



**LAKE MARY**  
PREPARATORY SCHOOL



IGNITING THE FULL ACADEMIC POTENTIAL OF EVERY STUDENT

# STRATEGIC PLAN 2024

HEAD OF SCHOOL, STEPHEN SCHOOLS

*Adopted August 2021*





## FROM THE HEAD OF SCHOOL

Dear Colleagues, Parents, Students and Friends of Lake Mary Preparatory School,

The last two years have been transformational at Lake Mary Preparatory School. We have embraced new leadership with enthusiasm for the improvement of our school and are continuously assessing our work and looking ahead at ways to grow, both in our areas of strength and in areas needing improvement.

Beginning August 2021, Lake Mary Preparatory School will embark on an ambitious three-year strategic plan. This strategic plan will be a road map for our ongoing work as a school that empowers students and prepares them not only for college but for life. In keeping with our mission, we will continue to ignite the full potential of every student by preparing them academically, socially, and emotionally so they can succeed in an ever-changing world around them. Our commitment to creating a safe learning environment surrounded by a culture of meaningful feedback, pedagogies, critical thinking, and challenging academics that inspire students to own their individual academic success and become responsible global citizens remains the cornerstone of Lake Mary Prep's vision.

I have great confidence that Lake Mary Preparatory School will fully implement this strategic plan. The achievement of the goals and objectives as outlined in the strategic plan is paramount for our school's improvement and success over the next three years. Together we have the chance to create a future even more outstanding than our past, a defining distinction in private education.

Thank you for your partnership and continuing support of Lake Mary Preparatory School.

Yours sincerely,

**STEPHEN SCHOOLS**  
Head of School







## OUR FOUNDATION

*Our school has set forth its mission, vision, values, commitment statement, and educational priorities as the focus of the strategic plan. Together they form the foundation of a distinctive school experience that is Lake Mary Preparatory School.*

### MISSION

To ignite the full potential of every student by preparing them academically, socially, and emotionally so they can succeed in an ever-changing world around them.

### VISION

Create a safe learning environment surrounded by a culture of meaningful feedback, pedagogies, critical thinking, and challenging academics that inspire students to own their individual academic success and become responsible global citizens.

### VALUES

We believe in **UNITY**. We are a caring, compassionate, diverse community composed of different beliefs and traditions celebrating commonalities in our experiences. We embrace the **FUTURE**. We create a school-wide culture filled with new pedagogies for teaching, learning, and moving education forward. We embrace **INTEGRITY**. It is our moral compass, defining our character, behavior, and the origin of our decisions. We trust in **TEAMWORK**. Individually we achieve goals; collectively we accomplish exceptional results.

WE are Lake Mary Prep.





# COMMITMENT STATEMENT

*At Lake Mary Preparatory School, we are committed to developing and fostering meaningful relationships through a culture of learning that encourages us to give, receive, and act on feedback to grow and develop as lifelong learners and individuals.*

## As a School Community we commit to:

- Provide a safe and healthy environment for students by maintaining appropriate behavioral expectations and high ethical standards.
- Employ professionals of solid character and expertise who are loyal to the school’s mission and vision.
- Create a stimulating, innovative, and intellectually challenging academic environment.
- Communicate timely and appropriately.
- Prepare students to succeed at an institution of higher learning.
- Maintain an environment that ensures open discussion among students, parents and faculty.

## As Students we commit to:

- Strive for academic excellence and continued personal growth.
- Take pride in ourselves and our school community by living the mission of Lake Mary Preparatory School and by representing our school in a positive manner at all times.
- Endorse and adhere to the school’s Honor Code.
- Build school spirit by participating in meaningful community service, school activities, clubs, sports exhibiting good sportsmanship, and taking advantage of all opportunities to support one another.
- Engage in responsible and respectful digital citizenship.

## As Faculty and Staff we commit to:

- Support and uphold the mission, vision and values of the school.
- Recognize and cultivate the potential in every student.
- Create a supportive environment that is developmentally and academically appropriate.
- Support decisions and policies determined by leadership.
- Fulfill the obligations as stipulated in the employee contract and outlined in the Employee Handbook.
- Attend ongoing professional development and commit to lifelong learning.
- Engage in responsible and respectful digital citizenship.

## As Parents we commit to:

- Support in our words and actions the policies, standards, and expectations of our school as articulated in the Student Handbook.
- Communicate concerns with school personnel through appropriate channels, ensuring the most efficient collaboration for the health and well-being of our students.
- Respect the school calendar, daily schedule, and our contractual obligations to the school.
- Utilize the school’s website, weekly newsletters, email, and other forms of communication to remain informed about school events, news, policies, and updates.
- Respect the professionals engaged in our child’s learning.
- Provide volunteer support and participate in the school’s Griffin Parent Association.
- Engage in responsible and respectful digital citizenship.

## As Alumni we commit to:

- Be an advocate for Lake Mary Preparatory School.
- Share the history, traditions and memories of Lake Mary Preparatory School.
- Provide opportunities for current students to learn more about the LMP Alumni network, to which they will one day belong to.
- Participate in alumni events as often as possible to continue to build and maintain an active, informed, and engaged LMP Alumni community.

## As the LMP Leadership Team we commit to:

- Prepare and actively participate in regular and special board meetings and events, and maintain confidentiality of content therein.
- Speak with one voice and avoid taking individual action on any issue. We will refer substantive information relating to real or perceived grievances from individuals or groups to the Head of School. We will strive to be objective decision-makers and take into account the effects of our actions on individuals, the school, and the community.
- Recognize that the leadership team serves in a strategic governance capacity, approving policies and their implementation.
- Share strategic plan updates with the LMP community regularly in partnership with the Head of School.





## PORTRAIT OF A GRIFFIN

### COLLABORATIVE

Listens, leads, and works collaboratively with diverse team members to solve problems locally and globally, gives and receives effective feedback, and accepts group outcomes.

### COMMUNICATIVE

Adapts to the needs of a diverse audience by speaking and writing clearly, actively listening, resolving conflict peacefully, and embracing responsibility for a personal digital footprint.

### CONTENT KNOWLEDGEABLE

Mastery of high level curriculum and academic skills with an ability to effectively apply knowledge and make real-world connections.

### CRITICAL THINKER

Inquisitive, analytical, and flexible approach to learning by implementing solutions to complex problems and thoughtfully analyzing outcomes.

### CREATIVE/INNOVATIVE

Forward thinkers with a vision for the future who are passionate about exploring multiple possibilities, motivated by creative ideas, and eager to seize new opportunities.

### CONFIDENT/CHARACTER DRIVEN

Leads with confidence, is motivated and self-aware, exhibits discipline and responsibility, makes informed choices in consideration of personal balance and positive community growth.

### CULTURALLY COMPETENT

A globally-minded, lifelong learner who impacts the community in a positive manner with empathy, sensitivity, and respect while embracing diversity and seeking cultural depth.

### CONSCIOUS OF BALANCE

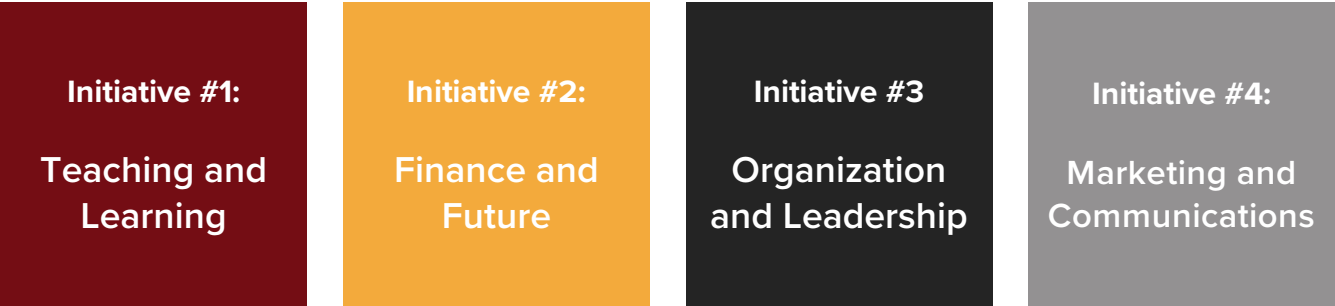
Implements a healthy lifestyle and incorporates a well rounded approach to their non-academic time.



## OUR PROCESS

Strategic planning is a core responsibility of Lake Mary Preparatory School. During the 2019-2020 school year, Lake Mary Preparatory launched a comprehensive strategic planning process spearheaded by a Strategic Planning Committee consisting of a dedicated group of faculty, administration, students, and LMP families. The committee focused on research, SWOT analysis, surveys, industry trends and met with an external consultant with expertise in both international education and independent schools.

As strategic initiatives were identified, the strategic planning committee expanded upon each one to outline specific goals and strategies. After a year of steadfast work, the leadership team approved the strategic plan identifying four strategic initiatives that positively impact the long-term success of the school:



While this is an ambitious three-year plan, Lake Mary Preparatory School has already begun working on achieving some of the initiatives outlined in this plan, and other goals will evolve over time with a strong framework in place. These goals will serve to strengthen our academics, community engagement, and ensure our facilities are supportive of student success.

The leadership team will provide annual updates to the LMP community regarding progress in achieving this plan. At Lake Mary Prep, we know strategic thinking is essential to our continued growth and improvement, and with ongoing evaluations and reporting, we can ensure that we are fulfilling our mission and holding true to our school's commitment to our faculty, students, and community.

We are grateful to all who took part in the strategic planning process and provided insight to guide Lake Mary Preparatory School in addressing our current and future challenges.





01

# TEACHING AND LEARNING

**GOAL:**

*Develop an inquiry-based, differentiated and holistic curriculum that is more closely aligned with our mission statement.*

**STRATEGIES:**

1. Build a systematic approach to organizing and designing vertical standards and resources from PreK-3 through 12th grade through student outcomes.
2. Through targeted instruction, further develop logic, critical thinking, and communication skills in our K-8 math program.
3. Develop a school-wide culture of feedback rooted in trust, growth, and personal accountability.
4. Develop a robust and meaningful service-learning program to make a greater impact in our local and global community.
5. Create opportunities for students to further enhance their education outside the classroom.



**GOAL:**

*Develop and sustain a financial plan to support the school's mission, continued development, and achieve fiscal independence.*

**STRATEGIES:**

1. Develop a comprehensive financial plan and budget with the aim of maintaining the long-term financial stability of the school.
2. Create a monitoring and compliance system for ongoing financial support and guidance.
3. Develop a comprehensive athletic facilities plan to protect our current investments while planning for future investments through strategic planning and spending.
4. Continue to monitor and enhance retention and enrollment.
5. Create an advisory board to provide guidance and feedback for admissions decisions.

02

FINANCE  
AND  
FUTURE



# 03

# ORGANIZATION AND LEADERSHIP

## GOAL:

*Create and foster an environment of transparency, accountability, and inclusion by developing a committed learning community who sees our potential and proactively works together to build capacity within our school.*

## STRATEGIES:

1. Develop strategically planned professional development to build capacity for learning, coaching, and growth.
2. Plan for and implement an informal and formal coaching cycle for faculty members at Lake Mary Preparatory School.
3. Create targeted parent education and a feedback cycle for parents based on our yearly commitment statement.
4. Identify and evaluate teaching and learning effectiveness in the classroom for K-12th grade.



**GOAL:**

*Define and implement an integrated marketing plan, reflective of the school's mission and vision, that supports the school's admissions, communications, faculty and student initiatives, and overall perception within the community.*

**STRATEGIES:**

1. Increase awareness of Lake Mary Preparatory School and its mission, core values, campus culture, extracurricular activities, and academic programs.
2. Create and introduce new policies and systems that will enrich our marketing efforts.
3. Demonstrate alignment of overall marketing and communications plan with the school's mission, while maintaining clear and consistent communications with all constituents.
4. Develop a robust parent advocacy program and student advocacy program.
5. Develop a robust alumni program.

04

MARKETING  
AND  
COMMUNICATIONS





**IGNITE YOUR  
FUTURE.**



# LAKE MARY

PREPARATORY SCHOOL



Lake Mary Preparatory School

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