

**Liberty Tech Charter  
School Strategic Plan  
MAY 2022**

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## MISSION STATEMENT

The mission of Liberty Tech is to engage students in a rigorous, relevant Classical/STEM based learning environment to foster the acquisition of knowledge, wisdom, and virtue to positively impact the world around them.

## VISION STATEMENT

Virtue + Knowledge = Wisdom

## LETTER FROM THE BOARD

Throughout the Liberty Tech Charter School’s humble beginnings, the Liberty Tech Charter School Governing Board, and Strategic Planning committee engaged in a strategic planning process. This process was informed by various school constituencies through a range of input and engagement including face-to-face meetings, focus groups, surveys, and representation on the Strategic Planning Committee.

The result is an energetic plan that preserves and builds on the strong foundation of LTCS while identifying vital opportunities to enhance our school. While some strategic planning processes are born of crisis and necessity, Liberty Tech Charter School arises from strength and opportunity. Because we are successfully meeting our Charter’s commitment to providing a diverse student body with the best possible education by focusing on fundamental academic disciplines in an atmosphere that affirms academic achievement, we can now invest in further enhancing and expanding our efforts in five core areas: Academic Excellence, Student Life, School Resources, Community Outreach, and Governance. The initiatives we will pursue in each of these core areas are outlined in the pages that follow.

The Strategic Plan will be implemented over the coming three to five years. Some initiatives are already under way, some will soon commence, while others will be carefully developed for full implementation in the years to come. The Principal bears responsibility for overseeing implementation of the Strategic Plan with the support of a Governing Board committee. The Principal/Superintendent will provide regular updates to the Board and the Liberty Tech Charter School community. We look forward to drawing on the rich resources, expertise, and commitment of the Liberty Tech Charter School community for the implementation of this multifaceted plan.

Just as we seek to cultivate life-long learning in our students, our aim is for Liberty Tech Charter School to be an organization in which strategic planning is an on-going responsibility and opportunity for enhancing our school, rather than a periodic exercise. Therefore, we anticipate that the Strategic Plan will be a living document that, while charting the opportunities ahead, will be flexible and responsive to new information.

What will remain constant, of course, is our commitment to fulfilling the Charter that called our school into existence. As stewards of the mission and the institution, we look forward to the many years to come for Liberty Tech Charter School, as we all strive for excellence to change the world. Together we will inspire, support, and challenge *all* of our students to achieve. We look forward to your partnership in these years to come.

Respectfully submitted,

Lauren Conway, President  
Vimal Patel, Vice President  
Michelle Hamner, Secretary  
Eric Walker, Treasurer

Ashley Busby, Governing Board Member  
LaShonda Storr, Governing Board Member  
Neka Haywood, Governing Board Member  
Melissa King, Principal/Superintendent

## **ACADEMIC EXCELLENCE**

Liberty Tech Charter School is committed to engage students in a rigorous, relevant learning environment with elements of Classical Education, STEAM, and Project Based Learning to foster the acquisition of knowledge, wisdom, and virtue to positively impact the world around them.

### ***1. Ensure that the curriculum utilizes best pedagogical approaches.***

- Develop an effective and continuous system of curriculum evaluation, revision, implementation, and measurement of our pedagogical models.
- Conduct a comprehensive review of all curricula and goals.
- Develop a framework for the teaching of critical thinking skills through project/problem based learning and our cardinal virtues.
- Develop a clearly defined and articulated approach to student assessment that reflects different modes and skills appropriate to each age level.
- Address the world language needs of students who enter at different ages and levels of language background.

### ***2. Recruit and develop LTCS's excellent faculty.***

- Evaluate additional avenues and approaches for continuing to attract dedicated and talented faculty and staff to Liberty Tech Charter School.
- Develop innovative tenure policies that adhere to the high standards set forth by the Charter, the Governing Board and the Administration.
- Strengthen the Faculty Evaluation Plan that ensures teaching excellence and professionalism by promoting reflection on practice, expertise in content and pedagogy, flexibility and responsiveness to student needs, collegiality among teachers, and by evaluating teaching proficiency in relation to student outcomes.
- Develop teacher leaders whose impact extends beyond our school.

**3. *Integrate technology into teaching and learning at all grade levels in a manner that both adds value to the learning process and develops mastery of the technological skills needed for success in the 21st century.***

- Develop a map of skills and knowledge for technology in accordance with the Charter, Common Core Standards, the Georgia Milestone Assessment System, and best practices.
- Develop a well-defined plan for technology-supported instruction at each grade level in alignment with the Charter, Common Core Standards, the Georgia Milestone Assessment System, and best practices.
- Develop a system to support faculty use of technology in the curriculum to achieve best practices.

**4. *Determine the optimal staff structure and resources needed to address all support and special education needs.***

- Assess and articulate the goals, scope and processes of the special education program for staff and families.
- Develop materials for faculty training
- Determine cost/benefit of shared services, cooperative and online solutions in support of special education services, compliance, administration and communication.

## **STUDENT LIFE**

To prepare students for future success in an increasingly global community, the Liberty Tech Charter School is committed to the development of student character through our cardinal virtues, student leadership, and respect for others.

**5. *Establish a leadership program that instills a sense of personal responsibility and confidence.***

- Identify critical attributes of leadership that we expect to develop in our students.
- Create a student council composed of students and faculty to design and implement a program of leadership opportunities and a method to evaluate the effectiveness of such a program.

**6. *Create community service-minded learners who foster a sense of responsibility for others.***

- Identify critical attributes of service that we expect to develop in our students.
- Facilitate learner-led service opportunities to positively impact the community.

**7. *Establish extracurricular activities to improve student's quality of life through extending and enriching out-of-school-time learning activities designed to support and expand the physical, social, emotional, and cognitive skill development.***

## **SCHOOL RESOURCES**

Liberty Tech Charter School is committed to providing the students and faculty with outstanding facilities in support of the instructional and afterschool programs.

**8. *Develop a campus plan that provides students, faculty and staff with a safe, secure, aesthetically pleasing and functional learning environment.***

- The campus plan should place a high priority on safety and security, the functionality of the playground, the provision for optimal classroom learning facilities, and the development of the sports field and outdoor areas of the campus.

**9. Research, choose, and implement a “computing environment” that provides students, families and faculty with seamless access to technology in support of teaching, learning and school communications.**

- This review should consider file management, posting course documents, online communications, instructional applications, and 21st century skill development, as well as the selection of hardware and software appropriate to support the instructional needs of the school.
- Establish a staffing plan to support efficiently the desired computing environment considering three discreet areas:
  - (1) IT administration and hardware support,
  - (2) administration of core school programs and,
  - (3) classroom integration of technology in support of learning goals.

## **COMMUNITY OUTREACH**

As a public charter school, LTCS faces unique communications challenges. An effective communications strategy will broadly and accurately convey LTCS mission and identity as an established, cost-effective, academically rigorous, diverse public school option that welcomes a wide range of students, from multiple counties, and provides both challenge and support. The school is located in a community that has the potential for a wide variety of resources and opportunities for service, LTCS seeks to contribute to, engage in, and enhance local communities.

**10. Develop a purposeful communications strategy with sufficient staff and other resources to promote a positive understanding of Liberty Tech Charter School as an asset to the community.**

**11. Develop an ongoing community engagement strategy to contribute to, benefit from, and partner with various segments of the LTCS and surrounding communities.**

- Seek mutually beneficial opportunities to collaborate and partner with the surrounding counties Public Schools in areas such as curriculum, facility use, faculty development, administrative and Board relationships, and student enrichment.
- Seek mutually beneficial opportunities to actively engage with the local colleges and universities, local businesses, and other community stakeholders.

## **GOVERNANCE**

Liberty Tech Charter School relies on the leadership and dedication of the Governing Board and the support of parents to preserve and translate the vision of Liberty Tech Charter School into reality. As the School develops and transitions, it must develop its professional infrastructure to provide vision and leadership that will ensure its ongoing success.

**12. Review and re-envision the governance structure to address the changing needs of the school in support of this Strategic Plan.**

- Consider the staffing and administrative resources needed to adequately meet strategic needs.

- Coordinate efforts of the administration, Board, Friends and Endowment to fundraise, and to seek other sources of outside funding such as grants.

**13. Review Board structure and committee system to maximize Board oversight and effective communication.**

- Streamline Board committee structure and define structured schedules to ensure faculty and parent participation.
- Develop and implement procedures for recording committee meeting minutes and the sharing of these among the full Board.
- Assess cost/benefit of technology applications that facilitate Board operations and communication.

**14. Establish a more systematic practice of recruiting, orienting, and mentoring new administrators, Board members, Friends and Endowment officers.**

- Increase involvement in the community through networking events to recruit stakeholders.
- Develop a training protocol and calendar that assigns mentors, orients new Board members, and review by-laws and policies appropriate to each group.
- Develop, maintain, and execute succession plans for Board leadership.