

# Friendship Academy of Fine Arts

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## 3 year Strategic Plan

Prepared by: Friendship Academy of Fine Arts

Authorizer: Minneapolis Public Schools

# Our Mission

To educate children to be confident, creative and competent citizens

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# About the Friendship Academy of Fine Arts Strategic Plan.

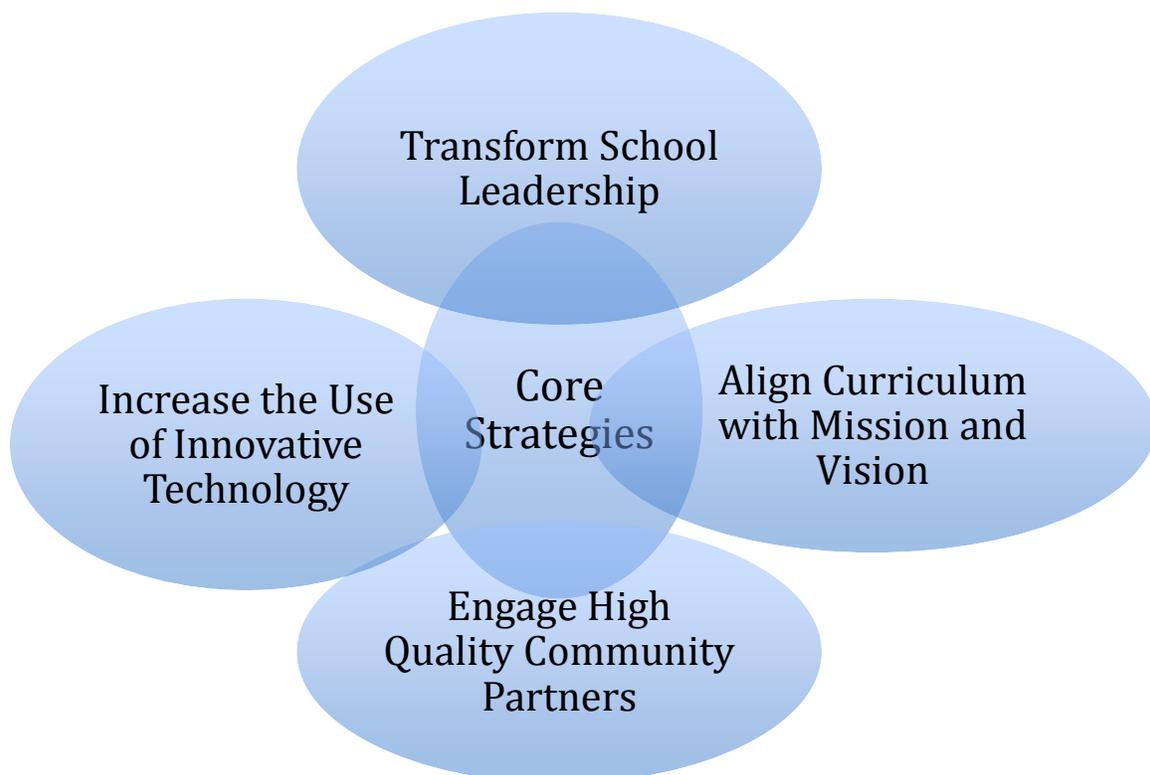
The following strategic plan has been prepared to ensure that Friendship Academy of Fine Arts continues to grow our student population, has the capacity to build our governing body, increases our technology to ensure students are prepared to be global citizens, aligns our mission and vision with desired student outcomes, and ensure successful leadership succession. The following plan describes the goals, strategies and action steps Friendship Academy will take over the next 3 years. These steps are designed to guarantee our continued success. They address the areas that need improvement, while implementing strategies and initiatives that help better accomplish our mission and vision for the families we serve.

# Strategic Plan Overview

## The Strategies

FAFA will achieve its vision by increasing the capacity of its governing board, creating a comprehensive succession plan for school leadership, fostering relationships with strong community partners and focusing resources.

Goal: To become a world class K-6 learning environment



Seven recommendations within these four strategies are outlined as follows:

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**1. Increase the governing board capacity**

- a. Build stronger lines of communication between school board and authorizer
- b. Recruit and train new board members that align with predetermined skill/knowledge sets
- c. Incorporate board action and advisory teams into governing structure
- d. Identify and solicit quality board training opportunities
- e. Increase board size from five to seven members

**2. Develop high quality on boarding process for new leadership and teachers**

- a. Designing training guide for all new staff

- b. Ensure that teachers expectations are clearly communicated prior to student and family interaction
- c. Design a new teacher acculturation process
- d. Provide teachers with training regarding the incorporation of desired artistic components into their curriculum
- e. Redesign staff handbook to reflect newly established school culture and teacher expectations

### **3. Better align school curriculum with mission and vision**

- a. Build upon core subject success by incorporating art as a major content area
- b. Provide students with meaningful physical education opportunities
- c. Strengthen learning opportunities for students in science and social studies
- d. Recruit quality partners to assist with the infusion of the arts and physical education programming

#### **4. Improve student learning environment**

- a. Create an environment that stimulates students
- b. Work with landlord to ensure air quality and temperature control
- c. Ensure that all students have the proper tools to learn

#### **5. Maintain and build upon strong financial position**

- a. Continue developing effective marketing and recruitment strategies
- b. Design and implement effective strategies for student retention
- c. Identify and pursue alternative funding sources
- d. Seeking partnership funding opportunities

#### **6. Increase teacher, students and parent access to technology**

- a. Implement classroom management tools
- b. Explore options for classroom based technology
- c. Explore ways to increase parental use of technology
- d. Create a synchronized system for all building technology

## **7. Transform school leadership**

- a. Begin recruitment process for new school leader
- b. Identify best practices for hiring new school leaders
- c. Identify leader characteristics needed to accomplish goals of FAFA  
based on school mission and vision

# Action Steps

To achieve our vision outlined in the strategies above, each of the seven recommendations is supported by action steps detailing what will be done, and when. A selection of these actions steps is outlined below.

## 1. Increase the governing board capacity

Actions steps include:	Implementation period
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- |  |         |
|--|---------|
| • Recruit and train new board members aligned with predetermined needs | 2012-13 |
| • Incorporate board action/advisory teams                              | 2012-13 |
| • Design board training schedule for new and existing board members    | 2012-13 |
| • Increase board size from 5-7   | 2012-14 |

## 2. Develop high quality on-boarding process for all staff

Actions steps include:	Implementation period
<ul style="list-style-type: none"><li>• Design new teacher acculturation process and procedures</li></ul>	2012-13
<ul style="list-style-type: none"><li>• Created updated handbook</li></ul>	2012-13
<ul style="list-style-type: none"><li>• Redesign teacher job description to better align with school mission and vision</li></ul>	2012-13
<ul style="list-style-type: none"><li>• Increase number of individualized teacher training opportunities based on annual evaluations</li></ul>	2012-15

## 3. Better align school curriculum with mission and vision

Action steps include:	Implementation period
<ul style="list-style-type: none"><li>• Solidify relationship with the Sanneh Foundation and other community partners to design and implement physical education activities</li></ul>	2012-13
<ul style="list-style-type: none"><li>• Reestablish relationship with Perpich Center for the Arts regarding teacher training. staff shares and special collaborations</li></ul>	2012-13

- Rework school mission and vision to reflect new school direction Completed 2/12
- Align new courses with state standards 2013-14

#### **4. Improve learning environment**

Action steps include:	Implementation period
* Negotiate site improvements with Lease holder to better serve school needs	Summer 2012
*Determine potential partnership with other MPS sponsored charters that occupy MPS facilities	2013-14
*Seek funding for additional equipment for students and teachers	2012-13
*Engage MPS to determine usage of nearby MPS fields	2013-14

#### **5. Maintain and build upon strong financial position**

Action steps include:	Implementation period
<ul style="list-style-type: none"> <li>Continue working with public relations firm on marketing and recruitment to ensure projected student enrollment</li> </ul>	current
<ul style="list-style-type: none"> <li>Design board committee charged With grant research to secure Alternative funding sources</li> </ul>	2013-14
<ul style="list-style-type: none"> <li>Design and implement strategies to increase student retention</li> </ul>	2012-14
<ul style="list-style-type: none"> <li>Align school technology to create More user- friendly data reporting infrastructure</li> </ul>	2012-14

## **6. Increase teacher, students and parent access to technology**

Action steps include:	Implementation period
<ul style="list-style-type: none"> <li>* Develop internal technology team</li> </ul>	2012-13
<ul style="list-style-type: none"> <li>Explore technology options to determine best fit for teachers and students</li> </ul>	2012-13

- Research funding options for technology improvements 2012-14
- \* Begin Technology implementation Spring 2013

## 7. Transform school leadership

Actions steps include:	Implementation period
• Develop and implement comprehensive Succession plan	2012-13
• Begin recruitment of new school leader	2012-13
• Provide new leader with high quality training opportunities	2012-13
* Transition in new leadership	2013-14

## Achieving our vision

FAFA is proposing to work with the Office of New Schools to implement performance management tools to monitor progress against the strategic plan's goals, strategies and actions steps. The evaluation process will be monitored closely by FAFA board of directors in collaboration with the Office of New Schools. This process will be designed to guarantee that FAFA stays in compliance with their authorizer and continue making steps towards providing education that reflects their vision and mission.

The following phases will be conducted over the next two months to ensure that we are in place to meet our implementation 2012 goals

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Phase one: Minneapolis Public School board approval: [Spring 2012](#)

Phase two: New Board Member recruitment: [Spring 2012](#)

Phase three: Recruitment of external implementation support: [Spring 2012](#)

Phase four: Begin Plan Implementation: [Summer 2012](#)