
Strategic Plan

Executive Summary 2016 – 2021

Developed through a collaborative process by:

The Pennsylvania Cyber Charter School Board of Trustees
The Pennsylvania Cyber Charter School Administration
The Pennsylvania Cyber Charter School Staff
The Pennsylvania Cyber Charter School Students and Families

Approved by:

The Pennsylvania Cyber Charter School Planning Committee (August 4, 2016)
The Pennsylvania Cyber Charter School Board of Trustees (August 15, 2016)

Purpose and Scope

In the fall of 2015, The Pennsylvania Cyber Charter School (PA Cyber) took on the comprehensive process of strategic planning, an all-inclusive endeavor that began with collecting extensive information from the Board of Trustees, administration, staff, students, and families.

In order to establish a firm foundation for the long-term success of these initiatives—and by extension, the ongoing success of PA Cyber—our board and administration are committed to assuring that the implementation of this Strategic Plan:

- Is clear in its purpose and decision making
- Takes into consideration the impact (and potential impact) that decisions will have on different stakeholders
- Fosters collaboration among all stakeholders, groups, and partners
- Appropriately communicates and manages expectations
- Maintains PA Cyber’s commitment to continuous quality improvement in a manner that is responsive to changing dynamics, both internally and externally.

Process and Approach

Our strategic plan effort began in the fall of 2015 with a series of facilitated staff focus group sessions. These sessions were marked by the obvious passion of PA Cyber’s employees, their dedication to PA Cyber as an organization, and their sincere care and concern for the students and families we exist to serve. The information and ideas garnered from these sessions determined the direction, tone, and outcomes of our Plan’s goals. Throughout the process, we took prudent measures to ensure the entire school community had a voice, and we remained focused on the needs and conditions of current students while also keeping an eye toward creating a better future for everyone involved in PA Cyber.

Key Outcomes

1. Mission, Vision, and Values

The first key outcome of this process is the development of **new mission and vision statements**. These integrated statements now work to inspire what PA Cyber can and should offer to Pennsylvania students and families at this moment in our history.

Our Vision

Inspire today's learners to be tomorrow's thinkers.

Our Mission

Empower all students and families to become active participants in their own learning and equip them with skills for the future. We achieve this through engaging content, delivered by innovative teaching in a culture of caring.

Additionally, we further defined PA Cyber's **core values**. An organization's core values shape its culture, identify its priorities, and provide the framework and criteria by which decisions are made. As these are the essential principles that guide PA Cyber, they must be known, understood, and shared by all stakeholders.

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Integrity

We act with transparency, honesty, and accountability, and we are dedicated to exemplary work.

Innovation

We encourage new ideas and practices that foster student success.

Service

We are dedicated to ensuring positive family experiences with passion and enthusiasm by being responsive to our families' needs.

Excellence

We challenge our students and ourselves to meet or exceed the highest expectations.

Professionalism

We place value on all stakeholders, evidenced by how we treat others—with dignity, courtesy, professionalism, and, above all, respect. We believe in collaborative work among teachers, staff, and administrators and use the expertise and support of the families we serve.

2. Strategic Goals

The second key outcome of the strategic planning process is the creation of shared goals. The implementation of our Strategic Plan will foster continuous quality improvement at our school through three over-arching strategic goals.

Our Goals

- Nurture a culture of inclusion that fosters autonomy through open dialogue and shared responsibility.
- Create engaging initiatives that prepare students for the future by personalizing educational content and opportunities.
- Forge partnerships that create meaningful experiences that lead to real-world opportunities.

Going Forward

To pursue the goals identified by the strategic planning process in a manner that is specific, measurable, achievable, relevant, and timed, several steps have been taken and additional processes put into place. In addition to undertaking a series of surveys targeting staff, students, and families, internal listening sessions were held with representatives from every department at PA Cyber.

A Strategic Vision Planning Committee was also formed, and tasked with reviewing all input from stakeholders, aggregating and synthesizing data collected throughout the Strategic Planning process, and shaping the outcomes into cogent and concise **action plans**. The Committee was also responsible for prioritizing recommended initiatives, articulating desired outcomes, creating clear timelines, outlining critical and measurable indicators of success, and consulting with the Administration on matters of cost and resource allocation.

The successful implementation of the Strategic Plan is dependent upon sharing it with all stakeholders, and securing strong buy-in and support. This first step is essential for fostering the mutual commitments and expectations that are crucial to success. The Strategic Plan is hosted on a dedicated page of the PA Cyber website that is accessible to all stakeholder and other interested parties. All employees of PA Cyber will be emailed a link to the Strategic Plan with a message asking them to read, understand, and respond to the plan—particularly by identifying how it will affect their role and daily activities. Also, information on the Strategic Plan will be included as a key element in the onboarding and orientation of new employees, while an overview of the plan will be incorporated into PA Cyber’s 2016-2017 Back-to-School In-Service program.



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