



2025-2028

STRATEGIC PLAN



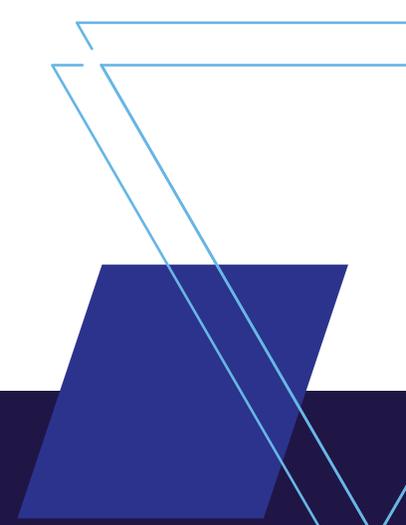
TENNESSEE
PUBLIC CHARTER SCHOOL COMMISSION



STRATEGIC PLANNING

Beginning in July 2024, the Tennessee Public Charter School Commission began the process to update its strategic plan to reflect the work of the Commission for the next three years. The Commission gathered valuable feedback from a broad range of stakeholders including Commissioners, school operators, external partners, legislators, and representatives from other Tennessee state agencies. Over several months, input was collected through surveys, focus groups, and one-on-one interviews to ensure a broad range of perspectives were captured.

This feedback was crucial to updating the Commission's mission, vision, core values, and strategic plan for the future. This document reflects the goals of the Commission through 2028.



MISSION & VISION



Mission Statement

As a trusted partner, the Charter Commission provides access and support to excellent charter schools through rigorous oversight, transparency, and accountability.



Vision Statement

By authorizing and supporting excellent public charter schools, we have a positive impact on the quality of Tennessee education, empowering every student to achieve their full potential and prepare for a successful life experience.

CORE VALUES



Students First: In all decisions, our focus is the impact on students. We support practices that lead to student success.



Autonomy: For public charter schools to drive innovative approaches and positive student outcomes, autonomy is essential. In our work, we ensure our schools have the flexibility to be responsive to student needs.



Accountability: A high level of accountability is maintained for school quality and student outcomes through rigorous oversight policies and processes.



Support: We enable our schools to meet our requirements, serve students effectively, and improve student outcomes through timely and responsive support. We strive to balance support with school autonomy, recognizing our dual responsibilities as an LEA and an authorizer.



Transparency: We operate openly and communicate honestly in all aspects of our work. We clearly articulate rationales for our decisions and consistently apply our policies and procedures.



Community: We honor our connections with and responsibility to each school's local community. We pledge to be responsive to the local community's needs, fostering connections, and promoting diverse perspectives.



Excellence: All aspects of our work are driven by excellence. Our schools' pursuit of excellence is measured through the School Performance Framework and shared in each authorized school's annual report.

STRATEGIC PRIORITIES



As a roadmap and guide for our work over the next three years, our strategic priorities are:

Strategic Priority 1: High-Quality Charter Schools. Authorize high-quality and high-performing charter schools that improve outcomes for Tennessee students.

Strategic Priority 2: Strong Operational Effectiveness. Achieve student success by providing effective operational support in addition to rigorous oversight and guidance.

Strategic Priority 3: Community and Stakeholder Engagement. Build and cultivate strong relationships with schools, operators, and communities.

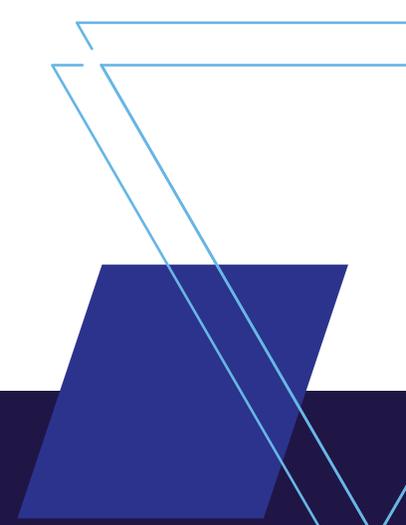
Strategic Priority 4: Agency Oversight. Maintain excellence in functions as a state agency by ensuring prudent fiscal management, transparent operations, and strong engagement with the administration and Tennessee General Assembly.



STRATEGIC PRIORITY 1

Strategic Priority 1: High-Quality Charter Schools.
Authorize high-quality and high-performing charter schools that improve outcomes for Tennessee students.

Action Steps

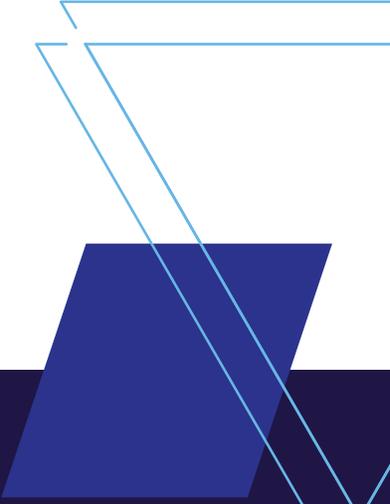
1. Conduct thorough new start application and renewal review processes to authorize schools that demonstrate the potential to be high performing and maintain rigorous approval standards for the charter schools authorized by the Commission.
 2. Support and promote operator autonomy through the establishment of charter agreements and waivers, which establish roles and responsibilities for all parties and allow charter schools to serve their communities through innovative instructional models.
 3. Communicate the Commission's performance framework standards to potential operators, current operators, and stakeholders.
 4. Strive to align the Commission's work to national and state authorizing standards and regularly evaluate the Commission's work against those standards.
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STRATEGIC PRIORITY 2

Strategic Priority 2: Strong Operational Effectiveness.
Achieve student success by providing effective operational support in addition to rigorous oversight and guidance.

Action Steps

1. Support schools by providing technical assistance as needed so all students are served appropriately, especially student subgroups.
 2. Advocate for students through solutions and process improvements and adjustments when needed.
 3. Conduct regular self-assessments on authorizer and LEA responsibilities to objectively measure performance and identify areas where the Commission can improve its effectiveness.
 4. Conduct regular oversight and monitoring of authorized charter schools, in alignment with the established school performance framework and federal programs risk assessment and provide schools and the Commission reports on progress on performance based on established metrics.
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STRATEGIC PRIORITY 3

Strategic Priority 3: Community and Stakeholder Engagement. Build and cultivate strong relationships with schools, operators, and communities.

Action Steps

1. Encourage community and stakeholders to participate in meetings and hearings of the Commission through public forums and written comments.
2. Provide meaningful and frequent avenues for Commission engagement with LEAs and their communities, including proactive outreach to LEAs that are reviewing charter applications, hosting listening tours, conducting surveys, and collecting community feedback.
3. Seek operator feedback on Commission processes and implement mechanisms to incorporate the feedback into Commission processes.
4. Share regular public updates through various communication channels (newsletters, social media, etc.) to share information about the Commission and opportunities to engage with Commissioners.
5. Distribute pertinent information to school personnel on a bi-weekly basis to inform them of requirements and deadlines. Disseminate information about the work of the Commission via a quarterly newsletter and other media channels.

STRATEGIC PRIORITY 4

Strategic Priority 4: Agency Oversight. *Maintain excellence in functions as a state agency by ensuring prudent fiscal management, transparent operations, and strong engagement with the administration and Tennessee General Assembly.*

Action Steps

1. Engage in rigorous oversight of agency resources through multi-year financial planning, reviewing budget documentation for accuracy, and public reporting of use of all funding.
2. Establish and regularly evaluate all agency policies and rules to ensure alignment with current regulatory requirements.
3. Assess internal operations and staffing needs regularly to ensure the agency can meet its statutory charge and serve its students and schools effectively.
4. Engage proactively with the Administration and the Tennessee General Assembly to provide updates on the work, finances, and student outcomes of the Commission.
5. Conduct an annual review of the strategic plan, evaluate the Commission's progress toward the established priorities, and adjust action steps, if necessary.