

# Four Charter School Growth Tips from Experienced Charter School Leaders

We hope the four key strategies provide useful tips for you and your team to develop a strong charter school culture, empower your staff, individualize instruction, and create operational efficiency—all in support of your school's growth.

## 1 NURTURE YOUR SCHOOL'S CULTURE TO SUPPORT YOUR MISSION

Ultimately, culture is always a product of the people involved with your school. It can be tough to retain quality leaders and teachers, especially because many charter schools have longer days and academic years than public schools. Teachers have to truly believe in the mission from the outset in order to put in those extra days and hours for years to come. To nurture a rich school culture, it's essential that the people you hire are 100% aligned with your mission.

## 2 PRIORITIZE CONTINUOUS PROFESSIONAL DEVELOPMENT AND LEADERSHIP TRAINING

In order to have motivated staff committed to continuous improvement, professional development has to be front and center. This is also an investment in continuity. When people feel like they are getting better at their jobs and have room for growth, they are more likely to stay.

## 3 FOCUS ON PROVIDING INDIVIDUALIZED INSTRUCTION TO YOUR STUDENTS AND ON DATA ANALYSIS

These aren't contradictory! Every educator knows that one of the best ways to improve the data is to meet each student where they are and provide them with the support necessary to improve and succeed—regardless of your school's curriculum and goals. Of course, school-wide metrics are the best evidence that individualized instruction is working. Review the metrics frequently, share them widely, and make them everyone's responsibility.

## 4 DEVELOP SYSTEMS TO MAINTAIN OPERATIONAL CONSISTENCY AND EFFICIENCY

Researching, investing in, and mastering new systems is time consuming and expensive. However, the efficiencies you'll realize down the road will more than make up for the pain of adoption. If you think you don't have time to figure out a new software to manage your finances, think about all the time it takes to wrangle all those Excel spreadsheets you've been using.



### LEARN MORE

Many of the challenges of the growth stage are related to the goal: helping students succeed while scaling and staying flexible. To learn more about how to tackle the primary challenges in this stage, download: [The Charter School Growth Manual: Expert Tips and Pitfalls to Avoid as You Grow](#)



Charter School Capital has provided more than \$2 B in financing to more than 600 Charter Schools and served over 1,000,000 students across the country. Our mission is to help charter school leaders access, leverage, and sustain the financial and other resources they need to succeed.