



GLOBAL IMPACT
STEM ACADEMY

STRATEGIC PLAN 2018-19



DEAR STAKEHOLDERS:

After five years of successfully **challenging the status quo** in our local and state educational system, the Global Impact STEM Academy set out to redefine our direction as we settle into a sustainable structure.

This plan was based on several principles:

- It builds on the success that GISA has already demonstrated
- It is based on the input of stakeholders including students, families, community, partners and staff
- It is intended to set a **challenging but achievable** agenda to further the mission of the school
- It is **flexible and will evolve** as the work progresses

The Board of Directors is responsible for the oversight and progress of the plan and involved a number of stakeholders through a well-designed and fully implemented process:

1. Steering committee met to develop SWOT analysis
2. Focus groups and interviews gathered input from stakeholders, staff and students
3. Parent and student survey
4. Board work session set **broad focus and strategic priorities**
5. Staff work session refined mission and provided input in strategic focus areas
6. Steering committee further refined **strategic focus areas** to define steps, partners and metrics



We want to thank our key partners:

Battelle, Central State, Clark State, Dayton Development Coalition, Educational Service Center, Farm Bureau, Local Companies, Ohio Department of Education, Ohio FFA Association, Ohio Soybean Council, Ohio State University, Ohio STEM Learning Network, Wilmington, Wittenberg, Wright State and 4-H.

Sincerely,

A handwritten signature in white ink that reads "Josh Jennings".

Joshua Jennings, Director

STRATEGIC OBJECTIVE

1

CONTINUOUS IMPROVEMENT AND INNOVATION

After 5 years serving students, the Global Impact STEM Academy is no longer in start-up mode. The period of start-up taught us to place a premium on innovation, and we want to capture what has made us unique leading up to this point and continue to improve upon it. To that end, we will focus on improving:

- 1.1 **Organizational structure**
- 1.2 **Student engagement**
- 1.3 **Quality standards for curriculum**
- 1.4 **Educational practices**
- 1.5 **Meaningful partnerships**



STRATEGIC OBJECTIVE

2

MEANINGFUL PARTNERSHIPS

Making a global impact is core to our mission, and we would not be able to do that without engaging with those who lead, champion and support us. Strong partnerships with the community, the agriculture industry, K-12 and higher education have brought us to where we are today. We are committed to fostering these relationships and developing new ones – including with our new alumni – through:

- 2.1 **Building relationships and advocacy**
- 2.2 **Engaging the community**
- 2.3 **Developing partnership goals for trade and industry, education and alumni**
- 2.4 **Defining levels of partnership**
- 2.5 **Providing support of a grassroots alumni plan**

STRATEGIC OBJECTIVE

3

SUPPORT STEM ACCESS THROUGH PROFESSIONAL DEVELOPMENT

As Global Impact matures, it will be imperative to adjust offerings and curriculum as changes occur in the ag bioscience workforce. Global Impact will become a pace-setter in professional development, not only for students and faculty, but for industry and STEM education. We will do this through the following:



- 3.1 Establish a professional learning community with goals for pilot program quality and outcomes**
- 3.2 Partner with industry entities to identify gaps and needs**
- 3.3 Develop a marketing plan to support a pilot program**
- 3.4 Augment internal professional development**

STRATEGIC OBJECTIVE

4

EXPLORE THE VALUE AND FEASIBILITY OF K-6

The initial success of the academy allowed what started as a High School in 2013 to include Jr. High students in 2017. Enrollment in both programs has exceeded expectations, and even with a lottery system, there remains a wait list for prospective students. Students and parents have begun to inquire about the possibility of students starting at GISA at the elementary and middle school levels. With that level of interest, the board has asked for further exploration and discussion of this concept. The feasibility activities will include:

- 4.1 Defining the value of K-6 education relative to GISA's mission**
- 4.2 Engaging in conversations with partners and content providers**
- 4.3 Understanding community needs and level of support**
- 4.4 Evaluating operating and capital costs, resources and funding strategies**

SCORECARD

MEASUREMENT

METRIC

OUTCOME

Student Success

- Program completion and graduation rates
- Admission to post-secondary option or related industry placement
- Employer satisfaction with capstone projects
- Impact of student expo project work
- Alumni organization activities and membership surveys

Passionate contributors in agriculture and biotech careers

Effective Infrastructure

- Guidelines for projects
- Financial stability – maintain cost per student
- Useful life of resources and equipment
- Climate survey results from parents, students and staff

Balanced emphasis on fiscal responsibility and sustainable infrastructure

Codified Best Practices

- Teacher collaboration – processes and resources
- Instructional best practices
- Evidence-based outcomes
- Guidelines for student work and projects

Understanding of what works and why along the grade level continuum

Professional Development

- Baseline number of inquiries and visits
- Number of requests and fees generated

Create more access to STEM teaching and learning

Connected Partners - based on data collected

- Number, depth and sustainability of partnerships
- Number and quality of capstone placement

Formalized and long-term partnerships developed with higher education, industry associations and business



The purpose of the scorecard is to provide balanced feedback to our stakeholders about the impact of our strategic plans. Our goal is to track that our students are successfully transitioning to further education or careers. We also need to measure our progress on our strategic goals in a way that allows us to refine our plans on an annual basis.

MISSION

GISA's innovative learning environment and collaborative partnerships empower college/career-ready STEM graduates who, as life-long learners, advance our region's agriculture/bioscience economy.



VISION

To be a national leader in the advancement of STEM instructional strategies making accessible to students, teachers and leaders the tools necessary to meet the learning needs of all families while providing an innovative and globally connected workforce. We are innovative educational leaders empowering students to be passionate agents of global change.



K-6
Exploration

Meaningful
Partner

Best in
Class Culture
and Delivery

Improve
Innovate

Professional
Development