



Strategic Doing

Accomplishing the Six SVN Board Goals



The End Game

GOAL 1 The 2026 school year will close with 65% of our SVN graduating class at proficient or above in both Math and ELA.

GOAL 2: 100% of SVN students will be actively engaged in their own learning and supported by a community of caring adults.

GOAL 3: The 2028/29 SVN instructional staff will include multiple professional staff for each classroom who meet board approved teaching practice and classroom management standards.

GOAL 4: The SVN 2025-26 Board and Superintendent will each score exemplary on annual performance assessments.

GOAL 5: The Board will assure that SVN's instructional and student support spending increases at least five percent annually through the 2028/29 budget year.

The Board expects...

Evaluation and Development Committee

During the May or June Board meeting the Committee will recommend a schedule for Board adoption that has:

- Each goal
- Interim quarterly or annual milestones
- Major action steps or measures
- Budget implications and resource needs



Education and Development Committee

Selena Smith, Chair; Board Member
TBD, Board Member
Nicole Goodman, Superintendent
Allyson Thurston, Dir of Curr and Inst
TBD, Parent
TBD, Parent

- This is a committee will have increased importance and need to be beefed up
- The work will need to be brought TO them not developed BY them
- The Chair will be a key player in the process and lead presentation to the Board
- A full Committee will be necessary in April/May



The Non-Negotiable Goals

Goal 1: Student Achievement

Goal 2: Student/Community Engagement

Goal 3: Quality/Size of Instructional Staff

Goal 4: Leadership

Goal 5: Resources

The Superintendent's Job – Aligned and Robust Action

By the (May or June) Board meeting, the Superintendent, through the Evaluation and Development Committee, will present fully-formed action plans aligned to the six goals that address at least these levers:

- Talent Retention and Recruitment
- World Class Facilities
- Program Expansion (i.e. Pre-K)
- The SVN Student Experience

It is expected that the Superintendent will engage any professional experts necessary to support the action planning work.



At the end...

If you're asked...

"What would you do with \$100K to improve Math or ELA?"

You will have concrete answers that will inspire the grant...

"We'd expand the evidenced-based tutoring we are doing and focus on our rising sixth graders (class of 2026). We have driven 1.23 years of gains in a very short time and need to expand the support to all students at this level for longer periods."

- This is all in support of SVN Vision and Leadership – it will be organized and staffed accordingly
- Teacher recruiting/retention is an issue to examine in context of other charter schools, the SSKC Cohort, and ecosystem factors beyond our control.
- We will start with a broad look at school readiness, community partnerships, technology/AI



Create the SVN Vision and Detailed Approach for...

Talent
Retention
and
Recruitment

The SVN
Student
Experience

World Class
Facilities

Program
Expansion
(i.e. Pre-K)

Content Areas and Subject Matter Experts...

April Knox
Invictus

- Founder and Lead Executive Coach for Invictus Transformative Leadership Coaching (Invictus TLC), LLC—a consulting firm providing executive leadership coaching to school leaders and executive leaders across sectors as well as strategic supports for building more diverse, equitable and inclusive anti-racist teams and organizations.

Dr. Kia Turner

- Red Apple Education has spent the past several years working with area school districts and their stakeholders to improve school system practices. That work includes mental health support for families, teacher development, and school system audits.

Bruce Hensel

- Education consultant with strong technical background and broad business experience
Specialties: Data analytics, strategic planning, program evaluation and grant writing

Jennifer Felten

- Strategic and Operational Planning and Budgeting
- Non-Profit success and operations excellence

Early
Childhood/Community
Literacy

- Starting Early – Kansas City
- Institute for Child Success – South Carolina

World Class Facilities and
Technology

- Tareq Alani and Sam Landenswitch – CHORUS AI
- Facilities
- Summer programs

Resource Development

- CSPerson and Lewis Consulting (Wash DC)
- Assel Grant Services (Kansas City)



SVN Strategy Options Chart

	Talent Retention and Recruitment	The SVN Student Experience	Program Expansion (i.e.Pre-K)	World Class Facilities
GOAL 1: The 2026 school year will close with 65% of our SVN graduating class at proficient or above in both Math and ELA.				
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GOAL 3: The 2028/29 SVN instructional staff will include multiple professional staff for each classroom who meet board approved teaching practice and classroom management standards				
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GOAL 5: The Board will assure that SVN's instructional and student support spending increases at least five percent annually through the 2028/29 budget year.				

Multiple Options with Realistic Outcome and Financial Models



Tentative Schedule

Week 1

Expectations Meeting with Education and Development Committee

Weeks 2-3

Defining the universe of strategy options for the four levers with Superintendent

Weeks 3 - 7

Preparing models, budgets, and choices for interrelated strategies

Detailing projected progress toward each of the five goals

Week 8

Discussion with Education and Development Committee

Week 10

Education and Development presentation to the Board

Estimated Budget

Planning Coordination

SSKC

Data Analytics

Hensel

Best Practice Research

SSKC

Subject Matter Experts

\$50,000

- Knox
- Turner
- Felten
- Chorus AI
- Resource Development

