

**Coastal Plains Charter High School
Strategic Plan 2019-2023
Academic Area**

**Coastal Plains Education Charter High School
Strategic Plan
2023-2027**

Yellow Highlights: In Progress of completing
Green Highlights: Completed
Red Highlights: Need to address immediately

Strategic Goal Area	Performance Objective	Performance Measures											
Goal 1: Ensure all students are college and career ready	<p>A. Increase the number of students meeting high school graduation requirements and completing Coastal Plains' postsecondary transition plan.</p> <p>State Required EOC courses</p> <ul style="list-style-type: none"> ● <i>9th Literature</i> ● <i>Biology</i> ● <i>Algebra 1</i> ● <i>US History</i> 	<p>1. Georgia End of Course Tests will improve in the following manner:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">EOC Course</td> <td style="width: 50%;">Pass with a passing 2 or higher</td> </tr> <tr> <td>Am.Lit</td> <td>10 % increase of passing 2-4</td> </tr> <tr> <td>Algebra</td> <td>Decrease level 1 students from 43.48% to 35%</td> </tr> <tr> <td>Biology</td> <td>Decrease level 1 students from 45.74% to 35%</td> </tr> <tr> <td>US History</td> <td>Decrease level 1 to 35% not passing</td> </tr> </table> <p>2. Graduation Trends - Increase graduation rates by 2% from the year before</p> <p>3. Increase student attendance each year by 5% from the year before</p> <p>4. Increase course completions rate by 2% each year.</p>		EOC Course	Pass with a passing 2 or higher	Am.Lit	10 % increase of passing 2-4	Algebra	Decrease level 1 students from 43.48% to 35%	Biology	Decrease level 1 students from 45.74% to 35%	US History	Decrease level 1 to 35% not passing
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US History	Decrease level 1 to 35% not passing												
CPCHS Staff - Buffy Williams, Melissa Purcell, Lisa Watkins, Kelly Young and Julie Harrelson													
FY 23	FY 24	FY 25	FY 26										
		FY 27											

**Coastal Plains Charter High School
Strategic Plan 2019-2023
Academic Area**

<ul style="list-style-type: none"> ○ INCREASE ATTENDANCE - Encourage students to attend school during site hours for additional support. ○ Implement the EOC course changes from the summer EOC Revision Retreat (June 2022) ○ Implement Writing changes for ELA courses – determined by Summer EOC revision retreat ○ Gather writing baseline scores from writing teachers on writing prompts ○ Implement the EOC teacher review packets before students take the EOC ○ Format the USA Test Prep to be integrated into the EOC course after each unit ○ Gather USA Test Prep Formative data to begin to monitor student understanding and performance as they progress through the EOC course ○ Implement the EOC attendance policy 	<ul style="list-style-type: none"> ● INCREASE ATTENDANCE - Encourage students to attend school during site hours for additional support. ● Monitor monthly attendance data and set goals for each site for attendance improvements ● Continue to monitor the implementations of the new Georgia Math Standards – Meet monthly with RIC team to discuss Math concerns or course revision needs for summer retreat ● Implement the New Georgia ELA standards. ● Monitor the ELA course for writing revisions to show improvements on writing prompts and the writing baseline data ● Monitor EOC course changes and keep a list of needed changes for summer curriculum retreat ● Monitor EOC teacher review packets and rubric for EOC score improvements ● Continue to gather the USA Test Prep data and monitor student progress. <ul style="list-style-type: none"> ○ After the EOC scores are returned, have our data 	<ul style="list-style-type: none"> ● INCREASE ATTENDANCE - Encourage students to attend school during site hours for additional support. ● Monitor monthly attendance data ● Continue to monitor the implementations of the new Georgia ELA Standards – Meet monthly with RIC team to discuss ELA Concerns or course revision needs for summer retreat ● Continue to monitor Georgia Math changes as it affects our student performances. Adjust courses as needed ● Continue to gather USA Test Prep Formative data and compare the data to EOC scores ● Continue to monitor EOC teacher review packets and rubric for formative data to drive course changes ● Continue to gather USA Test Prep formative data to monitor student 	<ul style="list-style-type: none"> ● INCREASE ATTENDANCE - Encourage students to attend school during site hours for additional support. ● Continue to monitor monthly attendance for a positive attendance increase ● Curriculum team and CO team will review data to determine if Edgenuity is meeting all of our curriculum needs ● If data is indicating a needed change from Edgenuity, a curriculum review will be conducted. ● Complete curriculum review and determine a new curriculum if needed ● Update and monitor any new Georgia Standards that roll out from the DOE ● The Student Services team will contact students following graduation in August to monitor postsecondary activity 	<ul style="list-style-type: none"> ● INCREASE ATTENDANCE - Encourage students to attend school during site hours for additional support. ● Continue to monitor attendance data monthly ● Implement a new curriculum if data indicates a needed change ● The Student Services team will contact students following graduation in August to monitor postsecondary activity
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**Coastal Plains Charter High School
Strategic Plan 2019-2023
Academic Area**

<ul style="list-style-type: none"> ○ Implement the EOC test retake requirements for students not passing the EOC on the first attempt ○ Monitor course completions monthly ○ Implement new Georgia Math standards ○ The Student Services team will contact students following graduation in August to monitor postsecondary activity ○ Each month Mentors will gather student data on work related activities 	<p style="text-align: center;">team review and compare the USA Test prep data with the EOC scores to see if the data gathered is indicating EOC success</p> <ul style="list-style-type: none"> ● Monitor EOC attendance data ● Monitor EOC retake data for score improvements ● Monitor course completions ● Host summer EOC/Curriculum conference to review course needs or changes ● The Student Services team will contact students following graduation in August to monitor postsecondary activity ● Each month Mentors will gather student data on work related activities 	<p style="text-align: center;">progress and understanding for EOC courses</p> <ul style="list-style-type: none"> ● Continue to monitor EOC attendance data ● Continue to monitor EOC retake data for score improvements ● Continue to monitor course completion data ● The Student Services team will contact students following graduation in August to monitor postsecondary activity 		
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Strategic Goal Area		Performance Objective		Performance Measures	
Goal 1: Ensure all students are college and career ready		B. Create more CTAE pathway opportunities for Coastal Plains students		Increase the number of students completing a CTAE pathway by 3% from the previous year	
				ADD DATA OVERTIME	
CPCHS: Buffy Williams, Lisa Watkins, Melissa Purcell, Kelly Young and Julie Harrelson					
FY 23	FY 24	FY 25	FY 26	FY 27	
<ul style="list-style-type: none"> ○ Look at the percentage of students taking CTAE courses and how many are completing pathways. Use the data to set a goal to improve pathway completion ○ Work with local systems about using labs or having students attend during the day to take test that Coastal Plains cannot offer due to the use of labs ○ Survey each site to identify unique pathways that would serve students better in each area. Example: forestry, welding, etc. ○ Continue to grow the WBL program 	<ul style="list-style-type: none"> ○ Using the data from 2023, increase the number of CTAE pathway completers by 3%. ○ Offer two additional pathways each year ○ Continue to monitor and support WBL for each site 	<ul style="list-style-type: none"> ○ Using the data from 2024, increase the number of CTAE pathway completers by 3%. ○ Offer additional pathways each year ○ Continue to monitor and support WBL for each site 	<ul style="list-style-type: none"> ○ Using the data from 2024, increase the number of CTAE pathway completers by 3%. ○ Offer additional pathways each year ○ Continue to monitor and support WBL for each site 	<ul style="list-style-type: none"> ○ Monitor the growth and success of the CTAE program 	

**Coastal Plains Charter High School
Strategic Plan 2019-2023
Academic Area**

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Goal 2: Provide support services that enable students to assess academic and career needs to achieve success.	<ol style="list-style-type: none"> 1. Every student has a paid mentor to identify and address barriers to academic success and make referrals to the appropriate student service staff. 2. Every student has access to federal and state support programs based on academic need (EL, Special Education, Title I, REP, and Gifted) 3. Continuously monitor and customize student support service programs/events for each site (Parental Involvement Meetings, MTSS Programs, college visits, college fairs, partnerships with community groups) 4. Promote a safe and supportive learning environment that increases students' social and emotional capacity by developing resource management skills, developing communication/critical thinking skills, and using interpersonal skills and personal qualities to establish and maintain positive relationships. 			<ol style="list-style-type: none"> 1. 100% of mentor logs will show accurate/timely data on student support services 2. Increase documented parent contacts by 3% each year 3. MTSS Programs will be monitored annually for effectiveness as demonstrated by Increasing Graduation Rate (3% annually) and Increasing EOC scores in all areas assessed (rates established via District Improvement Plans annually) 4. Parental Involvement Trainings and Meeting Documentation will be maintained annually 5. Improved reported teacher capacity to meet the needs of learners 6. Increased reports of students and family's satisfaction with their site. 		
				ADD DATA OVERTIME		
CPOCHS Staff: Kimberly Corley and Carmen Roberts						
FY 23	FY 24	FY 25	FY 26	FY 27		
<ul style="list-style-type: none"> ● Highly effective mentors demonstrating success while working with mentees will have an increased caseload/increased 	<ul style="list-style-type: none"> ● Mentor contact documentation is checked weekly by the Team Coordinator to ensure that effective mentor contacts are being made and documented. 	<ul style="list-style-type: none"> ● Mentor contact documentation is checked weekly by the Team Coordinator to ensure that effective mentor contacts are being made and documented. 	<ul style="list-style-type: none"> ● Mentor contact documentation is checked weekly by the Team Coordinator to ensure that effective mentor contacts are being made and documented. 	<ul style="list-style-type: none"> ● Mentor contact documentation is checked weekly by the Team Coordinator to ensure that effective mentor contacts are being made and documented. 		

**Coastal Plains Charter High School
Strategic Plan 2019-2023
Academic Area**

<p>number of hours allowed to work weekly</p> <ul style="list-style-type: none"> ● Training updates for all Student Services staff by category/job title will be provided. ● The TEAM Coordinator will assist mentors and ensure that weekly meetings/support is taking place between mentors/mentees. ● Mentor contact documentation is checked weekly by the Team Coordinator to ensure that effective mentor contacts are being made and documented. ● Provide job-alike training for student services staff to increase parent contacts and student achievement. ● Teachers, Tutors and/or Interventionists will receive training on MTSS 	<ul style="list-style-type: none"> ● Training updates for all Student Services staff by category/job title will be provided ● Teachers, Tutors and/or Interventionists will receive training on MTSS programs and effectiveness will be monitored annually. ● Social Emotion Learning (SEL) Coordinator will create a Wraparound Services App to be utilized by staff at all sites. ● SEL Coordinator will conduct weekly site visits to various sites to assist Student Services Staff with monthly events and SEL activities. ● Crisis Management Planning will be implemented at all sites. 	<ul style="list-style-type: none"> ● Training updates for all Student Services staff by category/job title will be provided ● Teachers, Tutors and/or Interventionists will receive training on MTSS programs and effectiveness will be monitored annually. ● SEL Coordinator will conduct weekly site visits to various sites to assist Student Services Staff with monthly events and SEL activities. ● Crisis Planning Implementation will continue at all sites. 	<ul style="list-style-type: none"> ● Training updates for all Student Services staff by category/job title will be provided ● Teachers, Tutors and/or Interventionists will receive training on MTSS programs and effectiveness will be monitored annually. ● SEL Coordinator will conduct weekly site visits to various sites to assist Student Services Staff with monthly events and SEL activities. ● SEL Implementation – Parent University will be held to promote parent participation in the SEL program. 	<ul style="list-style-type: none"> ● Training updates for all Student Services staff by category/job title will be provided ● Teachers, Tutors and/or Interventionists will receive training on MTSS programs and effectiveness will be monitored annually. ● SEL Coordinator will conduct weekly site visits to various sites to assist Student Services Staff with monthly events and SEL activities.
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Strategic Plan 2019-2023
Academic Area**

<p>programs and effectiveness will be monitored annually.</p> <ul style="list-style-type: none">● SEL Coordinator will conduct weekly site visits to various sites to assist Student Services Staff with SEL Needs Assessment, SEL implementation, SEL monthly events, and SEL activities.● SEL Implementation – Tools Course, Wellness Meetings, and Counseling Sessions with students will continue at all sites.● SEL Implementation - Social Worker Groups will be conducted at all sites.				
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**Coastal Plains Charter High School
Strategic Plan 2019-2023
Academic Area**

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<p>Goal 3: Provide a safe, healthy and caring environment that is conducive to teaching and learning.</p> <p>CPCHS: Mark Stewart</p>	<ol style="list-style-type: none"> 1. Ensure students regard Coastal Plains’ school environment as a friendly place where stakeholders feel welcome and secure. 2. Ensure that individual sites are compliant with state and local facility, health, and safety requirements. 			<ol style="list-style-type: none"> 1. Data from the students, parents, and staff school climate surveys will demonstrate that Coastal Plains is providing a safe environment that is conducive to student learning. 2. All (100%) employees will complete Compliance Director modules yearly. 3. Each site will annually develop/update its School Safety Plan. 4. Sites will conduct mandated training as required. 	
FY 23	FY 24	FY 25	FY 26	FY 27	
<ul style="list-style-type: none"> ● School Climate survey results will be reviewed annually and results used to create a safe and conducive environment for learning. ● Compliance Director will be completed by all employees ● Site Directors will develop School Safety Plans and review procedures with their staff annually. 	<ul style="list-style-type: none"> ● School Climate survey results will be reviewed annually and results used to create a safe and conducive environment for learning. ● Compliance Director will be completed by all employees ● Site Directors will develop School Safety Plans and review procedures with their staff annually. 	<ul style="list-style-type: none"> ● School Climate survey results will be reviewed annually and results used to create a safe and conducive environment for learning. ● Compliance Director will be completed by all employees ● Site Directors will develop School Safety Plans and review procedures with their staff annually. 	<ul style="list-style-type: none"> ● School Climate survey results will be reviewed annually and results used to create a safe and conducive environment for learning. ● Compliance Director will be completed by all employees ● Site Directors will develop School Safety Plans and review procedures with their staff annually. 	<ul style="list-style-type: none"> ● School Climate survey results will be reviewed annually and results used to create a safe and conducive environment for learning. ● Compliance Director will be completed by all employees ● Site Directors will develop School Safety Plans and review procedures 	

**Coastal Plains Charter High School
Strategic Plan 2019-2023
Academic Area**

<ul style="list-style-type: none"> ● Site Directors will comply with monthly fire and severe weather drills as mandated by Georgia law. ● Complete all mandated safety training and maintain an updated list of staff trained in CPR, AED, and Diabetes Management. 	<ul style="list-style-type: none"> ● Site Directors will comply with monthly fire and severe weather drills as mandated by Georgia law. ● Complete all mandated safety training and maintain an updated list of staff trained in CPR, AED, and Diabetes Management. 	<ul style="list-style-type: none"> ● Site Directors will comply with monthly fire and severe weather drills as mandated by Georgia law. ● Complete all mandated safety training and maintain an updated list of staff trained in CPR, AED, and Diabetes Management. 	<ul style="list-style-type: none"> ● Site Directors will comply with monthly fire and severe weather drills as mandated by Georgia law. ● Complete all mandated safety training and maintain an updated list of staff trained in CPR, AED, and Diabetes Management. 	<p>with their staff annually.</p> <ul style="list-style-type: none"> ● Site Directors will comply with monthly fire and severe weather drills as mandated by Georgia law. ● Complete all mandated safety training and maintain an updated list of staff trained in CPR, AED, and Diabetes Management.
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Goal 4: Effective stewardship of all resources ensures optimal financial performance	<ol style="list-style-type: none"> 1. Ensure that near-term measures are used to calculate the school's ability to cover its short term (less than 1 year) financial obligations. 2. Ensure sustainability measures are used to determine the school's ability to cover long term obligations as well as their ability to effectively control cost. 3. Ensure reporting and compliance timeline and form requirements are met 4. Ensure Generally Accepted Account Principles (GAAP) are followed. 			CPCHS will have a clean audit each year or documentation supporting clarifying any findings in the state audit.	
CPCHS: Rob Mahon and Carmen Roberts					
FY 23	FY 24	FY 25	FY 26	FY 27	
<ul style="list-style-type: none"> ● Continue to establish financial practices, regulations, and internal controls. ● Continue monitoring site-based budgets to manage costs. ● Work with DOE Personnel to establish and develop a sustainable funding formula for the future of CPECHS. ● Research process and tools needed to make the entire purchasing 	<ul style="list-style-type: none"> ● Continue to establish financial practices, regulations, and internal controls. ● Continue monitoring site-based budgets to manage costs. ● Implement and monitor new funding formula. ● Implement and monitor paperless purchasing system. 	<ul style="list-style-type: none"> ● Continue to establish financial practices, regulations, and internal controls. ● Continue monitoring site-based budgets to manage costs. ● Implement and monitor new funding formula. ● Implement and monitor paperless purchasing system. 	<ul style="list-style-type: none"> ● Continue to establish financial practices, regulations, and internal controls. ● Continue monitoring site-based budgets to manage costs. ● Implement and monitor new funding formula. ● Implement and monitor paperless purchasing system. 	<ul style="list-style-type: none"> ● Continue to establish financial practices, regulations, and internal controls. ● Continue monitoring site-based budgets to manage costs. ● Implement and monitor new funding formula. ● Implement and monitor paperless purchasing system. 	

Coastal Plains Charter High School
Strategic Plan 2019-2023
Academic Area

process paperless beginning in FY24				
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**Coastal Plains Charter High School
Strategic Plan 2019-2023
Academic Area**

Strategic Goal Area		Performance Objective			Performance Measures	
<p>Goal 5: Maintain highly qualified leadership, governance board, faculty and support staff who foster a professional and supportive teaching and learning environment</p>		<ol style="list-style-type: none"> 1. Ensure criminal background checks are completed in a timely manner; professional staff and other employee qualifications are met; and employee rights are respected. 2. Adjust personnel by recruiting new teachers and staff to respond to enrollment demands and academic needs on a site-by-site basis. 3. Provide professional development, coaching, focus groups, peer observations, learning communities, or other support strategies to improve student achievement. 4. Develop an Aspiring Leader professional development program 5. Governances Board State required training 			<ol style="list-style-type: none"> 1. 100% of the Coastal Plains staff will complete a criminal background check 2. 100% of the Coastal Plains staff will meet professional qualifications for working with students 3. 100% of Coastal Plains New Hires will complete the induction process 4. 100% of the Coastal Plains staff will be evaluated annually using the modified TKES/LKES evaluation system 5. All performance evaluations will reflect effective blended learning environments which will increase the graduation rate by 2%. 6. All employees will develop Professional Learning Goals as part of their annual evaluation. 7. All employees will participate in Professional Learning 8. 100% of the Governance Board will be trained annually. 	
FY 23	FY 24	FY 25	FY 26	FY 27		
<ul style="list-style-type: none"> ● Expand mobile fingerprinting to one location per Region ● Provide flexible staffing coverage 	<ul style="list-style-type: none"> ● Expand mobile fingerprinting to one location per Region ● Monitor flexible staffing coverage that 	<ul style="list-style-type: none"> ● Ensure flexible staffing coverage responding to individual site needs 	<ul style="list-style-type: none"> ● Ensure flexible staffing coverage responding to individual site needs 	<ul style="list-style-type: none"> ● Ensure flexible staffing coverage responding to individual site needs 		

**Coastal Plains Charter High School
Strategic Plan 2019-2023
Academic Area**

<p>responding to individual site needs</p> <ul style="list-style-type: none"> ● Emphasize WBL and Career Specialist positions at all sites ● Formalize Site Director training on hiring and dismissal processes ● Consistently review site rosters and enrollment to address staffing needs ● Provide flexible academic opportunities for all students ● Formalize Induction process for New Hires ● PL Sessions will be provided to address curriculum needs ● PL sessions will be provided to address technology needs ● PL activities will be determined by each site and informed by student data 	<p>responds to individual site needs</p> <ul style="list-style-type: none"> ● Monitor staffing of WBL and Career Specialist positions at all sites ● Formalize Site Director training on hiring and dismissal processes ● Consistently review site rosters and enrollment to address staffing needs ● Provide flexible academic opportunities for all students ● Evaluate Induction processes for New Hires ● Structure PL Session to address technology needs ● Ensure that PL activities will be informed by student data at each site 	<ul style="list-style-type: none"> ● Monitor Wrap Around Services positions at all sites ● Formalize Site Director training on hiring and dismissal processes ● Review site rosters and enrollment to address staffing needs ● Provide flexible academic opportunities for all students ● Evaluate Induction processes for New Hires ● Evaluate PL Sessions to address teacher and student curriculum needs ● Evaluate PL session to address teacher and student technology needs ● Structured PL activities will be determined by each site and informed by student data 	<ul style="list-style-type: none"> ● Evaluate Wrap Around Services positions at all sites ● Formalize Site Director training on hiring and dismissal processes ● Review site rosters and enrollment to address staffing needs ● Provide flexible academic opportunities for all students ● Evaluate Induction processes for New Hires ● Evaluate PL Sessions to address teacher and student curriculum needs ● Evaluate PL session to address teacher and student technology needs ● Structured PL activities will be determined by each site and informed by student data 	<ul style="list-style-type: none"> ● Evaluate Wrap Around Services positions at all sites ● Formalize Site Director training on hiring and dismissal processes ● Review site rosters and enrollment to address staffing needs ● Provide flexible academic opportunities for all students ● Evaluate Induction processes for New Hires ● Evaluate PL Sessions to address teacher and student curriculum needs ● Evaluate PL session to address teacher and student technology needs ● Structured PL activities will be determined by each site and informed by student data
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**Coastal Plains Charter High School
Strategic Plan 2019-2023
Academic Area**

<ul style="list-style-type: none">● Governance Board required annual training	<ul style="list-style-type: none">● Develop Aspiring Leaders (Succession) Plan● Governance Board required annual training	<ul style="list-style-type: none">● Implement Aspiring Leaders (Succession) Plan● Governance Board required annual training	<ul style="list-style-type: none">● Evaluate Aspiring Leaders (Succession) Plan● Governance Board required annual training	<ul style="list-style-type: none">● Evaluate Aspiring Leaders (Succession) Plan● Governance Board required annual training
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**Coastal Plains Charter High School
Strategic Plan 2019-2023
Academic Area**

Strategic Goal Area	Performance Objective		Performance Measures	
<p>Goal 6: Provide effective outreach to promote statewide awareness and utilization of Coastal Plains Charter High School.</p>	<ol style="list-style-type: none"> 1. To develop a comprehensive marketing and branding plan (Social Media, video, website development, traditional media, visiting community groups). 2. To develop expansion and replication plans 		<ol style="list-style-type: none"> 1. The opening of additional sites and increased student enrollment in the current sites. (When the Georgia Department of Education allows for expansion) 2. Meet with representatives from school districts in other regions of the state who express an interest in replication. 3. Each year at our annual retreat, CPCHS will review the mission and vision to emphasize our focus to all staff. Every 3 years the Mission and Vision may be revised. 4. Increase our media presence by 2% each year 	
CPCHS: Ricky Rentz and Lila Joiner				
FY 23	FY 24	FY 25	FY 26	FY 27
<ul style="list-style-type: none"> ○ Continue to support a new charter satellite site – McIntosh ○ Renew CPECHS charter with the GDOE ○ Individual site activity will be maintained on individual websites with calendar items, videos, pictures, and other pertinent material 	<ul style="list-style-type: none"> ● Open the following sites: Coastal Plains: Tift County, Ware County, and Laurens County Open sites in Southwest Ga: Thomasville City, Taylor County, and Seminole County ● Invite community to new site openings 	<ul style="list-style-type: none"> ● Open Muscogee in Southwest area ● Replicate Southwest area for Coastal Plains ● Open any new sites in Coastal Plains area ● Invite community to new site openings ● Increase awareness of Coastal Plains Story – increase views by 2% (measure through youtube) 	<ul style="list-style-type: none"> ● Revisit mission and vision statements ● Open any new sites in Coastal Plains area ● Invite community to new site openings ● Increase awareness of Coastal Plains Story – increase views by 2% (measure through youtube) ● Increase media presence by 2% each year 	<ul style="list-style-type: none"> ● Open any new sites in Coastal Plains ● Invite community to new site openings ● Increase awareness of Coastal Plains Story – increase views by 2% (measure through youtube) ● Increase media presence by 2% each year ● Continue to share Coastal Plains impact/messages

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Academic Area**

<p>a. Individual sites will have a facebook account with pictures and student shout outs</p> <ul style="list-style-type: none"> ● Posters and signs of the Vision and Mission Statements will be placed at each site ● Set up mailing list with system superintendents, local community members, and legislators to share Coastal Plains information ● Increase media presence by 2% each year ● Increase awareness of Coastal Plains Story – increase views by 2% (measure through youtube) ● Invite the community to Site Events 	<ul style="list-style-type: none"> ● Increase awareness of Coastal Plains Story – increase views by 2% (measure through youtube) ● Increase media presence by 2% each year ● Continue to share Coastal Plains impact/messages with superintendents, local community members, and legislators ● Invite the community to Site Events 	<ul style="list-style-type: none"> ● Increase media presence by 2% each year ● Continue to share Coastal Plains impact/messages with superintendents, local community members, and legislators ● Invite the community to Site Events 	<ul style="list-style-type: none"> ● Continue to share Coastal Plains impact/messages with superintendents, local community members, and legislators ● Invite the community to Site Events 	<p>with superintendents, local community members, and legislators</p> <ul style="list-style-type: none"> ● Invite the community to Site Events
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**Coastal Plains Charter High School
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