



Legends Charter School Strategic Plan Outline

Executive Summary

Overview of the school's mission, vision, core values, and Philosophy.

Legends Charter School Mission

In partnership with students, parents, and the Prince George's County community, Legends Charter School will provide an advanced liberal arts college preparatory education, incorporating financial education and supplemented with Blended Learning to personalize the scholars' learning experience and establish robust financial portfolios.

Legends Charter School Vision

Legends Charter School will help close both the achievement and generational wealth gaps, with every scholar achieving their maximum academic potential while developing financial literacy through an engaging, inspiring, and challenging learning environment. Legends Scholars will be poised to succeed globally as 21st-century citizens.

Legends Charter School Core Values

Collaboration, Respect, Excellence, Love, Diversity, Innovation.

Legends Charter School Philosophy

In line with PGPCS Core Values, Legends Charter Schools hold students to the highest possible academic standards, ask them to take responsibility for their work, and do so with the guidance of highly qualified and highly motivated teachers to help students in every way possible. We understand that the time a student has to prepare for college is exceedingly short; our goal is to make the most of that time by providing the best, most focused college-preparatory education possible.

At Legends Charter School, our vision is to elevate and enrich our robust academic environment, where scholars engage in a challenging yet nurturing journey toward excellence. Building upon our strong foundation, we aim to enhance further our distinctive blend of rigorous curriculum, critical thinking, and personalized support, empowering each scholar to excel in high school, college, and life.

Introduction

Founded on academic excellence and community engagement principles, Legends Charter School was approved on June 4, 2019, and opened its doors in August 2020 to a vibrant community of learners. Starting with a state-of-the-art, 84,000-square-foot facility, the school initially welcomed 600 scholars from grades K-5. Embodying a vision of gradual and sustainable growth, Legends has added a new grade level each year, expanding its reach to 8th grade with a family of 900 scholars. This steady growth reflects the school's commitment to providing quality



education and addressing the growing demand for a rigorous, college-preparatory learning environment.

Legends Charter School has emerged resilient and strong despite the common challenges faced by start-up schools that were exacerbated by navigating the complexities of the COVID-19 pandemic and the nationwide teacher and substitute shortage in 2020. The school's journey has notable achievements, including being honored as the Charter School of the Year by the Maryland Alliance of Public Charter Schools in 2022. Demonstrating academic prowess, Legends has consistently outperformed the Prince George's County Public Schools (PGCPS) in Math and Reading while meeting its enrollment targets for all five years of operation. This success story is a testament to the unwavering dedication of our professional team and the active involvement of our parent community, who, together, have been the cornerstone of our endurance and growth.

Strategic Initiatives

Academics

Vision:

At Legends Charter School, our vision is to elevate and enrich our robust academic environment, where scholars engage in a challenging yet nurturing journey toward excellence. Building upon our strong foundation, we aim to enhance further our distinctive blend of rigorous curriculum, critical thinking, and personalized support, empowering each scholar to excel in high school, college, and life.

Objectives:

Deepening Personalized Education:

- Strengthen individualized learning approaches to cater more precisely to each scholar's strengths and needs.
- Utilize advanced assessment tools to refine and adapt learning plans, ensuring continuous alignment with student potential and progress.

Elevating Curriculum and Instructional Strategies:

- Augment the existing spiral curriculum, drawing from Advanced Placement standards, to further challenge and prepare scholars for higher education.
- Enhance the two-adult model in early education and expand integrated block courses, fostering a more immersive and supportive learning environment.
- Improve teacher development and pedagogical strategies to improve classroom instruction.
- We are Departmentalizing and leveraging homogeneous grouping to accelerate the impact of instructional strategies.



Broadening Skills and Enrichment Opportunities:

- Expand the existing support program to include more diverse mentorship and skill-building opportunities, focusing on organization, study techniques, and self-advocacy.
- Increase the variety and depth of art, enrichment, and extracurricular offerings, encouraging holistic development and cultural literacy.

These objectives ground Legends in maintaining and elevating the quality and effectiveness of the academic program at Legends Charter School, ensuring that the school continues to distinguish itself through its commitment to excellence and innovation in education.

Organizational Development

Vision:

At Legends Charter School, our vision for organizational development is to foster a dynamic, efficient, and innovative operational framework that aligns with the standards of Prince George's County Public Schools and distinctly reflects our unique school design and ethos. We aim to create an environment where administrative excellence, open communication, and collaborative practices are the pillars that support and drive our educational mission.

Objectives:

Strengthening Administrative and Operational Efficiencies:

Objective: To streamline administrative processes and enhance operational productivity, ensuring a seamless educational experience.

Action Plans:

- Maximize the use of management and accountability systems in place.
- Conduct regular operational audits to identify areas for improvement and implement best practices for efficiency.
- Develop a comprehensive staff training program focused on operational excellence and time management.

Enhancing Communication and Collaboration Among Stakeholders:

Objective: To cultivate a culture of open communication and strong collaboration among all school stakeholders, including staff, parents, and the community.

Action Plans:

- Enhance regular forums and meetings for stakeholders to discuss school developments, share feedback, and collaborate on school initiatives.
- Utilize digital platforms like school websites, social media, and newsletters to keep stakeholders informed and engaged.
- Foster a community liaison program to bridge the school with local organizations, businesses, and educational institutions for mutual support and partnership.

Optimizing Integration with PGCPs Practices While Preserving Our Unique Educational Approach



Objective: To ensure that our organizational operations align with PGCPs standards and administrative procedures while maintaining the uniqueness of Legends Charter School.

Action Plans:

- Regularly review and adapt our operational strategies to comply with district guidelines and policies.
- Foster a culture of innovation that encourages staff to develop and implement ideas that align with our school's key design elements.
- Conduct workshops and training sessions focusing on understanding and integrating the best of both Legends Charter School's approach and district standards into our daily operations.

By focusing on these objectives and action plans, Legends Charter School will enhance its operational capabilities and ensure that its unique identity and educational approach are reflected in every aspect of its organizational structure.

Talent

Vision:

Build and Sustain an Exceptional Team of Committed and High-Achieving Educators and Staff
At Legends Charter School, we aim to attract, develop, and retain the best educators in our thriving educational community. Embracing current trends in education to attract, nurture, and sustain a diverse and talented faculty. Our commitment is to empower educators with growth opportunities, innovative teaching environments, and a supportive community, ensuring their professional success aligns with our students' academic achievements.

Objectives:

Innovative Teacher Recruitment:

Objective: To attract highly skilled and diverse educators by leveraging current recruitment trends and platforms.

Action Plans:

- Utilize digital platforms and social media for targeted teacher recruitment campaigns.
- Collaborate with teacher training institutions for early identification and recruitment of promising talent.
- Highlight Legends Charter School's unique educational approach and values in recruitment materials to attract educators aligned with our mission.

Comprehensive Professional Development:

Objective: To provide ongoing, dynamic professional development opportunities for educators to enhance their teaching skills and stay abreast of educational innovations.

Action Plans:

- Develop a structured professional development program that includes workshops, seminars, and peer mentoring.



- Offer specialized training in technology integration, inclusive education, and advanced pedagogical techniques.
- Encourage and support educators in pursuing further education and certifications relevant to their teaching fields.

Enhanced Teacher Retention and Support:

Objective: To create a supportive and rewarding work environment that encourages teacher retention and job satisfaction.

Action Plans:

- Implement a comprehensive teacher support system, including mentorship programs, peer networks, and wellness initiatives.
- Regularly assess teacher satisfaction and workload, making adjustments to ensure a healthy work-life balance.
- Recognize and reward teaching excellence through awards, incentives, and public acknowledgments.

Enhancing Performance-Driven Collaboration Among Educators to Elevate Scholar Outcomes:

Objective: To foster a strong sense of community and collaboration among educators, enhancing the overall teaching and learning environment.

Action Plans:

- Facilitate regular collaborative meetings and team-building activities to strengthen educator relationships and teamwork.
- Encourage cross-grade and cross-disciplinary collaboration projects to promote shared learning and teaching innovations.
- Create platforms for teachers to share best practices, teaching experiences, and educational research.

Through these objectives and action plans, Legends Charter School is committed to building and sustaining a talented team of educators to deliver exceptional education and elevate their craft.

Advancing the School's 9 Accountability Goals

Vision:

At Legends Charter School, we aim to align and surpass our nine accountability goals with our distinct school model, setting a clear and ambitious path to excellence. These goals, encompassing four academic and five organizational and non-academic objectives, serve as our unwavering guidepost. Our commitment is to rigorously assess and achieve these goals through absolute, comparative, and growth measures, ensuring a robust framework for accountability and continuous improvement. The fulfillment of these goals is integral to our success, as they are the benchmarks against which the Board of Directors evaluates the performance of our leadership team, including the CEO and Principal, in driving our school toward its highest potential.

Objectives:



Strategic Implementation of Accountability Goals:

- Systematically integrate the four academic, five organizational, and non-academic goals into daily school operations and teaching practices.
- Ensure all staff and educators have Ongoing Work-based support to meet these goals.

Regular Monitoring and Data Analysis:

- Implement a robust system for continuous monitoring and data collection on key performance indicators related to each accountability goal.
- Utilize data analysis tools to assess progress and identify areas needing improvement or adjustment.

Iterative Review and Adaptation Processes:

- Conduct periodic progress reviews against goals involving the leadership team, educators, and the Board of Directors.
- Adapt strategies and action plans based on review outcomes, ensuring responsiveness to evolving educational needs and challenges.

Transparent Reporting and Communication:

- Regularly communicate progress on accountability goals to the school community and the Board of Directors.
- Maintain transparency in reporting successes and challenges, fostering a culture of trust and collective responsibility.

By focusing on these objectives, Legends Charter School aims to meet and exceed its accountability goals, ensuring a consistent and rigorous approach to school performance and continuous improvement.

Conclusion

As we reflect on the strategic plan for Legends Charter School, it becomes evident that we are embarking on a transformative journey toward educational distinction. Central to this journey are two ambitious goals: closing the academic achievement gap within our student community and elevating the expectations for our scholars, faculty, and staff.

The commitment to close the academic achievement gap transcends a mere goal; it is our duty to the future of our scholars. Recognizing each student's unique needs and potential, we are dedicated to delivering an education that is rigorous, inclusive, and deeply personalized. Our strategic initiatives across academics, organizational development, and talent management are tailored to ensure that every scholar at Legends Charter School receives the necessary resources and support to realize their highest potential.

Elevating expectations is about creating a culture where excellence is the norm and growth is continuous. For our scholars, this means fostering an environment where they are consistently



Legends Charter School
9700 Philadelphia Court
Lanham, MD 20706
240-455-5900
www.legendsschools.org

challenged to exceed their perceived limits. For our faculty and staff, it involves continuous professional development, encouragement towards innovation, and recognition of their invaluable role in our school's journey toward excellence. This heightened standard of excellence is our new measure of success.

Moving forward with this strategic plan, we embrace the challenges with optimism and resolve. The path may be demanding, but we are poised to achieve our goals with a clear vision, a dedicated team, and community support. Together, we will continue to enrich the legacy of Legends Charter School, making a profound impact on our scholars' lives and preparing them for success in college, their careers, and beyond.