

Continuous Improvement Plan Aligned to 5-Year Strategic Plan

This plan provides a continuous improvement cycle for each strategic area. Each section follows a Plan–Do–Study–Act (PDSA) framework with annual review.

Academics

Component	Continuous Improvement Plan
Objective	Increase student achievement while strengthening classical curriculum alignment.
Plan	Establish baseline achievement data (IXL FAST, MCA), curriculum maps, intervention systems, and instructional expectations.
Do	Implement PLCs, first year of MTSS, curriculum audits, and quarterly data reviews.
Study	Analyze MCA/IXL/FAST, growth, classroom observations, graduation/readiness, intervention effectiveness.
Act	Adjust curriculum, professional development, intervention staffing, and resource allocation based on findings.
Annual Deliverables	CACR report, curriculum review, and ADSIS intervention report.

Culture

Component	Continuous Improvement Plan
Objective	Strengthen a unified 'One School' culture rooted in the classical mission.
Plan	Define schoolwide expectations, operational service standards, and character framework.
Do	Implement common expectations, cross-divisional collaboration, family engagement, and staff recognition.

Study	Review staff and family surveys, behavior data, and retention.
Act	Revise expectations, improve systems, and expand successful practices.
Annual Deliverables	Staff Retention data, behavior report, family and staff survey data.

People & Professional Excellence

Component	Continuous Improvement Plan
Objective	Recruit, develop, and retain exceptional employees.
Plan	Benchmark compensation, clarify roles, strengthen hiring and onboarding.
Do	Implement leadership development, strategic PD, coaching, evaluation, and career pathways.
Study	Review retention, staff engagement, PD participation, evaluation trends.
Act	Adjust compensation priorities, PD offerings, hiring processes, and workload.
Annual Deliverables	Compensation review, staff retention data and staff surveys.

Finance

Component	Continuous Improvement Plan
Objective	Maintain long-term financial sustainability aligned with strategic priorities.
Plan	Develop multiyear financial model, diversify revenue, align budget to strategy.
Do	Quarterly forecasting, Foundation partnership, grant development, budget monitoring.
Study	Review fund balance, enrollment, cash flow, fundraising, audit results, ROI.
Act	Reallocate resources, update forecasts, revise financial assumptions.
Annual Deliverables	Five-year forecast, strategic budget report, Investment report.

Communication

Component	Continuous Improvement Plan
Objective	Deliver clear, timely, transparent communication that builds trust.
Plan	Establish communication standards, crisis protocols, messaging calendar.
Do	Implement newsletters, staff updates, family communication calendar, storytelling strategy.
Study	Review survey results and engagement analytics.
Act	Revise communication channels and messaging based on stakeholder feedback.
Annual Deliverables	Parent weekly updates, staff weekly update, family and staff surveys.