

PACS Strategic Plan: Initiatives & Improvement FY25-28

Mission: To support learners in achieving excellence through leadership with next generation innovative educational strategies in science and technology. Progeny Academy is dedicated to provide a safe, supportive learning community founded in high expectations, rigorous academics, and personal accountability that will enable our students to become productive, responsible, global citizens and well prepared scholars for secondary education and beyond.

Strategic Focus Areas	Academic Achievement	High Quality SEL & Science Immersion	High-performing and dedicated team	Family and Community Engagement	Fiscal Responsibility	Efficient Operations
Initiatives	Maximize academic and personal growth and development for every student through strengthening of academic programs, providing continuous support and continuous assessment.	Provide high quality Social Emotional and Science Instruction with the goal of increasing hands on and real-world learning access to 21st Century skills.	Establish shared leadership and collaboration among all teachers and staff for higher levels of empowerment and productivity	Build strong relationships with families and communities to support academic success along with social and emotional wellbeing of all students.	Be fiscally responsible as we grow our enrollment to support school sustainability.	Have structured systems in place for successful daily operations.



Areas for improvement FY 2025-2028	<ul style="list-style-type: none"> ● NWEA Math & Reading Growth: At least 60% of students with valid data will meet their individual expected growth projections at least one time per year (fall to winter or fall to spring). ● MCA Math & Reading: The difference between the percent of students who do not meet the MCA from one testing year to the next testing year will either decrease in the percentage of students not meeting or reflects better than the performance of the state. ● Reading Well by 3rd grade: The percentage of students identified as “high risk” will decrease as measured from fall to spring. 	<ul style="list-style-type: none"> ● At least 70% of students will score at least a 3 on the criteria of demonstrating the ability to work as a member of a team on the 4-point “<i>Rubric of Collaboration</i>”. ● At least 70% of middle school students that complete a grade level project and publicly present their learning will earn at least a 3 on the “<i>Presentation 4-Point Rubric</i>”. ● At least 70% of school students will earn at least a 3 on the criteria of demonstrates a range of communication skills to interact effectively on the 5-Point “<i>Rubric of Relationship Skills</i>”. ● At least 70% of students will achieve an average of 3 or more on the “<i>Scientific Inquiry 4-Point Rubric</i>” or demonstrate an average growth of .8 percentile points on the “<i>Scientific Inquiry 4-Point Rubric</i>”. 	<ul style="list-style-type: none"> ● Staff assignments align with areas of licensure. At least 80% of teachers have a Tier 3 or Tier 4 license ● Staff development is ongoing, aligned with school improvement and strategic plan, and ensures program fidelity. 	<ul style="list-style-type: none"> ● The school's consistent attendance rate is greater than or equal to 90% ● Achieve 90% parent-teacher conference/meeting attendance ● Increase the number of parents and community representatives serving on the school board. ● Improve communication and engagement by parent-teacher conferences/meetings, bi-weekly progress reports, and weekly updates. ● Stakeholders will participate in an annual survey to provide feedback on school programming. 	<ul style="list-style-type: none"> ● The school maintains the fund balance between 10% and 15%. ● The school audit doesn't identify any internal control findings. ● A long-range budget expenditure plan is in place and is updated annually. ● The patterns of expenditures are consistent with the mission, program, and goals of the school. 	<ul style="list-style-type: none"> ● A system of transportation is in place and meets all criteria as described in Minnesota Statute 124E.15. ● Conduct at least semi-annually, a survey of student and parent satisfaction as a means of determining the effectiveness of the transportation system. ● Consistently maintain a website that meets all statutory requirements.
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