

Responsible: person who performs an activity or does the work (The person responsible can also be accountable)

Accountable: person who is ultimately in charge of the task completion and in charge of the operation or project

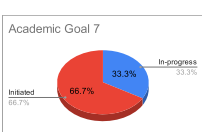
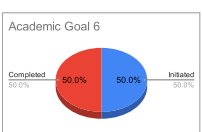
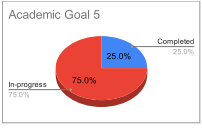
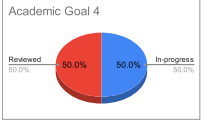
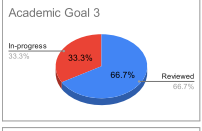
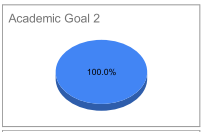
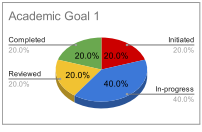
Consulted: person that needs to provide feedback, double check work, or contribute to the task in miscellaneous ways

Resources: people, time, materials, or money that is needed to complete a project

Potential Barriers: items that can hinder the plan if not addressed

Academic Goals

ID	Address whether the "Capturing Kids Hearts" program aligns with the Core Values design in traditional-classical education and if it does, make some adjustments to the input.	Responsible	Accountable	Consulted	Resources	Potential Barriers	Deadline	Notes	Progress
1	Compare and contrast the character qualities in Dr. Moore's essay with the character qualities in COKH. Create consistent philosophy-based communication to all stakeholders to ensure buy-in. Create the criteria for approval of educational materials that align with the MA philosophy, vision, mission and revisit the current policies. A satisfied objective measure or rubric that provides guidance to prevent confusion or any deviation from the philosophy.	Ex Dir and Principals	Ex Dir and Principals	Process Champions	Dr. Moore's essay, CKH Information and Model	Budgetary constraints to purchase materials, provide training, and resources including input from auditor.	February 2025	Having a character education program that aligns with the educational philosophy that upholds the standards of our Core Values will help with identity and consistency that will strengthen the character of all kids at MA	Initiated
1.1	Compare and contrast the character qualities in Dr. Moore's essay with the character qualities in COKH.	Ex Dir and Principals	Ex Dir and Principals	Process Champions	Dr. Moore's essay, CKH Information and Model	Budgetary constraints to purchase materials, provide training, and resources including input from auditor.	February 2025	Having a character education program that aligns with the educational philosophy that upholds the standards of our Core Values will help with identity and consistency that will strengthen the character of all kids at MA	Initiated
1.2	Create consistent philosophy-based communication to all stakeholders to ensure buy-in.	Ex Dir and Principals	Ex Dir and Principals	Auditor Input	Clear philosophy	Ensuring consistent understanding for all staff.	January 2025	Clarity decreases adversity and anxiety.	In-progress
1.3	Create the criteria for approval of educational materials that align with the MA philosophy, vision, mission and revisit the current policies.	Ex Dir and Principals	Ex Dir and Principals	Auditor Input	7 Tenets	Time and Personnel	March 2025	This will serve as the measure that helps create the rubric tools used to evaluate instructional material. The objective measure will create accountability and help to enforce adherence to character education in relationship to the philosophy.	Reviewed
1.4	A satisfied objective measure or rubric that provides guidance to prevent confusion or any deviation from the philosophy.	Ex Dir and Principals	Ex Dir and Principals	Dir of Academics	Consistent Rubric Layout	Time and Personnel	March 2025	This will provide long-term consistency and foundational applications and implementations of our agreed-upon character education curriculum. Daily application and buy-in is the most effective form of on-going professional development.	Completed
1.5	Create replicable training for new teachers to MA	Principals	Principals	Dir of Academics	Slide deck, professional development, and daily implementation and buy-in	Money and time for PD	July 2025		In-progress
2	Establish the criterion for any approved educational material (includes but not any supplements).	Responsible	Accountable	Consulted	Resources	Potential Barriers	Deadline	Notes	Progress
2.1	Create the criteria for approval of educational materials that align with the MA philosophy, vision, mission, and revisit the current policies.	Principals and Academics Dir	Principals	Executive Director	Clear philosophy and current policies	Time	March 2025	Ensuring all supplemental materials align and support the philosophy based curriculum will increase fidelity and improve practice.	Completed
2.2	Create a timeline for the creation of a rubric, the review of material, and the removal and/or implementation of any new instructional supplements and tools.	Principals and Academics Dir	Principals	Curriculum Committee	Scheduling meetings and providing the time to create and execute the plan that results with a product.	Time and Personnel	February 2025	Timebound objectives increase productive and prioritization.	Completed
2.3	Create and deliver clear communication that provides the rationale for instructional materials used to promote buy-in and understanding.	Principals	Principals	Executive Director	Clear philosophy and understanding of the 7 Tenets	Time and Personnel	February 2025	Clarity decreases adversity and anxiety.	Completed
2.4	Create a rubric that provides objective guidance to prevent confusion or deviation from the philosophy.	Principals and Academics Dir	Principals	Curriculum Committee	Consistent Rubric Layout	Time and Personnel	March 2025	Ensures a tool is in place that provides objective guidelines. This creates consistency that becomes part of the foundational replication of excellence.	Completed
3	Training in Monument Academy Educational Philosophy and Core Knowledge for the entire staff.	Responsible	Accountable	Consulted	Resources	Potential Barriers	Deadline	Notes	Progress
3.1	Provide comprehensive training to new teachers and staff members that defines the philosophy and provides a common ownership in MA's mission and vision.	Principals and Academics Dir	Principals	Executive Director	A well designed presentation that could be replicated for teachers who come in midway.	Time, Money, Personnel	August 2025	The outcomes for this will increase teacher understanding of what they teach, help create accountability measures for how they teach, and ensures alignment that supports the mission and vision that extends from preschool to 12th grade.	Reviewed
3.2	Provide on-going training to current teachers and staff members to help maintain consistency each year and resign objectives and goals to support MA's mission and vision.	Principals and Academics Dir	Principals and Academics Dir	Executive Director	A well designed presentation that can be replicated each year and updated as needed without detracting from the primary purpose.	Time, Money, Personnel	August 2025	This will help increase teacher retention and support.	In-progress
3.3	Provide training that explains the chosen curricula, how we use it, and apply it back to the philosophy of why we use it. (New and returning staff)	Principals and Academics Dir	Principals	Executive Director	On-going updated professional development that stays on track with chosen parts to the curriculum that does not sway from the original philosophy.	Time, Money, Personnel	August 2025	This will create the rationale that helps drive the expectation of excellence and adhering to the curriculum with fidelity.	Reviewed
4	Review of supplemental curriculum to identify if the program is essential. If the supplemental curriculum meets expectations, then create.	Responsible	Accountable	Consulted	Resources	Potential Barriers	Deadline	Notes	Progress
4.1	Yearly review of any teacher desired instructional materials, tools, supplements etc by curriculum committee.	Curriculum Committee	Curriculum Committee	Teachers/Team Leads	Instructional Material/Curriculum Rubric	Time	March 2025	Proper instructional material being reviewed and ordered in a financially responsible manner.	In-progress
4.2	Clear communication to staff including initial parameters, deadlines, and budgetary constraints	Curriculum Committee	Curriculum Committee	Finance Director	Communication to staff that provides the rubric, the deadlines, and individual department budgets	Time	March 2025	Full understanding and expectation of the ordering process within the needed financial timeline.	Reviewed
5	Training in Administration on Core Knowledge at the National Core Knowledge National Conference.	Responsible	Accountable	Consulted	Resources	Potential Barriers	Deadline	Notes	Progress
5.1	Provide proper training for administrators to ensure they understand the scope and sequence, the standards, the best practices for implementation, and the way the curriculum fits into our philosophy.	Ex Dir and Principals	Ex Dir and Principals	Finance Director	Research to find affordable and appropriate training for administrators that fits into the budget and meets the needs of our administrative team to comprehensively understand the curriculum.	Budget, Time, and Access to PD	June 2025	We need well informed administrators to lead our school in how to implement and utilize the curriculum for the best possible academic outcomes for students.	Completed
5.2	Enhance evaluation tools to better support teachers in delivering the instructional materials to increase student achievement	Principals	Principals	Ex Director and Dir of HR	Alignment between curriculum standards of best practice and evaluation tools.	Time and effective implementation	June 2025	Educated, Informed, Supported, and Accountability teachers	In-progress
5.3	Enhance evaluation tools to provide more accountability for instructional staff to deliver the curriculum uses best practice and high delivery performance to increase student achievement.	Principals	Principals	Ex Director and Dir of HR	Alignment between curriculum standards of best practice and evaluation tools for principals	Time and effective implementation	June 2025	Educated, Informed, Supported, and Accountability teachers	In-progress
5.4	Enhance administrator evaluation tool to provide Executive Director more objective measures to hold administrators accountable for teacher performance and student outcomes.	Executive Director	Principals	Ex Director and Dir of HR	Alignment between curriculum standards of best practice and evaluation tools for principals to support and lead teachers.	Time and effective implementation	June 2025	Educated, Informed, Supported, and Accountability principals	In-progress
6	Creation of a two-year professional development calendar based on data, philosophy, and educational practices	Responsible	Accountable	Consulted	Resources	Potential Barriers	Deadline	Result	Progress
6.1	Analysis of past professional development, what has worked and what has not and what aligns with our philosophy. Creating a research based plan that has high success outcomes.	Ex Dir and Principals	Principals and Academics Dir	Teachers/Team Leads	Comprehensive list of previous PDs, assessment of their impact (negative or positive), and comparing them with research based plans that show positive outcomes. Assessing alignment of past PDs with philosophy.	Time and personnel	April 2025	Achieves the best practice of beginning with the end in mind, and planning for longevity and continued education that truly increases teacher performance and positive student outcomes.	Initiated
6.2	Identify areas of needed growth for our instructional practices and our professional development that provides education, tools, and resources to teachers that aligns with our curriculum and philosophy	Principals and Academics Dir	Executive Director	Teachers/Team Leads	Review overall teacher performance evaluations and ratings, review student achievement and growth data, review current expectations and evaluations to determine an accurate guide to identify needed areas of growth. Will need to prioritize high to low needs of growth in understanding and implementation.	Time, budget, personnel, data collection and accuracy/application	March 2025	Our alignment to the philosophy and the clarity for instructional delivery and delivery expectations will increase accountability and ownership.	Initiated
6.3	Creating a two-year budget that will allow for on-going professional development.	Principals and Finance Dir	Executive Director	Dir of Academics	Work with finance to determine the allotted amount for the first year and the projected amount for the second year when yearly budgets go under review. Keeping track of expenses and allocating funds appropriately.	Budget and proper projections	March 2025	Having a clear plan and building the budget for the plan alleviates stress, creates urgency to make sure that the plans implemented will reach a certain point to provide continuity for the upcoming school year.	Completed
6.4	Creating professional development foundations that will establish year-to-year consistency even with any teacher turn-over	Dir of Academics	Executive Director	Principals	Tracking which teachers have done which trainings, and having consistent new teacher trainings that keep them up-to-date and instep with current instructional staff.	Consistency and follow-through	June 2025	These trainings will be the foundation of who Monument Academy is and what we do. Once these essential trainings are established, this will provide an opportunity to improve the trainings year over year.	Completed
7	Staff Professional Development - Core Knowledge, Cursive First (PK-5), Focus (PK-12), MA Philosophy and Instructional Practices	Responsible	Accountable	Consulted	Resources	Potential Barriers	Deadline	Result	Progress
7.1	Create documented vertical alignment checklists to use as a reference tool for content and pacing	Dir of Academics	Principals	Staff	Vertical alignment checklist that coincides with curriculum standards and philosophy.	Time, consistency, buy-in, and personnel	July 2025	Creation of a vertical alignment document ensures that students are receiving instruction that does not miss out on any area of foundational skills throughout the student's educational journey.	In-progress
7.2	Create a budget and a professional development calendar that allows for intentional and in-depth training for all curricula used for grade level and content area staff	Principals and Finance Dir	Executive Director	Dir of Academics	Detailed budget with proper budget codes and a professional calendar that prioritizes needs within the constraints of time.	Time, Budget, personnel, data collection and accuracy/application	March 2025	Professional development can be an expensive working with different instructional companies. This discussion will be held on what we can conduct ourselves versus where the school should connect with an outside expert.	Initiated
7.3	Provide consistent, coherent, and impactful teacher professional development that aligns with teacher performance expectations to ensure accountability measures can be utilized	Principals and Academics Dir	Principals	Ex Director and Dir of HR	A clear document that shows what they are learning and how it will be measured and evaluated. Provide the expectations that align with the training.	Time, Budget, personnel, data collection and accuracy/application	June 2025	With administration and staff on the same page of how a program is expected to be implemented, this will provide accountability for everyone involved.	Initiated
7.4	Providing clear communication that explains the who, what, when, where, and why to increase teacher buy-in and participation	Principals	Executive Director	Dir of Academics	Written communication that supports the why to increase buy-in.	Time and personnel	February 2025	Clarity decreases adversity and anxiety.	In-progress
7.5	Best practice modeled- Learning Objectives, Success Metrics, Clear Expectations, Outcome/Productives, and Celebrations	Principals and Academics Dir	Ex Dir and Principals	Dir of Academics		Time and personnel	June 2025	Leadership can model best practice for teachers to replicate by utilizing objectives, standards, and assessment evaluations.	In-progress



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