

Thrive Academy

Baton Rouge, Louisiana



STRATEGIC PLAN
2023 - 2028

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Strategic Plan FY23 – FY28

Vision

We create a space that eliminates the obstacles so students can achieve what the world thought was impossible.

Mission

Thrive Academy’s mission is to revolutionize education by giving students a chance to overcome their obstacles and become the best version of themselves. By blending school and home we create a continuum of learning that allows graduates to become multifaceted citizens who thrive in all aspects of life. We measure our success not by the number of students who walk across the stage on graduation day, but by how prepared they are to be successful the day after.

Goals

Program 1: Academic and Residential Program

- I. Thrive Academy will provide support to address curricular and enrichment needs of students throughout the state. (R.S. 17:1971)
- II. Thrive Academy will provide a challenging and nurturing experience, including opportunities for intellectual and personal growth, in an environment that promotes safety and wellness. (R.S. 17:1971)¹
- III. To recruit, admit, and enroll qualified students throughout the state. (R.S. 17:1971)
- IV. To create and maintain a campus and community that properly supports the school’s mission through appropriate personnel, infrastructure, and funding. (R.S. 17:1971)

Human Resource Policies that are Helpful and Beneficial to Women and Families

Thrive Academy provides a free and appropriate education to at-risk students thus offering educational services to families. In addition, all Thrive Academy HR policies and procedures adhere to federal and state guidelines pertaining to the appropriate treatment of women and families.

¹ Links to the State Outcome Goal for Youth Education, specifically the goal to be “relentless in our effort to increase student achievement and to prepare all students to reach their full potential.”

Program Activity: Academic and Residential Program

Objective 1: Thrive Academy will annually increase the number of students completing the application process by 2%.

Strategy 1.1: Thrive Academy will conduct outreach to districts and parishes throughout the state to provide information about the programming offered at Thrive Academy.

Strategy 1.2: Thrive Academy will conduct outreach to various non-profit organizations working with our demographic of students throughout the state.

Strategy 1.3: Thrive Academy will conduct outreach to various professional organizations serving our demographic of students throughout the state.

Performance Indicators

Input:	Prior year application data
Output:	Current year applications Number of districts interacted with Number of non-profits interacted with Number of professional organizations interacted with
Outcome:	Growth in number of applications submitted Growth in number of districts interacted with Growth in number of non-profits interacted with Growth in number of professional organizations interacted with

Objective 2: By 2028, 80% of students in grades 7- 12 will meet or exceed their academic goals on state standardized tests in a minimum of 2 subjects.

Strategy 2.1: Thrive Academy will conduct a rigorous interview process for all prospective teaching candidates including a pre-interview, review of previous test scores, sample teach and panel interview including student interviewers.

Strategy 2.2: Thrive Academy will utilize small class sizes (generally 15 students or less) in order to individualized instruction to struggling students.

Strategy 2.3: Thrive Academy will use a 1:1 Chromebook policy to ensure that all students have appropriate access to technology.

Strategy 2.4: Thrive Academy will provide daily after school intervention for students who are failing any class.

Strategy 2.5: Thrive Academy will pull out students for intensive intervention with test scores or grades demonstrate a lack of conceptual understanding.

Performance Indicators

- Input:** Student previous year state test scores
- Output:** Student current year state test scores
- Outcome:** Percentage of students meeting or exceeding state standards
- Quality:** Percentage of students achieving a “mastery” or above in a any subject

Objective 3: By 2028, Thrive will have an attrition rate under 50%.

Strategy 3.1: Thrive Academy will track student enrollment data including: interview rubric score, previous school discipline record, previous hospitalization record, arrest record and demographic data.

Strategy 3.2: When agreed to by parents, Thrive Academy will conduct exit interviews with parents choosing to withdraw students and track and evaluate this data twice a year.

Strategy 3.3: Each January, Thrive Academy will review all enrollment data and make updates to the enrollment and recruitment based on current trends.

Performance Indicators

- Input:** Number and names of students who began the school year (10/1 count)
- Output:** Number and names of students who end the year at Thrive Academy
- Outcome:** Percentage of students lost from 10/1 to the end of the school year
Percentage of students who left Thrive Academy broken down by reason for leaving

Thrive Academy

Baton Rouge, Louisiana



STRATEGIC PLAN PERFORMANCE INDICATORS 2023 –2028

PERFORMANCE INDICATOR DOCUMENTATION

Program: Academic and Residential Program
Activity: Academic and Residential Program
Objective: Objective 1: Thrive Academy will annually increase the number of students completing the application process by 2%.
Indicator Name: Prior year application data
Indicator LaPAS PI Code:

1. **Type and Level:** Input, Supporting
2. **Rationale, Relevance, Reliability:** In order to analyze the change in applications received from prior year, we must have the prior year application numbers.
3. **Use:** The change in percentage over the year will be the measure of success.
4. **Clarity:** The name clearly identifies what is being measured.
5. **Data Source, Collection and Reporting:** The application data is collected by the Director of Admissions and stored on an internal spreadsheet. A report on application numbers is submitted on 10/2 covering the period 2/2-10/2 and a second report is submitted on 2/2/ covering the period 10/2-2/2.
6. **Calculation Methodology:** The total number of applications will be added together.
7. **Scope:** The scores are aggregated.
8. **Caveats: None**
9. **Accuracy, Maintenance, Support:** The application data is not submitted to the state auditor, but beginning in October of 2019, the application report is presented to the Board of Directors.
10. **Responsible Person:** Dr. Eric Raby, Admissions Director
Tel: 225-367-6855 Fax: 225-218-6549
E-mail: eraby@thrivebr.org

PERFORMANCE INDICATOR DOCUMENTATION

Program: Academic and Residential Program
Activity: Academic and Residential Program
Objective: Objective 1: Thrive Academy will annually increase the number of students completing the application process by 2%.
Indicator Name: Current year application data
Indicator LaPAS PI Code:

1. **Type and Level:** Input, Supporting
2. **Rationale, Relevance, Reliability:** In order to analyze the change in applications received from prior year, we must have the current year application numbers.
3. **Use:** The change in percentage over the year will be the measure of success.
4. **Clarity:** The name clearly identifies what is being measured.
5. **Data Source, Collection and Reporting:** The application data is collected by the Director of Admissions and stored on an internal spreadsheet. A report on application numbers is submitted on 10/2 covering the period 2/2-10/2 and a second report is submitted on 2/2/ covering the period 10/2-2/2.
6. **Calculation Methodology:** The total number of applications will be added together.
7. **Scope:** The scores are aggregated.
8. **Caveats:** None
9. **Accuracy, Maintenance, Support:** The application data is not submitted to the state auditor, but beginning in October of 2019, the application report is presented to the Board of Directors.
10. **Responsible Person:** Dr. Eric Raby, Admissions Director
Tel: 225-367-6855 Fax: 225-218-6549
E-mail: eraby@thrivebr.org

PERFORMANCE INDICATOR DOCUMENTATION

Program: Academic and Residential Program
Activity: Academic and Residential Program
Objective: Objective 1: Thrive Academy will annually increase the number of students completing the application process by 2%.
Indicator Name: Number of Districts interacted with
Indicator LaPAS PI Code:

1. **Type and Level:** Input, supporting
2. **Rationale, Relevance, Reliability:** In order to ensure the school is serving the most at-risk students in the state, relationships must be developed with districts across the state.
3. **Use:** The number of districts interacted with will be used to ensure we are reaching out across the state.
4. **Clarity:** District means school district or parish school board.
5. **Data Source, Collection and Reporting:** The director of admissions keeps a record of his contact and presents it twice a year during the admission report to the board.
6. **Calculation Methodology:** Th number of districts interacted with is a simple addition of the number of districts spoken with.
7. **Scope:** The indicator cannot be broken down further
8. **Caveats:** No weaknesses or limitations are anticipated.
9. **Accuracy, Maintenance, Support:** The indicator is accurate as a basic statistic. No audit has been performed or is necessary.
10. **Responsible Person:** Dr. Eric Raby, Admissions Director
Tel: 225-367-6855 Fax: 225-218-6549
E-mail: eraby@thrivebr.org

PERFORMANCE INDICATOR DOCUMENTATION

Program: Academic and Residential Program
Activity: Academic and Residential Program
Objective: Objective 1: Thrive Academy will annually increase the number of students completing the application process by 2%.
Indicator Name: Number of non-profits interacted with
Indicator LaPAS PI Code:

1. **Type and Level:** Input, supporting
2. **Rationale, Relevance, Reliability:** In order to ensure the school is serving the most at-risk students in the state, relationships must be developed with non-profits across the state.
3. **Use:** The number of non-profits interacted with will be used to ensure we are reaching out across the state.
4. **Clarity:** Non-profit means any local group or agency working for the common good of citizens
5. **Data Source, Collection and Reporting:** The director of admissions keeps a record of his contact and presents it twice a year during the admission report to the board.
6. **Calculation Methodology:** The number of non-profits interacted with is a simple addition of the number of non-profits spoken with.
7. **Scope:** The indicator cannot be broken down further
8. **Caveats:** No weaknesses or limitations are anticipated.
9. **Accuracy, Maintenance, Support:** The indicator is accurate as a basic statistic. No audit has been performed or is necessary.
10. **Responsible Person:** Dr. Eric Raby, Admissions Director
Tel: 225-367-6855 Fax: 225-218-6549
E-mail: eraby@thrivebr.org

PERFORMANCE INDICATOR DOCUMENTATION

Program: Academic and Residential Program
Activity: Academic and Residential Program
Objective: Objective 1: Thrive Academy will annually increase the number of students completing the application process by 2%.
Indicator Name: Number of professional organizations interacted with
Indicator LaPAS PI Code:

- 1. Type and Level:** Input, supporting
 - 2. Rationale, Relevance, Reliability:** In order to ensure the school is serving the most at-risk students in the state, relationships must be developed with professional organizations across the state.
 - 3. Use:** The number of professional organizations interacted with will be used to ensure we are reaching out across the state.
 - 4. Clarity:** Professional organizations means any organized group of professionals
 - 5. Data Source, Collection and Reporting:** The director of admissions keeps a record of his contact and presents it twice a year during the admission report to the board.
 - 6. Calculation Methodology:** The number of professional organizations interacted with is a simple addition of the number of non-profits spoken with.
 - 7. Scope:** The indicator cannot be broken down further
 - 8. Caveats:** No weaknesses or limitations are anticipated.
 - 9. Accuracy, Maintenance, Support:** The indicator is accurate as a basic statistic. No audit has been performed or is necessary.
 - 10. Responsible Person:** Dr. Eric Raby, Admissions Director
Tel: 225-367-6855 Fax: 225-218-6549
E-mail: eraby@thrivebr.org
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PERFORMANCE INDICATOR DOCUMENTATION

Program: Academic and Residential Program
Activity: Academic and Residential Program
Objective: Objective 1: By 2028, 80% of students in grades 7- 12 will meet or exceed their academic goals on state standardized tests in a minimum of 2 subjects.
Indicator Name: Student previous year state test scores
Indicator LaPAS PI Code:

- 1. Type and Level:** Input, supporting
- 2. Rationale, Relevance, Reliability:** This indicator establishes a base statistic for student test scores.
- 3. Use:** The indicator is used mostly as a base line for viewing other indicators and will be used internally.
- 4. Clarity:** The statistic is unambiguous and contains no jargon.
- 5. Data Source, Collection and Reporting:** The data is contained in student records controlled by the LDOE and Thrive Academy.
- 6. Calculation Methodology:** Calculation is performed by the LDOE and shared with Thrive Academy.
- 7. Scope:** The indicator is aggregated.
- 8. Caveats:** Some students may enter Thrive Academy without this data due to not taking the previous years test.
- 9. Accuracy, Maintenance, Support:** The statistic is very accurate, and the data is available for review if an audit of such information is needed.
- 10. Responsible Person:** Melanie Holmes, Principal
Tel: 225-367-6855 Fax: 225-218-6549
E-mail: mholmes@thrivebr.org

PERFORMANCE INDICATOR DOCUMENTATION

Program: Academic and Residential Program
Activity: Academic and Residential Program
Objective: Objective 1: By 2028, 80% of students in grades 7- 12 will meet or exceed their academic goals on state standardized tests in a minimum of 2 subjects.
Indicator Name: Student current year state test scores
Indicator LaPAS PI Code:

1. **Type and Level:** Output, supporting
2. **Rationale, Relevance, Reliability:** This indicator establishes a base statistic for student test scores.
3. **Use:** The indicator is used to determine if a student has met or exceeded state standards
4. **Clarity:** The statistic is unambiguous and contains no jargon.
5. **Data Source, Collection and Reporting:** The data is contained in student records controlled by the LDOE and Thrive Academy.
6. **Calculation Methodology:** Calculation is performed by the LDOE and shared with Thrive Academy.
7. **Scope:** The indicator is aggregated.
8. **Caveats:** Due to constant changes in testing, both this metric and the timeline for its release may change year to year and may not be available in time for the October submissions.
9. **Accuracy, Maintenance, Support:** The statistic is very accurate, and the data is available for review if an audit of such information is needed.
10. **Responsible Person:** Melanie Holmes, Principal
Tel: 225-367-6855 Fax: 225-218-6549
E-mail: mholmes@thrivebr.org

PERFORMANCE INDICATOR DOCUMENTATION

Program: Academic and Residential Program
Activity: Academic and Residential Program
Objective: Objective 3: By 2022, Thrive will have an attrition rate under 50%.
Indicator Name: Number and names of students who began the school year based on the 10/1 count

Indicator LaPAS PI Code:

- 1. Type and Level:** Input, supporting
- 2. Rationale, Relevance, Reliability:** In order to see the change in students over time, we must look at the starting names of students to see how many leave.
- 3. Use:** The initial count (10/1) will be used as a baseline
- 4. Clarity:** 10/1 is used because that is the official state count date.
- 5. Data Source, Collection and Reporting:** The director of admissions keeps a record of student enrollment. This can also be verified through the LDOE
- 6. Calculation Methodology:** Simple addition
- 7. Scope:** The indicator cannot be broken down further
- 8. Caveats:** No weaknesses or limitations are anticipated.
- 9. Accuracy, Maintenance, Support:** The indicator is accurate as a basic statistic. No audit has been performed or is necessary however the data is available for review with the LDOE.
- 10. Responsible Person:** Dr. Eric Raby, Admissions Director
Tel: 225-367-6855 Fax: 225-218-6549
E-mail: eraby@thrivebr.org

PERFORMANCE INDICATOR DOCUMENTATION

Program: Academic and Residential Program
Activity: Academic and Residential Program
Objective: Objective 3: By 2022, Thrive will have an attrition rate under 50%.
Indicator Name: Number and names of students who are enrolled on the last day of the school year

Indicator LaPAS PI Code:

- 1. Type and Level:** Input, supporting
- 2. Rationale, Relevance, Reliability:** In order to see the change in students over time, we must look at the ending names of students to see how many leave.
- 3. Use:** The final day enrollment will be used as the end data
- 4. Clarity:** The end date is the last day of the official school year
- 5. Data Source, Collection and Reporting:** The director of admissions keeps a record of student enrollment. This can also be verified through the LDOE
- 6. Calculation Methodology:** Simple addition
- 7. Scope:** The indicator cannot be broken down further
- 8. Caveats:** No weaknesses or limitations are anticipated.
- 9. Accuracy, Maintenance, Support:** The indicator is accurate as a basic statistic. No audit has been performed or is necessary however the data is available for review with the LDOE.
- 10. Responsible Person:** Dr. Eric Raby, Admissions Director
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E-mail: eraby@thrivebr.org