

2019-2024 STRATEGIC PLAN



Odyssey Charter Schools



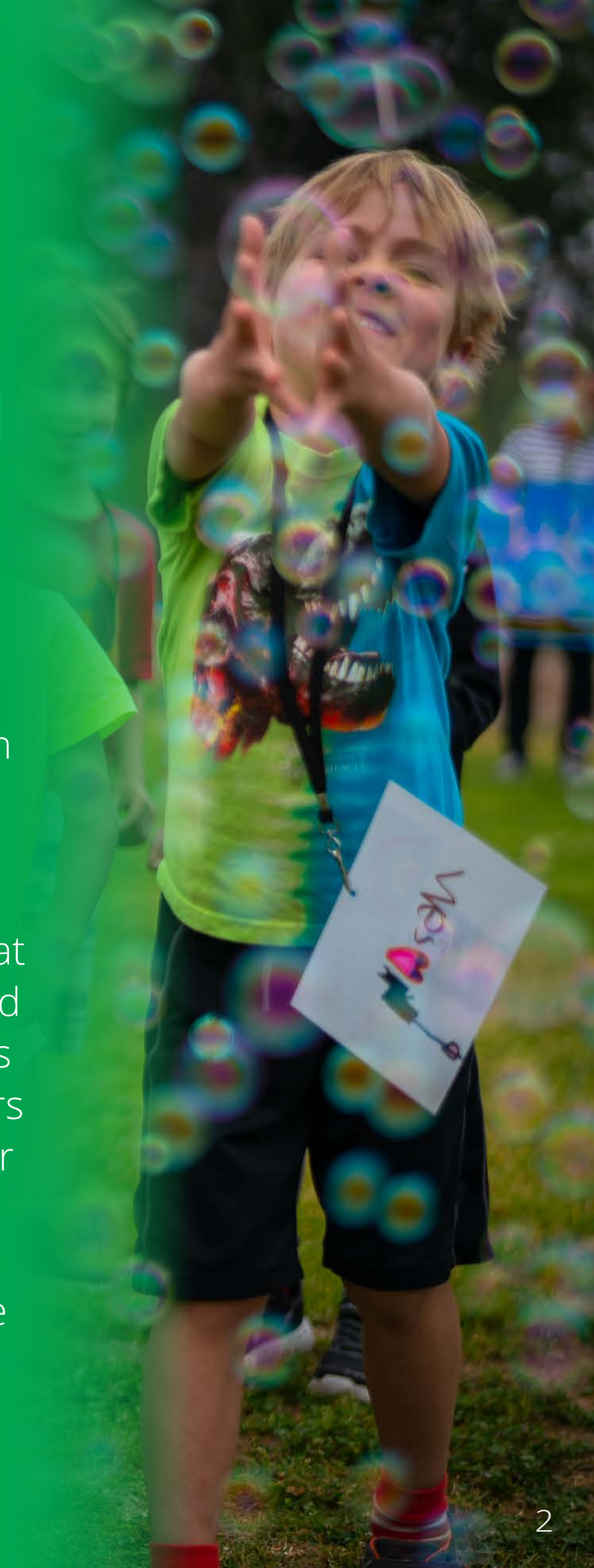
OUR VISION

Odyssey Charter Schools is a nurturing environment where self-directed students develop academic skills and real life knowledge, through exploration, investigation, reflection, and collaboration with other students, teachers, parents and the wider community: a classroom without walls.

OUR MISSION

Odyssey Charter Schools develop active learners who discover their interests and broaden their knowledge in an engaging environment of academic excellence.

Through a workshop model that emphasizes student choice and emotional well-being, students collaborate with peers, teachers and community members. Our thoughtfully designed curriculum promotes social responsibility that impacts the larger community.





OUR STORY

BUILDING COMMUNITY THROUGH EDUCATION

Odyssey Charter School opened its doors in September 1999 with 240 students in grades Kindergarten through 8th grades, in a church facility located across the street from Pasadena City College. The opening of Odyssey came as a result of the vision of its founder, Kathleen O'Sullivan. Her tireless effort throughout the chartering process and navigating the endless challenges we faced, paired with the dedication of teachers and support of community members, Odyssey became the first charter school in the State of California to be approved by the Los Angeles County Board of Education (LACOE). Odyssey has been able to build community through education for the past 20 years, recently renewing our charter for another 5 year term through June 2024.

Odyssey grew the organization to become Odyssey Charter Schools, and added a second school, OCS-South, approved by the Pasadena Unified School District (PUSD) on November 16, 2017. OCS-South opened its doors in August 2018, serving 165 Transitional Kindergarten to third grade students. OCS-South is implementing a growth strategy that will become a fully enrolled Transitional Kindergarten to 8th grade school.

Among many of Odyssey Charter Schools teaching principles, looping and a workshop format are key. Looping is the practice of having the same teacher through several grade levels. This creates consistency in the development of learners and strengthens teacher and student relationships, to create a richer learning experience. The workshop format allows teachers to be both mentors and models in the learning environment. In this format students practice, develop, and explore at their own learning level, using their personal experience to scaffold and integrate knowledge. These two approaches further the goal of creating a sense of community and independent, interactive learners within each classroom.

Odyssey's success is a result of a steadfast effort by educators, parents and community members to construct an academic experience based on the values of Academic Excellence, Social Emotional Well-being and Social Responsibility. Leading to a learning environment where student choice and diverse learning styles are honored, celebrated, and cultivated in the classroom.



Odyssey Charter Schools



OUR CORE BELIEFS

Community. We believe that education requires the collaboration of parents, students, educators, administrators, advocates, organizations and the public. To come together and welcome each other into a community of learning and into the aspiration of improving the educational experience for more students.

Inclusivity. We believe that a better future for our children and our society requires the interconnection of many points of view, beliefs, languages, ethnicities, cultures, backgrounds and experiences. It enriches the experience of learning, problem-solving and development.

Academic Excellence. We believe that the pathway to academic excellence is not singular. We create an environment where different learning approaches and self-advocacy drive the educational experience.

Diverse by Design. We believe that individuals thrive where students, teachers, staff and administrators are able to experience respect, acceptance and space for their strengths, differences and opportunities. That an open, inclusive environment benefits the entire community.



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STRATEGIC PLAN PROCESS OVERVIEW

This plan was developed over the course of the 2018-2019 school year by our strategic plan committee which was led by our consultants from Executive Service Corps of Southern California and included members of our Governing Board, administration and faculty. In order to include input from all stakeholders, surveys and interviews were conducted with parents, teachers, and middle school students. This data gathered from this collective input enabled us to create clear plans to support the broader goals of the organization by:

- Refining our mission
- Establishing core values
- Identify 5 areas of development
- Create implementation timeline
- Resources to accomplish our goals



A photograph of four young children sitting at a table in a classroom, engaged in a math activity. They are using colorful base ten blocks (ones and tens rods) on a worksheet labeled '10's Mat'. The children are dressed in casual clothing; one boy is wearing a superhero mask. The background shows typical classroom supplies like a storage bin and alphabet cards.

OUR STRATEGIC PLANNING AREAS

1. Board Development
2. Faculty and Staff
3. Administration and Policy
4. Programs and Curriculum
5. Communication



BOARD DEVELOPMENT

- Establish governance best practices and policies that identify roles, responsibilities, and overall structure.
- Initiate a process for board recruitment.
- Identify fundraising needs not covered in the budget.

FACULTY AND STAFF

- Ensure strategies that recruit and retain high quality faculty and staff.
- Implement programs to nurture and retain the faculty and staff.
- Participate in professional development and training aligned with school mission/charter.
- Ensure academic consistency, continuity, and communication between grade levels.
- Analyze the use of Teaching Assistants in classrooms and implement recommendations for improved effectiveness.





ADMINISTRATION AND POLICY

- Develop and implement a program for early intervention.
- Implement consistent policies for student disciplinary actions aligned with the school's mission.
- Utilize data to inform decisions about the future of OCS.
- Establish policies and procedures for ongoing faculty evaluation and feedback.
- Define human resources needs and develop a strategy to outsource this function.
- Create a succession plan for Executive Director and/or Administrative Team.
- Secure and update current facilities for each school.
- Plan for future acquisitions and costs for school facilities.

PROGRAMS AND CURRICULUM

- Provide ongoing evaluation of the curriculum and seek strategies to strengthen it.
- Address the achievement/opportunity gap.
- Prepare students for the transition to high school.





COMMUNICATION

- Implement improvements to the schools' technology.
- Expand marketing efforts to promote the school.
- Improve communication with parents and the community.
- Communicate administrative processes clearly and regularly.



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Thanks for your support!

ODYSSEY CHARTER SCHOOL

725 W. Altadena Drive
Altadena, CA 91001
Phone: (626) 229-0993
Fax: (626) 345-0704

OCS – SOUTH

524 Palisade Street
Pasadena, CA 91103
Phone: (626) 209-5635
Fax: (626) 345-0704

Connect with us!

ODYSSEYCHARTERSCHOOL.ORG