

Strategic Plan

FACULTY & PROGRAM

The high quality academic program is a seminal reason our families choose our school. Therefore we aim to build a school with two full classes per grade, offering an outstanding program supported by an exemplary faculty culture so our graduates excel in high school and for life, where students are excited to attend because they feel educationally engaged, valued by faculty, and part of a supportive community. To these ends we set the following goals:

Appoint a visionary committee to explore the development of world-class innovative programs, including a STEAM program. Determine program aspects, facility requirements, and develop a vision and timetable. Determine feasibility and if approved by the board begin development.

Improve employee benefits by expanding the 401 K program and add long term disability coverage so that we can attract and retain outstanding teachers.

Revamp our math program and provide the necessary teacher training in order to be successful.

Enhance funding for faculty professional development.

Improve classroom technology integration and provide for teacher training to ensure effective strategy.

Add a learning specialist and institute a high school placement program, hiring a guidance counselor to assist families with the high school placement decision and ensure smooth transitions from middle school to high school.

DEVELOPMENT

Advancement is the critical task of connecting the processes of admission, fundraising, and marketing to streamline the school's message and develop favorable word-of-mouth to build our program so that we have waiting pools at every grade. Therefore, to effectively promote our brand we set the following goals:

Begin endowment building and consider goal of a \$5 million endowment to enhance sustainability.

Develop an internal marketing program and consider the ISM model—mission statement, portrait of a graduate and characteristics of professional excellence—to enhance the internal marketing strategy.

Continually improve our strategy for identification, recruitment, and retention of mission-appropriate families. Investigate strategies to find other like-minded families who could benefit and contribute to our community.

Outsource or hire a part-time marketing professional.

Build cash reserves to \$500,000



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BOARD

As the governing body of the school, the board is responsible for guiding the school toward fiscal sustainability using a strategic plan, to raise money for the long-term benefit of the school, and to support the Head of School to build a school of enduring greatness. To that end, the Board has determined the following strategic goals:

Restructure the board in order to enhance strategic performance. The board will review the committee structure and establish and charge the necessary committees so that all board work is effectively accomplished. We will annually charge each committee with defined objectives and create accountability measures.

The board commits to the annual calendar/agenda strategy, and the training and inculcation of new Board members.

Empower the Committee on Trustees to create a Board profile and recruit to the profile to ensure that every board member is actively engaged in service to the school, attends board meetings, serves on committees, and fulfills their strategic and fundraising responsibilities. Ensure that we maximize the talents of current board members and recruit to fill talent gaps. Ensure that the board represents the depth of our community, and focuses upon philanthropy as an ingredient of the profile.

Develop a board succession plan. Move toward policy where each leadership position, whether committee or officer, has a chair and a chair elect.

Appoint a facilities committee and finalize a lease agreement to ensure a sound facilities plan to support our program.

Commit to a finely tuned process of strategic planning and create policy to make this an important aspect of our existence. Assure that the Board and administration use the strategic plan as a guiding document for life and mission.

Appoint committee to review by-laws and update to reflect best practice.

