Mission

ACE ensures students who are struggling gain the skills and will to succeed in college and beyond.

Vision

Students excel in an equitable educational system that equips them to make transformative choices for their families and our communities.

Motto


Values

We believe every student has the boundless capacity to thrive
All students, regardless of circumstances, have the potential to excel in school and life. In order to help students reach their potential, we collectively maintain rigorous standards for students and staff inside and outside the classroom.

We take responsibility for student success
Every staff member at ACE focuses on empowering our students to navigate their internal and external challenges by providing effective, sustainable academic and personal development and learning opportunities.

We celebrate growth
We Grow Everyone Every Day by fostering a culture of optimism where our whole community takes pride in student and staff progress. We look for growth and transformation and students’ development into young people who demonstrate self-efficacy and college-ready confidence.

We believe strong relationships lead to student success
We believe relationships are the fundamental lever of generational change; staff, families, and our communities are the agents of that change. ACE is committed to an interconnected school community based on genuine respect and compassion where relationships are integral to the success of all.
# Priorities/Goals/Objectives

*Note: Objectives in **bold** are the priorities for 2020-21*

## PRIORITY 1: Effective School Model for Target Student

*Provide a learning environment that equitably supports and prepares all students, especially those facing significant academic and personal challenges, for college and life success*

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<tr>
<th>Goals</th>
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| **Goal A: Voice and Choice**  
*Students will learn and be given ample opportunity to develop resilience, personal agency, and a commitment to their learning and their future.* | 1. 85% complete regular growth goals and reflections that meet quality standard  
2. 85% meet homework completion expectations  
3. Minimum 90% meet attendance expectations, *(i.e. not be chronically absent)*  
4. 100% report strong relationships with ACE staff  
5. 100% participate in co-curricular activities |
| **Goal B: Academic and Personal Growth**  
*Students will make sufficient growth both in terms of their academic skills and knowledge as well as their personal capacity to be successful in school and life.* | 1. 90% of English Learners meet annual growth target toward fluency in English  
2. 90% meet annual Reading growth target  
3. 85% meet growth targets or “green” on CORE Data Collaborative Social-Emotional Learning survey  
4. X%¹ passing all classes (C or better) |
| **Goal C: College Readiness**  
*Students will gain the academic knowledge and skills necessary to succeed in college and beyond.* | 1. 85% qualify to apply to UC/CSU in fall of 12th grade  
2. 50% of all alumni achieve college degree *(30% 4-year, 20% 2-year)* within 6 years of graduation  
3. X% at Y grade level achieving at least Z Grade Point Average  
4. X% meeting grade-level standards on SBAC in English-Language Arts and Math  
5. X% annual reduction in number of students scoring at lowest level *(Level 1)* on SBAC in English-Language Arts and Math |

¹ Due to the COVID-19 pandemic, the establishment of precise numerical targets for certain objectives that pertain to course grades or standardized testing have been put on hold. Once a grading policy appropriate for use during the pandemic is established, and state standardized tests resume, these numerical targets will be defined.
## Priority 2: Strong Systems to Support Organizational Impact

*Provide staff with the information, support and resources necessary for them to ensure students meet academic and personal goals*

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| **Goal A: Effective Communication**  
*Transparency around organization-wide and individual goals and expectations ensures staff have the information necessary to make mission- and data-driven decisions to support student achievement.*  
1. 100% of staff participate in annual evaluation based on clear individual performance targets and evaluation protocols aligned to network- or schoolwide, departmental, and/or individual goals and expectations  
2. 100% of staff have opportunity to provide annual feedback on manager, organization leadership  
3. 85% of staff indicate awareness, understanding of organization mission, progress toward that mission, and relevant annual network- or schoolwide, departmental, and/or individual goals | |
| **Goal B: Protocols to Support Continuous Improvement**  
*The most important school-based and operational practices and protocols are clearly defined, communicated and their impact regularly measured.*  
1. 100% of ACE students are receiving appropriate supports based on academic performance and other individual data  
2. 85% of staff and Board report data is used effectively to support achievement of network- or schoolwide, departmental, and/or individual goals  
3. 85% of students, families report awareness of and satisfaction with supports that they are receiving  
4. 85% of staff report effective, accessible protocols in place to support achievement of network- or schoolwide, departmental, and/or individual goals | |
| **Goal C: High-Impact, Mission-Driven Staff**  
*Staff receive clear direction and sufficient support to both implement best practices with fidelity and respond to data to address identified strengths and growth areas.*  
1. 85% of ACE staff meet annual performance targets and personal growth goals  
2. 85% of ACE staff indicate that training, coaching they receive is sufficient to meet organizational, departmental, and/or individual goals  
3. Maximize the number of staff who have demonstrated skills/traits that research indicates are effective with ACE target student | |
### Priority 3: Ensure Sustainable, Effective Organizational Model to Maximize Success of Target Students

ACE will secure necessary resources and networks for organizational viability and to continue to grow the number of target students whose school meets their specific needs.

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<td><strong>Goal A: Community Commitment, Support</strong>&lt;br&gt;All critical stakeholders commit to and support ACE at a level that enables the organization to meet its mission and impact targets</td>
<td>1. Schools meet minimum enrollment targets (250 for middle schools, 420 for high school)&lt;br&gt;2. 100% of schools secure and maintain 5-year charter renewal term&lt;br&gt;3. 100% of funding, talent and other resources secured for implementation of full school, organizational model</td>
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<td><strong>Goal B: Networks for Continuous Improvement, Increased Impact</strong>&lt;br&gt;ACE joins/leads networks for access to best practices and to maximize number of target students who benefit from ACE concept, model</td>
<td>1. Maximize the number of schools and school systems capitalizing on ACE philosophy and model for serving highest-need students&lt;br&gt;2. Maximize the collaborations with schools and school systems to ensure sharing of best practice, learning opportunities for ACE staff, higher-quality program for students, families</td>
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