



Mission Statement

NCCES is a public school where students are known personally, challenged intellectually and expected to participate actively in their learning. Guided by its commitment to diversity and inclusiveness, the school seeks to send graduates into the world who think for themselves, care about others and act creatively and responsibly.

Vision

If you could have the SUCCESS you desire in the 4 areas identified, what would it look like 3 years from now?

Attracting, Training & Retaining Staff

- ❖ Because NCCES is an ideal work environment for excellent, creative teachers, at least 80% of NCCES staff returns to the school each year because of the enjoyable workplace and attractive benefit programs at the school. (“*Excellent teachers would be crazy to work anywhere else.*”)
 - ❖ NCCES Compensation & benefits are comparable to or better than the surrounding districts
 - ❖ The school supports and encourages the professional growth of the staff.
- ❖ For each available job opening, NCCES attracts a pool of excellent teachers, committed to the principles of “Think*Care*Act” and North Central Six and who are able to work with and reflect the diversity of the school population.

Effective Leadership & Management

- ❖ Everyone in the school community is clear about a strategy for achieving its mission & the Executive Director manages the people & process to execute this strategy which involves all community members.
- ❖ Teachers, students and families know how each student is developing and how he or she can aid in the student’s development.
- ❖ All NCCES Community members have a common understanding (are on the same page) regarding logistics, planning, and expectations, how things work, when things are happening, etc.
- ❖ The general public in the region and other important networks know about the school, its accomplishments and how they can help the school achieve its mission.
- ❖ A Board of Trustees which reflects the diversity of the student body effectively governs the school while modeling the culture and climate desired for the school.
- ❖ The school has a sound financial strategy which is well-supported by state tuition, grants and gifts, & allocates money wisely to achieve its goals; running in the black with a 10% reserve as a safety net and with a waiting list of 20% of student body. .
- ❖ The Executive Director and School Director empower everyone to develop the highest potential of staff. All staff has clearly defined job responsibilities, evaluations, and discipline/termination policies.

Students Work Hard & Do The “Right Thing”

- ❖ The school lives up to its “Think*Care*Act” motto, by all community members practicing the North Central Six (Purpose, Responsibility, Safety, Voice, Integrity and Community) everyday. By doing this all community members promote & teach responsibility, foster respect, maintain dignity of one’s self and others and help each other learn and practice skills for positive social development
- ❖ Establishing, maintaining & restoring relationships are an essential part of the school community and community members value and respect relationships and protect the positive spirit of the community
 - All students and parents (or significant others) can explain the norms for behavior at school, and consequences for failure to live by the norms and have signed a binding contract to uphold the norms.

Academic Success for All Students

- ❖ NCCES has board-approved clear Learning Goals for each grade level and graduation requirements which cover literacy & communication, content understanding, inquiry, independence and other personal proficiencies which students will need to demonstrate in order to pass each grade level and to graduate.
- ❖ NCCES school practices and after school programs address the goals that all students meet the board-approved Learning Goals, and provide further opportunities in arts education.
- ❖ All students, who represent a diversity of economic, racial/ethnic, and academic backgrounds, are supported to reach their full potential as independent learners and gain a lifelong love of learning.
- ❖ NCCES employs the CES structures and practices to fulfill its mission and uses quantitative and qualitative results to measure its successes with these practices.
- ❖ NCCES supports its students so that at least 95% of NCCES students pass the ELA and Math MCAS by end of Junior Year and the school graduates 95% of its candidates each year all of which are prepared for college opportunities. At least 95% of NCCES graduates are placed in college, work or further education immediately following graduation.