4. At least 65% (ELA)/40% (Math) of students in each grade level Meeting/Exceeding standards on CAASPP assessment
5. At least one PMCJ/ Capstone service one of our community partners or creates a new community partnership

Caring and Accountable Culture

6. 90% or above on internal and network wide Culture Learning Walks
7. NPS scores remain consistently at or above 20+ students, 40+ staff, and 55+ parents.

Community Support

8. 100% Report Card Pick Up (RCPU) completion every quarter
9. 85% of students have < 17 absences
10. Enhance our community through 100% of enrichment programming including a parent, student, coach/director workshops. (Add a new role that enhances our community through enrichment programming and development, focusing our cultural arts and sports.)

This Year’s Priorities

Academic Excellence

- Implement quarterly performance task assessments and provide coaching to math instructors in response to assessment data
- Create a strong culture of learning and engagement through advisory, PMCJs, and PLP flex block.
- Improve department leads development to increase student outcomes by supporting in backwards planning, student work analysis, and data responsiveness.

Caring and Accountable Culture

- Implement student Involvement dashboard that includes -ACRI, clubs, sports, rank, CSU/UC GPA, NPS, and school activities attended to support overall student experience.
- Strengthen caring and accountable culture through the implementation of internal learning walks from leadership team and grade level/ department leads.

Community Support

- Continue to strengthen student leadership through 5 distinct pathways (Advisory Council, GSG, Ambassadors, Club Leaders, and Sport Leaders), internal student programming, and refocusing to community outreach for Capstone and PMCJs.
- Expand our cultural arts enrichment



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Community

Our 20XX Goals

Our Team's Annual Goals

1. **100%** of schools have at least 65% of students in each grade level Meeting/Exceeding standards in ELA SBAC/Post SBAC
2. **100%** of schools have at least 40% of students in each grade level Meeting/Exceeding standards in Math SBAC/Post SBAC
3. **85%** of students of all identity groups meet whole child College Readiness Indicators
4. **100%** of schools attain 90% or above on Culture Learning Walks and Academic Learning Walks
5. NPS score for students (20+), staff (40+) and parents (55+)
6. **100%** of critical compliance goals met for oversight and renewals
7. **100%** of schools reach and maintain long term financial sustainable enrollment targets that allows for a full college prep experience

This Year's Priorities

Academic Excellence:

World Class Customer Service:

Investing in Our People:

Innovation:

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Our 20XX Goals

We are a school of choice for students, families, and staff in East LA.

100% of students graduate with a certification in an Arts & Media Pathway.

100% of students graduate with acceptance to a 4-year college or university

100% of students complete at least one internship.

Encore in the Industry Week includes multiple opportunities for students in all three pathways (music performance/technology, film & animation/theatre, and digital media)

Our Team's Annual Goals

High Quality Instruction & Academics Supports

1. **40%** of all 9th graders score 3 or 4 higher on the STAR ELA Exam & **15%** of all 9th graders score 3 or 4 on the STAR Math Exam.
2. **All subgroups** meet or exceed the Ednovate average on interims.
3. **75%** of all students achieve a SGP score of 35 or higher in both ELA and Math.
4. Grade 9 achieves a grade-level average GPA of 3.0.
5. **85%** of students of all identity groups meet whole child College Readiness Indicators

Belonging

6. **>90%** of students report feeling a strong sense of belonging, community, and support
7. **>90%** of families report feeling a strong sense of belonging, community, and support
8. **100%** of critical compliance goals met for oversight and renewals

Arts Integration

9. **100%** of PMCJs have an arts and/or media component in it.
10. 100% of students participate in encore in the Industry Week

This Year's Priorities

Academic Excellence:

World Class Customer Service:

Investing in Our People:

Innovation:



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Our 20XX Goals

Community

We are the high school of choice for students, families and staff seeking online learning in Southern California

Be a National Model for Accessibility

Utilize innovative practices to provide alternative learning solutions for students and families in high need situations

Embrace Technological Advancement & Establish Innovative Partnerships

Stay abreast of the latest educational technology and network with leaders in the educational technology industry. Prioritize technological advancements that are able to enhance our students education. Examples include fitness wearables, adaptive AI tutoring, adaptive testing, AI tools for educators, building foundational AI literacy in our students, online engagement tools, and data integrations and monitoring systems.

Testimonials

Gather and convey staff, student, and parent testimonials on how EVA has impacted their education in a positive way.

Our Team's Annual Goals

1. **100%** College Acceptance
2. **100%** of schools have at least 65% of students in each grade level Meeting/Exceeding standards in ELA SBAC/Post SBAC
3. **100%** of schools have at least 40% of students in each grade level Meeting/Exceeding standards in Math SBAC/Post SBAC
4. **85%** of students of all identity groups meet whole child College Readiness Indicators
5. NPS score for students (20+), staff (40+) and parents (55+)
6. **100%** of critical compliance goals met for independent study policies and procedures
7. **90%** attendance for synchronous advisory sessions.
8. **70%** of students achieve a 2 or higher on the STAR

This Year's Priorities

Academic Excellence:

Students are regularly engaging in learning that demands critical thinking and real world application, creating a proof point that virtual school doesn't need to revert to rote learning.

Student ownership:

Through clear systems, intentional skill building, and robust supports, students effectively take the reins of their learning.

Community + Belonging:

Students and families feel part of the EVA community, and nurtured beyond academics. Establish annual field trip opportunities and traditions



SY25 Support Team Plans

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- **Strong Organizational Health:**
We sustainably (staff retention, NPS) meet our annual goals three years in a row.
- **Growth and Innovation:**
Expand our ability to close the college attainment gap through new schools, strategic partnerships, exploration of AI

Our Team's Annual Goals

1. **100%** baseline tasks complete for Day 1 readiness (D1PMC) or backup plan in place.
2. **90%** on weekly School Ops Excellence
3. **95%** on Tech Readiness Metric (incl. asset mgmt)
4. **100%** after action surveys administered & **90%** of school admin/incident command team members feel well prepared to respond to safety related situations
5. **100%** of campuses have quarterly facility walkthroughs with an overall FIT score of "good repair."
6. **100%** of schools have a confirmed facility prior to lottery or a clear backup plan to communicate to stakeholders.
7. Improve health literacy by **20%** among students; conduct 2 comprehensive trainings per campus
8. **95%** of Ops related helpdesk tickets receive an initial response (not necessarily resolution) within 48 hours; **90%** average support satisfaction score on all Ops related tickets resolved

This Year's Priorities

- **School Safety Plan updates**
Leveraging experts, reassess the safety needs of each campus, update safety plan, train team and observe drills to ensure consistency
- **Comprehensive Attendance Support**
Adjust attendance policy to align to CA; Build Capacity with Everyday Labs; expanded stakeholder involvement; proactive comms/supports for families.
- **Expanding our Impact**
Successful launch of Encore AMCP, comprehensive launch plan for school 8, Brio/ST prep for permanent campus
- **Ops Leadership Development**
Develop School Ops specific competencies and provide aligned training and coaching by role
- **AI in Operations**
Pilot and share opportunities for automating workflows and creating ops efficiencies

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- **Customer Service:**
Network of choice for students, parents and staff (retention/NPS/network surveys/Demand) across all identity groups.
- **Strong Organizational Health:**
We sustainability meet our annual goals 3 years in a row through trainings, supports, playbooks, and data systems.
- **Planting Seeds of Innovation:**
Diversify Ednovate programming by exploring areas in virtual schools, teacher preparation, research and product development.

Our Team's Annual Goals

1. Establish/strengthen 5 community partnerships (per school) and embed meeting cadence into existing cycles of engagement
2. Establish engagement and communication cadence with authorizers, community partners and elected officials
3. Meet 55 family NPS score by identifying family needs and increased family participation.
4. Enhance family engagement by fostering strong partnerships with families to create a supportive and collaborative learning environment and focusing advocacy efforts on empowering families; tailored to each Community School and that schools' needs
5. Establish a tracking procedure for legislation policy at the Local level and create a strategy for informing
6. Meet compliance goals for oversight and renewal

This Year's Priorities

1. Renewals: Customer Service, Academic Program
2. Growth & Innovation: Charter 8
3. World Class Customer Service: Communication, School Community Events, CCSPP
4. Strong Org Health: Hostile Authorizer climate, and Advocacy efforts

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Our 2030 Goals

- **Academic Excellence** (SBAC, CalState GPA, Top 10% of schools nationally)
- **Environment Educators Want to Stay In** (Resources, Structure, Opportunities)
- **Hub of Innovation** (Ednovate doing cool things- Redefining teacher pathways? Use of emergent tech?)
- **Purposeful Student Experience** (PMCJs, Internships, Extracurricular Student Experience)

Our Team's Annual Goals

1. 80% of students of all identity groups meet whole child College Readiness Indicators
2. 85% PAC each quarter
3. 95% of students meet quarterly PMC Journeys/Capstone benchmarks each quarter.
4. 100% of teachers backwards plan for rigor and purpose.
5. 100% of teachers create a culture of learning in their classrooms.
6. 80% of students reach PMC Hour benchmarks by each quarter
7. 100% completion of STAR (BOY, MOY, EOY)
8. 95% Completion of Testing (CAASPP, CAST, ELPAC, PFT, STAR, Interims) by identity group
9. SBAC 65% ELA & 40% Math

This Year's Priorities

Academic Excellence:

- Simplify and refine math and ELA assessments (*Academic excellence*)
- Ensure rigorous math instruction (*Academic excellence*)
- *Integration of SEL language to support academics and wellbeing*
- Supporting consistent implementation of network systems across campuses (*Purposeful Student Experience/Academic Excellence*)
- Integrating use of emergent tech (*Hub of Innovation/Environment Educators Want to Stay In*)

Our Vision and Mission:

Together, we will use our college degrees and careers to make a positive multigenerational change by:

- Closing the college attainment gap
- At a scale larger than the average California school district with 11 schools
- Impacting national policy and practice by changing America’s high school report card

Values



Teamwork



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Our 2030 Goals

• Growth

All Ednovate schools have established recruitment and enrollment processes that enable them to consistently meet lottery interest form targets

• Community

Ednovate schools are seen as community partners and community hubs for the communities we serve

• Partnerships

Ednovate schools have elementary and middle school partners that collaborate on enrollment and recruitment efforts

• Innovation

All Ednovate schools have established recruitment and enrollment processes that enable them to consistently meet lottery interest form targets

Our Team’s Annual Goals

1. **100%** of schools reach and maintain full enrollment that allows for a full college prep experience
2. **100%** of school host 2 7th grade class visits in the spring of 2025
3. **100%** of schools meet new student lottery interest form targets.
4. **100%** of schools meet Registration Verified targets.
5. **100%** of schools participate in student recruitment activities with key middle school partners.
6. **100%** of schools have **90%** of new families agree that they are satisfied with our customer service

This Year’s Priorities

Middle School Partnerships

- Identify and develop MOU with 2 or more middle school partners

Strengthening Our Foundation

- Create a student enrollment resources hub

Plant Seeds of Innovation

- Develop and identify new marketing strategies to highlight the Health Science feature of East College Prep
- Support the launch of School #8

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Our 2030 Goals

- **XXX**
XXXXXXXXXXXXXXXXXXXXXXXXXX

Our Team’s Annual Goals

1. **100%** of students receive admission to a 4-year college
2. **58%** ECC rate across all identity groups.
3. **100%** of students have a post secondary plan, particularly those not planning to attend college.
4. **100%** of eligible students complete the financial aid process.
5. **100%** of 9th-11th grade students receive college knowledge workshop/materials once per semester
6. **65%** of most recent graduating class submits alumni check-in surveys.

This Year’s Priorities

- **Base Curriculum**
Develop detailed scope and sequence and course curriculum for College Readiness Seminar
- **Career Path**
Establish and Develop career exploration pathways.
- **Life Skills**
Prioritize life skills, particularly financial literacy, as a part of post-secondary planning
- **Priority 4**
XXXX
- **Priority 5**
XXXX

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Our 2025 Goals

- **College Persistence/Academic Excellence:**
100% college acceptance or post HS plan with 73% ECC or on stable career path across all identity groups.
- **World Class Customer Service:**
Network of choice for students and parents (retention/NPS/network surveys/Demand) across all identity groups.
- **Strong Organizational Health:**
We sustainably (staff retention, NPS) meet our annual goals three years in a row.
- **Growth and Innovation:**
Expand our ability to close the college attainment gap through new schools, strategic partnerships, exploration of AI

Our Team's Annual Goals

1. **100%** of schools meet 90% compliance requirements or reduction of compliance errors by 25%
2. **100%** of Resource Specialists participate in professional development
3. Passing All Classes rate at **100%** of schools is proportional for SWD
4. **100%** of Special Education team participate in quarterly/monthly professional development
5. **100%** of Students with IEPs receive transition programming and resources

This Year's Priorities

- School site coordinators and admin increase their leadership in maintaining **IEP Compliance** rates across all schools
- Differentiated **Professional Development** is provided to all special education staff on a monthly and quarterly basis
- **Content Based** interventions are used to increase academic performance of students with IEPs
- **Transition Scope and Sequence** is developed for all school sites
- **Co-Planning** service delivery model

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Our 20XX Goals

- **XXX**
XXXXXXXXXXXXXXXXXXXXXXXXXX

Our Team’s Annual Goals

1. **100%** of schools have at least 65% of students in each grade level Meeting/Exceeding standards in ELA SBAC/Post SBAC
2. **100%** of schools have at least 40% of students in each grade level Meeting/Exceeding standards in Math SBAC/Post SBAC
3. **85%** of students of all identity groups meet whole child College Readiness Indicators
4. **100%** of schools attain 90% or above on Culture Learning Walks and Academic Learning Walks
5. NPS score for students (20+), staff (40+) and parents (55+)
6. **100%** of critical compliance goals met for oversight and renewals
7. **100%** of schools reach and maintain long term financial sustainable enrollment targets that allows for a full college prep experience

This Year’s Priorities

- **Priority 1**
XXXX
- **Priority 2**
XXXX
- **Priority 3**
XXXX
- **Priority 4**
XXXX
- **Priority 5**
XXXX

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- **Strong Organizational Health:**
We sustainably meet our annual goals three years in a row through trainings, supports, playbooks and data systems.
- **Planting Seeds of Innovation:**
Diversify Ednovate programming by exploring areas in virtual schools, teacher preparation, research and product development.

Our Team’s Annual Goals

1. 100% hired by Strong Start; roles closed in 60 days
2. 100% of critical compliance goals met for oversight and renewals
3. 75% of new hires rate hiring/onboarding experience as effective/highly effective.
4. Staff NPS scores of 40+ across all schools/site
5. YoY growth in staff retention across all sites
6. 95% of teammates trained on performance management fundamentals
7. 95% of managers trained on DEIB fundamentals
8. 90% of Teamwork scores 3+ on Better Together Teamwork survey
9. 80% of HR tickets meet service level agreement

This Year’s Priorities

Continue **transition to ADP/ClearCo** for hiring, onboarding, and performance management and **improve systems, documentation and data management** to enhance reporting and compliance

Reimagine our employee value proposition and total rewards, including compensation and benefits

Align performance management systems to drive growth, development and retention

Grow our commitment to DEIB through training and investments in EAC, Affinity Groups

Refresh Ednovate’s survey strategy

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Our Team's Annual Goals

1. Fundraising Need: Raise [redacted] to fund growth efforts, strategic initiatives, and innovative programming
2. Fundraising Goals: [redacted]
 - a. Foundation: [redacted]
 - b. Individual: [redacted]
 - c. Corporate: [redacted]
 - d. Government (DOE, CTC): [redacted]
3. Foundations: successfully manage existing grants and secure new 4 new grant/foundation partnerships, seeing a 20% increase in funds raised
4. Individual donors: Retain 75% of current donors and recapture 15% of lapsed individual donors, increasing YOY unique donors by 15%
5. Donor Communications: Maintain bi-monthly newsletters with a 35% open rate and a 1.3% click-through rate, and conduct one annual campaign.
6. Growth Campaign: Raise [redacted]% of capital needs and pathway to [redacted]% of funds raised

This Year's Priorities

- Relaunch the capital campaign with a 12-month including formation of committee, material creation
- Strengthen the connection between schools and the development team to enhance the visibility of the organization's work and facilitate donor engagement opportunities.
- Create a strategy to engage and cultivate small to mid-level donors effectively.
- Successfully launch the CCSP grant to ensure effective implementation of the community schools model.

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Our Team's Annual Goals

Systems:

- Timely and accurate data available 100% of the time
- 90% average score on monthly data audits
- 100% up time of integrations are up and running (rostering + system up time)

Analytics:

- Increasing dependence on warehouse sources to 50%
- Successfully migrate data warehouse to new instance

Whole Child Report Card

- 100% of timely assessment updates in support of quarterly Network PDs, Whole Child Report Card, RCPU, and Student Success Summaries
- Deliver on 100% of requested features through implementation plan

This Year's Priorities

- Collaborate on building an academic software strategy prioritizing quality, privacy, and integration capabilities
- Continue to build out and implement data governance process
- Build robust data literacy trainings
- Focus on attendance by delivering on interventions platform (EDL)
- Focus on development of College Rigor ACRI (STAR)

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Our Team’s Annual Goals

1. 90 days cash at year end
2. Meet each debt covenant at year end
3. 30 days or less of A/P at month end each month
4. Annual budget approved by the board by June 30 each year
5. Complete an audit with no findings by Dec 15th each year
6. Complete accurate year to date financial statements and a monthly cash flow forecast by the last day of each month for the prior month
7. Communicate YTD school/department financial reports by 45 days from the end of the month
8. Remain fully compliant with authorizer financial reporting requirements
9. Conduct meeting with the finance committee at least 4 times per year

This Year’s Priorities

- **Priority 1**
Continue to develop and build out team capacity (cross train, professional development)
- **Priority 2**
Increase automation of key processes including payroll import
- **Priority 3**
Replace Vroozii and Certify with a streamlined solution that improves user experience
- **Priority 4**
More team involvement in budget reporting and tracking
- **Priority 5**
XXXX