



STRATEGIC PLAN

for the

**MicroSociety
Academy Charter
School**

2023 - 2027

**Prepared By:
Board of Trustees**

MicroSociety Academy Charter School
5 year Strategic Plan
August 2023 - December 2027

To the Board of Trustees, Staff, Parents, and other members of the Microsociety Academy Charter School Community (MACSC).

Since the initial vision to open the school, we wanted the children of Greater Nashua to be successful in all aspects of life, but especially in the educational arena. With this in mind, a MACSC five (5) year strategic plan was developed to ensure the success of our charter school, which in turn, ensures the success of our children. Strategic planning is essential in all aspects of an organization's success.

Through various forms of media, we see how many charter schools are on probation or are threatened by the prospects of shut down, which has a direct effect on the lives of the children who attend those schools. By establishing a strategic plan for our school, we have the assurance that there is design in place, to address the critical areas important for our survival.

The Board of Trustees is committed to building a strong academic elementary and middle school for all our Greater Nashua children and parents who are looking for better and more effective education. Our purpose is to provide educational alternatives to the families seeking creative ways in providing their children with applied life skills and sound academics.

Sincerely,

Thomas E. Dougherty, MBA
Board Chair / President MACS Foundation

History of MACS

The MicroSociety Academy Charter School (MACS) Founders were granted the schools charter in 2014 and The MicroSociety Academy Charter School officially opened its doors to students in the fall of 2015 with 96 students in a temporary location while they completed construction on the school facility. In October of 2015, the school was able to occupy the leased space, later purchasing the facility in 2020. Over the past 8 years, MACS has grown to over 300 students, and in 2019, the Board of Education approved MACS to expand their school population to 432 students. Recently, MACS bought the facility next door to their current location and has plans of building a campus consisting of an upper and lower school.

Overview

The MicroSociety Academy Charter School (MACS) Board of Trustees is pleased to present the school's strategic plan to all staff, students and parents of MACS and to the general community of the Hillsborough County and Nashua, New Hampshire.

Background and Context

The purpose of the MACS strategic plan is to set goals in long term performance areas, guide strategic directions for the school, and inform budget decisions and resource allocations. Using the strategic plan in this manner will allow the school to maintain and build on the level of achievement and momentum achieved over the years since opening its doors.

This strategic plan will be updated based upon an analysis of the achievements and prioritized needs of the school. A strategic plan, by nature, is not a comprehensive list of activities or initiatives that take place in the school. Rather, the plan is a document used to communicate with the organization and its constituents regarding the school's long term objectives.

Our Mission

Empowering students to acquire the heart, knowledge, and skills necessary for thriving in a 21st century global society by collaboratively creating and operating their own school-based "MicroSociety" - a microcosm of the real world.

Our Motto

Relate. Connect. Understand.

Our Vision of Success

Our vision is to create a vibrant learning environment where all stakeholders--students, parents, staff, and board trustees feel ownership and where each child will become an educated, competent, confident, and caring independent thinker who will be able to reach their full potential and strive to make their community and the world a better place to live, work and play. MACS will provide the educational foundation each student will need to build skills and unlock their hidden self.

Key Factors in Delivering the Mission

- Rigorous academic competency-based core curriculum aligned with and assessed by NH Common Core Curriculum
- Excellent instruction that integrates project based differentiated learning, learning centers, teachers as coaches, classroom-based technology, student empowerment, teaming, service learning, mentoring
- Embedded entrepreneurial endeavors and “real life” learning within MicroSociety curriculum, ventures and agencies
- High level of parental and community involvement
- Web-based student information system used by staff allowing parents to communicate with school and track progress
- Shared decision-making among professionals within the school and the board of trustees with input from all stakeholders.

Our Educational Program

Through the unique MicroSociety program, students are taught developmentally appropriate, research-based, innovative, technology-infused learning strategies that they apply daily during the course of creating and operating the agencies and ventures of their own school-based “MicroSociety” - a microcosm of the real world.

The focus of this microcosm is on building 21st Century skills to prepare the students at their early learning stages, known as the 4 Cs

- Critical Thinking
- Communications
- Collaboration & Teamwork

- Creativity & Imagination

With the complement of the 4 Cs, MACS continues to extend the learning cycle with risk taking. MACS creates a safe environment where the students can apply their skills, while being encouraged to take risks. Ultimately, MACS provides its students with an understanding of how to improve upon their problem solving skills, supporting their motivation to move beyond the boundaries of that which is defined. By incorporating real-world experiences into basic curriculum every day, students apply what they learn in the classroom to real life.

Five Year Plan for MACS - 2023-2027

Key Strategic Objectives

Objective 1: Increase MACS Middle School Enrollment to Serve More Students in Greater Nashua for 6-8th.

Objective 2: Increase Community Involvement and Financial Support to Improve School Sustainability

Objective 3: Attract and Retain Highly Qualified Employees

Objective 4: Improve and Upgrade MACS Facilities

Objective 5: Using the MicroSociety Concepts, Offer the MACS Students the Highest Quality Public Education Possible

The MicroSociety Academy Charter School Board of Trustees vision for the next 5 years is to strengthen the viability of the schools infrastructure. Towards that end, The School has and will continue to invest in a full time Community Outreach Coordinator to assist in fundraising efforts and outreach. The Board of Trustees is committed to an annual fundraising event to grow awareness and financial support for the school. Under the direction of the Board, the School will work to improve its retention and recruitment of highly qualified employees. As the charter funding in the state changes, the Board is committed to re-evaluating benefits and salaries in order to be competitive with the local labor market. Administration is working on dedicated mentoring and training programs for both academic and micro needs. Lastly, the Board is pursuing a second facility in order to support the increase to the MACS Middle School enrollment and provide an enhanced learning environment for the students at MACS. The

Board's vision over the next 5 years is to have a full functional campus with upper and lower school facilities.

Board of Trustees

The Board of Trustees is committed to pursuing the key strategic objectives. To encourage efficiency, capitalize on Trustees' skills and backgrounds, and focus Trustees' time and efforts, the Board of Trustees has formed committees for the following areas:

Governance / Human Resources

MACS Board of Trustees will govern and act in a manner that is consistent with the mission and vision of MACS and that reflects board best practices and is in accordance with NH laws and regulations. MACS will establish and monitor employee related systems and policies to ensure compliance with local, federal, and state laws and will create an attractive and productive environment for employees.

Finances

MACS will develop and utilize strategic and diverse financial resources to strengthen the annual budget process, to provide for the long-term sustainability and future growth of school operations, and to reflect financial best practices.

Facilities

MACS will evaluate, maintain and develop secure learning environments that stimulate optimal learning for our students and meet MACS program needs.

Development

MACS will connect with the surrounding community to establish connections with local businesses and friends, to create opportunities to expand MACS' presence, and to drive support of its programs through corporate sponsorship and area benefactors.

Progress Monitoring

Each Committee will review the key strategic objectives and use them when setting Committee level goals and tasks for each year.

The Board of Trustees will monitor and review the school's progress on the key strategic objectives each year at the Board's annual retreat.

This Strategic Plan will be updated every 5 years.

Draft review: July 13, 2023

Adopted: August 9, 2023