



Hampden Charter School of Science  
East & West

**Strategic Plan  
2019-2024**



## **Introduction**

*We are pleased to introduce the strategic plan for Hampden Charter School of Science, outlining our unrelenting dedication to educational excellence, college and career readiness, education equality, and community engagement. The way we formulate our strategic plan gives us the chance not only to reflect on our achievements but also to focus on the way forward that is crucial for our achievement. These efforts to improve our system ensure that all students receive excellent education, which has become the cornerstone of our system. Obviously, this strategic plan articulates goals and aims which aim at increasing student achievement together. These are certain fields that guide our goal of preparing students for college, career, and life in a changing world.*

*As a college prep school, we are aware of the funds and dedication needed for education quality and of the challenges in the current academic context. We are constantly encouraged by the constant support of our HCSS society including our faculty, staff, students, parents and business associates. We are confident that this will encourage our culture of academic excellence.*

*It is a way to focus our work and to celebrate our accomplishments. We look for what the future holds for us and believe that we will continue to grow and achieve!*

*Tarkan Topcuoglu  
Chief Executive Officer*



## Mission

*"The mission of the HCSS is to provide a college preparatory-focused education to the youth of every race and ethnic group in Western Massachusetts in a safe, academically challenging, and caring educational environment. Our promise is to sustain small school size, provide extended math and science curriculum, individualized attention, college guidance, university outreach programs, and to encourage student-teacher-parent partnership. Our mission empowers our students with the support necessary to reach their highest intellectual, emotional, social and physical potentials building on the inherent promise to aid students' preparation for college."*



## Vision

*The vision of the HCSS is to increase the rate of college entry of the students with excellent learning opportunities that are exclusively designed for the college preparation in a technologically rich-environment. The vision of the HCSS is shaped around the needs of students in these districts. Our curriculum mainly focuses on college preparation, mathematics and science education as well as other major academic areas: arts, language, and social studies. We provide college guidance to our students and encourage all students to not just graduate but to pursue higher education. Individualized attention, tutoring, university outreach programs, social projects, and various creative outlets such as lab projects, science fairs, debate contests, and trivia competitions provide an enthusiastic, dynamic learning environment as well as encourage all students to think independently and creatively.*



## Our Values

*Respect, Responsibility, Resilience, and Excellence!*





# Goal 1

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**HAMPDEN CHARTER SCHOOL OF SCIENCE (HCSS) WILL HAVE THE MOST INNOVATIVE COLLEGE PREPARATORY CURRICULUM IN ORDER TO PREPARE THE STUDENTS FOR COLLEGE AND FOR CAREERS WHICH MAY NOT EXIST TODAY.**

## **OBJECTIVE 1**

Evaluate academic, extracurricular, and service programs to determine what is working well, what needs to be improved, and what, if any, should be revised or removed.

## **OBJECTIVE 2**

Improve the quality of implementation of evidence and research-based instructional strategies across all content areas for all students.

## **OBJECTIVE 3**

Offer the AP Capstone diploma program, based on two yearlong AP courses, AP Seminar and AP Research, as a College Board AP Capstone School and continue to strengthen AP program participation by backward-designing middle school curriculum, ensuring that students possess the necessary prerequisite knowledge for the acquisition of the content through vertical and horizontal alignment of the core curriculum.

## **OBJECTIVE 4**

Make data-informed decisions to meet the learning needs of all students through the implementation of the HCSS Educational Model.

## **OBJECTIVE 5**

Continue to provide a student-centered, individualized, instructional approach and to develop global perspectives that will support students to maintain our core values.



## Goal II

**HAMPDEN CHARTER SCHOOL OF SCIENCE WILL BE THE EMPLOYER OF CHOICE FOR THE BEST AND BRIGHTEST EDUCATORS IN COLLEGE PREP EDUCATION BY RECRUITING, TRAINING, AND RETAINING TEACHER-SCHOLARS.**



### **Objective 1**

Retain our dedicated faculty and staff who embody and uphold the mission of the school.

### **Objective 2**

Recruit self-motivated faculty and staff who embody the mission and values of the school, embrace the school's educational philosophy and will thrive in our student-centered environment.

### **Objective 3**

Develop and expand our professional development program to continue supporting transformational teaching and learning.



## **Goal III**

**The Hampden Charter School of Science will be known throughout western Massachusetts as one of the best public college preparatory schools.**

### **Objective I**

Create and implement a targeted and robust communications and marketing program in order to improve community perception and increase enrollment.

### **Objective II**

Refresh and update the school's brand to better reflect the school's message and strategic approach.

### **Objective III**

Empower the Hampden Charter School of Science community to be brand ambassadors and thought leaders to help promote and share the school's story.





## Goal IV

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**HCSS WILL ACHIEVE ITS MISSION AND VISION BY REACHING YOUNGER STUDENTS AND PREPARING THEM FOR THE FUTURE. HCSS WILL EXPLORE THE FEASIBILITY OF EXPANDING SERVICES TO INCLUDE THE ELEMENTARY GRADES, DEVELOPING AND IMPLEMENTING PLANS FOR EXPANSION.**







## Goal v

**The Hampden Charter School of Science will have a financial sustainability plan to support the bold vision for its growth and future.**



### **Objective I**

Manage a strategic long-range financial plan and a multi-year financial model in order to ensure both short-term and long-term goals and objectives of the school are accomplished.

### **Objective II**

Utilize best practice metrics for the Business Office in order to measure performance and benchmark the school against the best independent schools nationwide.

### **Objective III**

Grow resources with purpose by expanding auxiliary income streams.

### **Objective IV**

Evaluate and improve the school's organization, infrastructure and policies to ensure consistency in administration.



# Goal VI

**HAMPDEN CHARTER SCHOOL OF SCIENCE WILL CONTINUE TO PROVIDE SAFE AND SECURE FACILITIES FOR THE FUTURE CAPACITY NEEDS OF OUR SCHOOLS.**

## **OBJECTIVE I**

Develop short and long range plans for district facilities to meet growth and maintenance needs for 21st Century learning.

## **OBJECTIVE II**

Update and modernize district facilities to address national safety and security guidelines.

## **OBJECTIVE III**

Adequately fund facility maintenance to preserve community investment.





