At International Charter Academy of Georgia (ICAGeorgia), we believe in creating schools that foster the natural potential and curiosity of our students by providing high quality instruction and community support in a safe and nurturing learning environment. We understand that providing this environment requires the thoughtful planning of a high quality Strategic Plan. The International Charter Academy of Georgia’s Strategic Plan includes the mission, vision, core values, strategic directions and goals for the International Charter Academy of Georgia School. The Strategic Plan is reviewed and approved annually in conjunction with the School’s budget.

In general, ICAGeorgia’s Strategic Plan is informed by the analysis of student, school and district performance data, progress on the previous year’s improvement plan, requirements of state and federal legislation, and recommendations from the central office, teachers, focus groups, parents and school board member input: It is the collective effort of the school and local community to define success at our school. Specifically, the goals of the Strategic Plan drives decision-making and support at both the school and central office levels. Additionally, the Strategic Plan directs all other plans, resources, programs and initiatives to ensure that short and long term goals are met. Finally, the Strategic Plan helps everyone identify their role(s) toward realizing the school’s goals, mission and vision.

Vision:
International Charter Academy of Georgia students will become life-long learners and globally responsible citizens who have the knowledge, skills, and attitudes to succeed in, and to effect positive change, in our world.

Mission:
International Charter Academy of Georgia (ICAGeorgia) aims to broaden the horizons of students in Georgia so that they may become global citizens who promote peace around the world.

Core Values:
Commitment, Responsibility, Accountability, Diversity, Leadership

Essential or Innovative Features: The Charter School shall offer a dual language program in English and Japanese with core subjects taught in both languages. The Charter School shall offer instruction and experiences drawn from Japanese culture. Students will also study a third language and contribute to the community through service learning.
INTERNATIONAL CHARTER ACADEMY OF GEORGIA CHARTER CONTRACT GOALS

- During each year of charter term, ninety percent (90%) of the Charter’s School’s students will participate in at least two grade-level cultural events focused on cultural experiences relevant to Japan and Japanese people.
- During each year of charter term, seventy percent (70%) of the Charter’s School’s students who have completed one year at the Charter School will obtain a Novice-Mid rating or higher in listening comprehension in Japanese as measured by ACTFL proficiency guidelines.
- During each year of charter term, seventy percent (70%) of the Charter’s School’s students who have completed one year at the Charter School will obtain a Novice-Mid rating or higher in speaking in Japanese as measured by ACTFL proficiency guidelines.

Strategic Directions:

- Mission Alignment and Integration
- Student Achievement
- Learning in a Safe Environment
- Equity with Excellence for All
- Effective and Efficient Use of Resources
- Communication and Stakeholder Education and Engagement
- Capacity Building
- Institutional Memory
GOAL 1: Mission Alignment and Integration & Institutional Memory

Work with the board of directors to ensure ICAGeorgia’s mission is integrated within instruction, operations, development, evaluation and accountability.

STRATEGIES:

Use the mission and the goals of the charter to articulate the characteristics of a highly qualified ICAGeorgia teacher, leader, board member, and community partner. Use this to inform the instructional model, hiring, staffing and professional development plans.

Conduct an internal audit of our fiscal, academic and social-emotional health to identify priorities and to determine which programs are mission critical, self-sustaining and need to be paired away.

Compare and contrast the mission, goals and measures in the original charter to our daily operational and instructional practices and make revisions to align practices with the aforementioned.

GOAL 2: Student Achievement, Institutional Memory & Building Capacity

Implement essential innovative features as defined in the charter contract e.g., Japanese, service learning, Chinese, student ambassador’s etc. and promote innovation, cultural literacy, professional learning, curriculum and instructional practices that make higher achievement possible.
STRATEGIC PLAN
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STRATEGIES:

Work collaboratively with staff to identify and address school start-up, short and long term needs including but not limited to building effective schedules to maximize instructional time; articulating the instructional model; drafting the K-5 vertical alignment chart for both English and Japanese; and drafting the JSOL, ESOL and Sped manuals.

Monitor the school improvement plan, implement the innovation features as defined in the charter contract and develop a process to review curriculum and instruction to ensure mission specific goals are met.

Identify experts and build partnerships to provide Dual Language Immersion, cultural literacy training and professional development for 6 out of 6 of the “Back 2 Basics” tenets.

GOAL 3: Learning in a Safe Environment & Equity and Excellence for all

Promote the success of all students by developing, advocating, and sustaining an academically rigorous, positive, and safe school climate for all stakeholders.

STRATEGIES:

Meet the needs of all learners through a Multi-tier System of Supports (MTSS).
GOAL 4: Communication and Stakeholder Education & Engagement

Engage stakeholders in culturally, racially, and multi-linguistically diverse, community-enriching experiences and outline how families may share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership that will help children achieve the state’s high standards.

STRATEGIES:

Prioritize open, two-way communication between families and members of the school community through regular meetings, trainings, volunteer opportunities, activities and shared decision-making.

Facilitate lifelong bonds between our children, families and staff through the open and empathic exchange of our languages, cultures, academic and social interests. Provide cultural literacy opportunities to explore the ways in which our personal and national stories and social and political institutions inform and reinforce systemic and structural “isms” as well as our individual relationships, parenting styles, teaching, learning and disciplinary practices.
STRATEGIC PLAN
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Highlight/prepare and share ways that parents may advance student learning for both Japanese and English at home.

GOAL 5: Effective and Efficient Use of Resources

Foster the success of all students through sound, responsible appropriations, financial stewardship, and conservative budgeting.

STRATEGIES:

Grow student enrollment, seize grant, and other fundraising opportunities (i.e., renting, student concerts, organizing social events etc.) to maximize revenue, support student enrichment programs and the design of a flexible, student centered campus including but not limited to the construction of a gymnasium, auditorium, covered walkway etc.

Align resource allocations with mission imperatives and target personnel expenditures between 70% and 80% of the state funding.

Execute operational practices that efficiently acquire and utilize resources in a systematic manner to build financial reserves.

Improve student recruitment and marketing efforts to meet or exceed annual enrollment goals.