

ACERA STRATEGIC PLAN 2030:

# Building to Last

March 2024



# The Process

In September 2024, Acera launched a school community-wide strategic planning process that included:

11

Community Meetings with  
parents, alumni families  
and staff

67

in-person and zoom  
meeting participants

8

classrooms

107

student  
participants

53

pages of input  
from meetings

In January-March 2024, a subgroup of board members and staff met multiple times to review all input from the community. An initial draft of the plan was created and shared with the board and staff.

This plan will now be shared with the community and sent to working groups made up of staff and school community members to move us forward on this plan.

## OUR MISSION

Acera enables gifted learners to become their best selves, to learn based upon ability and interests. We safeguard the spirit and innate curiosity of each child, in order to develop the next generation of innovators, scientists and leaders for our world. Our school is a microcosm of what is possible for all schools and a hub of innovation, catalyzing change in education beyond our walls.

Acera will be a leading school for *gifted learners* in grades K-9, where students engage in experiences of joy and discovery attuned to their capacities, needs, and passions.

- Attract, nurture and support a diverse body of students who are best served by our school programs and curriculum
- Cultivate an equitable and inclusive community; one where students feel a sense of belonging
- Build and develop a thriving campus designed for flexibility in the interest of broad and deeply-developed programs
- Ensure that academic and social-emotional programs provide ways for students both to be challenged and to excel and build resilience through group, differentiated and personalized instruction



Acera will ensure the strength of our *community* through building healthy relationships and effective communication lines, providing a welcoming environment for all throughout our campus.



**Foster and support a flourishing and resilient community**

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**Engage parents fully and explicitly in the community and mission of the school**

**Establish and formalize partnerships for Acera nationally and internationally**

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**Further build relationships with and connections among Acera alumni; ensure they are part of the Acera community**





Our *teachers* serve our students, the heart of the school; they are recruited, retained, and nurtured for their expertise, growth mindset, and living our values: openness, community, curiosity, innovation, integrity and leadership.

- Make Acera the place to teach and grow
- Attract, nurture, support and retain a diverse faculty and staff
- Ensure the right people are in the right roles, building a community of adults that live and promote our mission
- Cultivate a learning community with clear systems and expectations
- Map the curriculum paths and trajectories that guide our teaching and learning, while maintaining space for teacher creativity and judgment
- Explore creating a teacher training center that brings Acera to the education world and the world to Acera

## *Enrichment programs\** offer the Acera experience to the wider community.

- Provide offerings that extend and broaden the Acera experience for families, both those currently enrolled and from the wider community
- Expand current STEAM offerings
- Develop existing programs in theatre, music, and physical education.
- Provide optional advanced academic programs for Acera students
- Ensure a broad range of strong science offerings
- Explore formalizing further connections [programmatic and financial] between Enrichment programs and Acera EI

\*Enrichment Programs at Acera include: after school, summer and other camps



*AceraEI* inspires change in public education through a self-sustaining outreach program, fostering joyful, inquiry- and project-based learning using approaches piloted in our core program.

**Develop opportunities to expand our reach and impact**

**Seek ways to integrate this flagship program more into the day-to-day life of Acera**

**Further professional development, recruitment and retention of Acera teaching faculty**

**Maintain fiscal independence while continuing close integration with Acera**



*The Board of Directors*, with the Head of School, will ensure the School builds on its strong foundation, stays aligned with its mission and values, and moves into its next stage to create a community which is built to last.

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Enhance and sustain a strong and representative governance structure, paying attention to expertise, philanthropy and community

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Ensure succession planning at the board and leadership levels

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Lead ongoing review and revision of policies that govern the school and ensure an effective and sustainable organizational structure; including a focus on risk management, human resource policies and equitable compensation structures

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Consider relevant accreditation options

