



STRATEGIC PLAN



The McClelland School
2018-2023

WHAT IS STRATEGIC PLANNING?



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A strategic plan is a document that articulates the school **mission** and vision, as well as its goals and **objectives** needed to achieve the vision. This plan provides the framework and guidance for a school to fulfill its **mission** with optimal efficiency and impact. (NAIS)



WHAT IS A STRATEGIC WORK PLAN FOR THE MCCLELLAND SCHOOL?



- 5-year plan that will help guide the direction of The McClelland School
- Help the school determine priorities regarding financial, academics, social-emotional, cultural, and community/environment
- Provides responsibility for the activities and a timeline

LETTER FROM THE BOARD



Over a nine-month effort, The McClelland School community completed a strategic planning process. The strategic planning process was a collaborative effort which included the Board of Trustees, Head of School, faculty, staff, parents and students. Our constituents have aided in the defining a five-year plan that clearly incorporates the important factors. The strategic work plan outlines key initiatives, categorized into manageable components, that build on The McClelland School's strengths, and forges a direction that will take the School to new levels of excellence.





The strategic work plan, which included input from more than 90 participants, was reviewed approved by the Board of Trustees on **November 20, 2018**.

The strategic goals are thoughtful and ambitious and encompass four main elements: financial sustainability, academic and curriculum growth, character growth and culture, and environment and community (also known as “the F.A.C.E. of McClelland”).

Financial sustainability is the School’s commitment to attracting and retaining the very best faculty and students as well as growing our School’s resources. Academics and curriculum are goals to pursue academic excellence and curriculum that will prepare our students to succeed in the world, including supporting how our students learn best.

Character growth and culture are how the School aims to prepare our students to become well-rounded and conscious human beings, ready to face an ever-changing world, with the ability to problem solve and collaborate.

Environment and community, are the School's eye toward the physical and emotional safety of our students, as well as recognize the emerging needs of our programs, and our focus on sustaining a robust community, through the engagement and involvement of our entire community; alumni, parents and the leadership of our Board of Trustees.



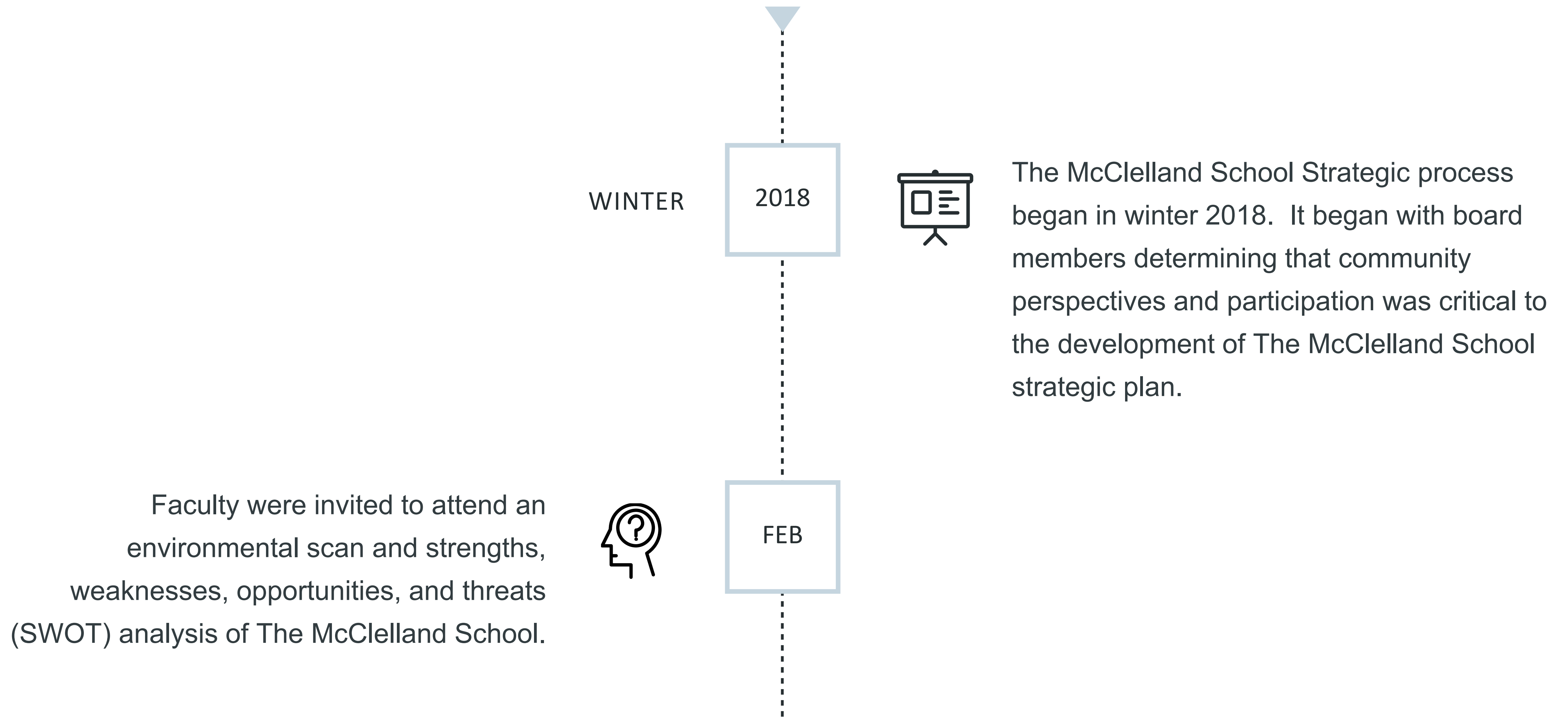
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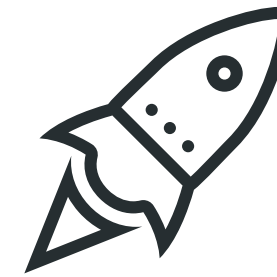
Working with the McClelland community (i.e. faculty, staff, parents, student, and alumni), the Board of Trustees looks forward to strengthening our School, our community, and forging new opportunities by embracing new ideas and working together to achieve our strategic plan goals.



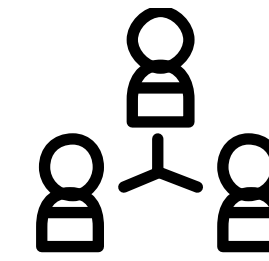
STRATEGIC PLANNING PROCESS



In February 2018, strategic planning committee established, which was composed of faculty, staff, parents and Board of Trustees.



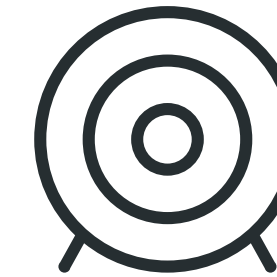
FEB



Two parent meetings (one evening and one weekend meeting) were held. Parents considered the best possible environment for McClelland students as well as the strengths and opportunities for The McClelland School.

FEB

MAR



In March 2018, middle school students (5, 6, 7, 8th graders) participated in a focus group discussing The McClelland School's strengths and opportunities as well as whether McClelland had prepared 8th grade students for high school.

In May 2018, a parent survey was distributed school-wide to capture all parent perspectives, specifically parents that were unable to attend the February 2018 parent meetings. Survey questions that linked to the School's academic performance, culture, and community.



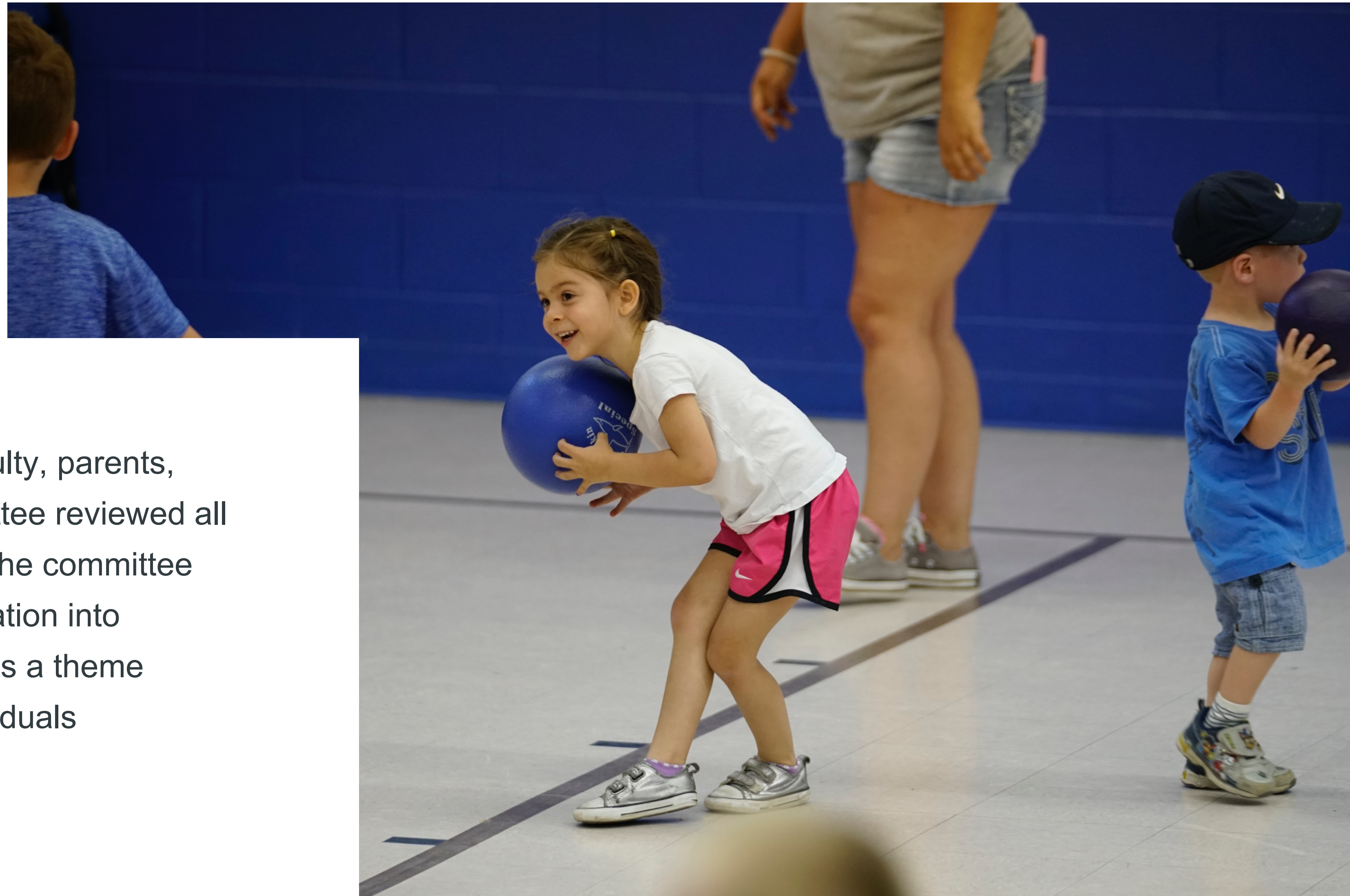
MAY



WEIGHING THE INPUT

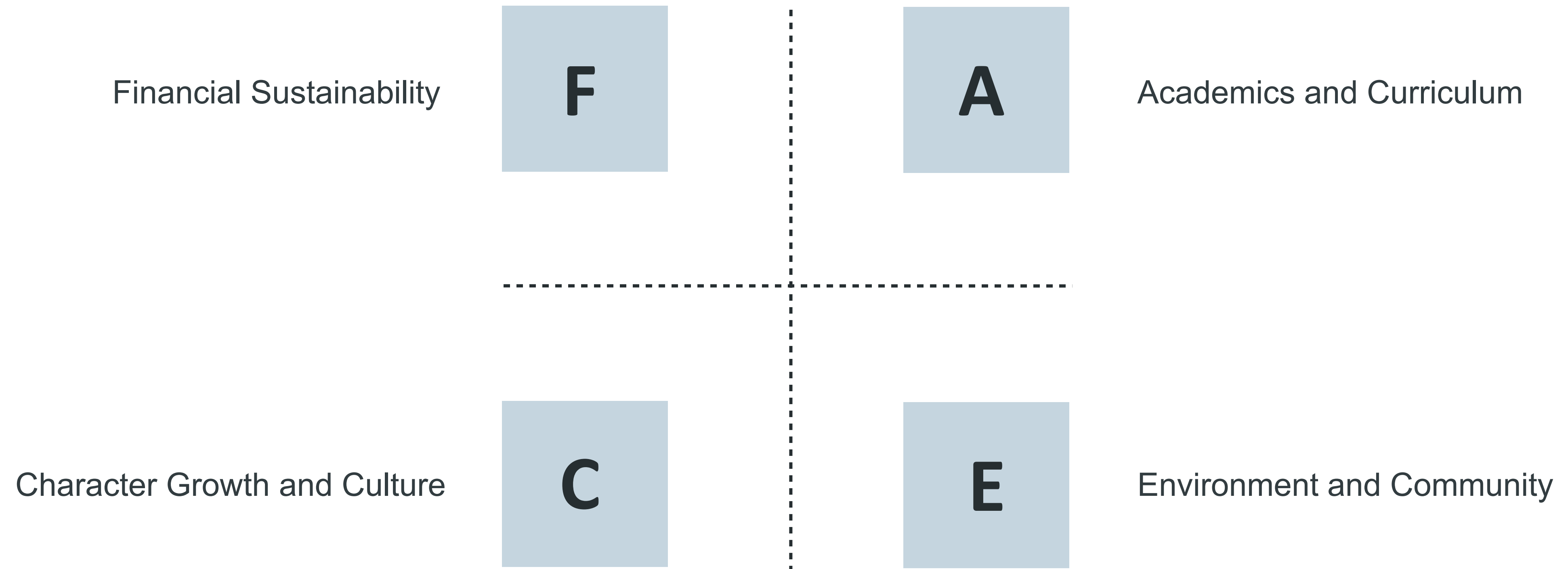


After collecting community perspectives (faculty, parents, and students) , the strategic planning committee reviewed all pieces of quantitative and qualitative data. The committee arranged the data by aggregating the information into common themes based upon how many times a theme came up (frequency) and by how many individuals mentioned the theme (intensity).



FOUR LARGE STRATEGIC PLAN GOALS

Based on the data collected and themes created, the committee was able to determine the goals, objectives, activities and timeline for The McClelland School.



The first letter of each goal spells out the acronym “FACE”. Therefore, these goals represent the face of The McClelland School for the next five years.

PRIORITIZATION CRITERIA

Based on the data collected and themes created, the committee was able to determine the goals, objectives, activities and timeline for The McClelland School.

Significance

Feasibility

Demonstrated need

Community support

Capacity to address the need

Measurability

Based on themes that emerged from the data collected from community perspectives, the strategic planning committee developed:

Objectives for each goal

1, 3, 5 year timelines for each objective

Responsibility for each objective



- The strategic work plan and narrative were reviewed by the
 - Board of Trustees on November 20, 2018



- McClelland School's Strategic Work Plan
 - (2018-2023)

STRATEGIC WORK PLAN

F

Financial Sustainability

- Admissions and Retention of Students
- Faculty Retention and Stability
- Strong Financial Resources

A

Academics & Curriculum

- Comprehensive Curriculum

C

Character Growth & Culture

- Character Driven Learning
- Celebrating Diversity

E

Environment & Community

- Physical & Emotional Safety
- Community Ownership

ACTIVITIES YEAR 1, YEAR 3, YEAR 5

MAIN OBJECTIVES

Objectives	Tasks
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Financial Sustainability 1.1

By 2023, The McClelland School will reach a minimum of 12 students per classroom (130 student total) and aim to retain 85% of students.

Financial Sustainability 1.2	By 2023, 75% of leadership positions will be held by faculty in their 4th year and beyond at The McClelland School
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Financial Sustainability 1.3

By 2023, The McClelland School will finalize a revenue growth strategy and implement diversified funding streams to ensure strong financial resources.

MAIN OBJECTIVES

Objectives	Tasks
Academics & Curriculum 1.1	By 2023, The McClelland School will implement a sequenced and comprehensive curriculum that is regularly evaluated.
Character Growth and Culture 1.1	By 2023, implement intentional character driven learning curriculum and activities that include Positive Discipline and celebration of diversity into the daily routine and learning of McClelland students PreS through 8th grade.
Environment & Community 1.1	By 2023, ensure that students feel safe within the McClelland school community and that The McClelland School grounds are well-maintained
Environment & Community 1.2	By 2023, The McClelland School will encourage McClelland families to participate in 2-3 community service opportunities annually.

A young child with light brown hair, wearing a black t-shirt with yellow and pink text, has their right hand raised high in the air. They are looking upwards with a joyful expression. In the background, a large rainbow flag is visible, with its colors (red, orange, yellow, green, blue, purple) draped over what appears to be a structure. Other people are blurred in the background.

ACKNOWLEDGEMENT AND THANK YOU!



In Winter 2018, a strategic planning committee comprised of faculty, board of trustee members, head of school, and parents was established. The committee met on a monthly basis for nine months and accomplished the following activities:

- Reviewed data analysis from different data collection methods
- Determined goals
- Created prioritization criteria to determine objectives/activities for the strategic work plan
- Wrote objectives, activities, and timeline

PLANNING COMMITTEE

The work plan and narrative would not have been possible without the dedication and time from the following individuals on the strategic planning committee:



Jo Nesbit

Jennifer Cruzen

Brandy Pacheco

Tiffany Stone

Scarlet Simon

Jamie Withnell

Natalie Gowen

Sam Dangremond

Lindsay Reeves

Anne Hill

