



STRATEGIC GROWTH PLAN

Spartanburg
DAY SCHOOL

MISSION

To provide a superior educational experience,
in a community of trust,
that prepares students for a life well lived.

VALUES

- Excellence
- Individuality
- Leadership
- Curiosity
- Passion



JOURNEY TO A PLAN

Steering Committee

Ned Page, *President, Board of Trustees*

Jaime Wall, *Steering Committee Chair*

Sarah Hunt Barron

Alice Dawson

Laura Stille

Billy Webster

Leadership Team

Rachel Deems, *Head of School*

Casey Bell, *Director of Admissions*

Sheila Cash, *Director of Finance & Operations*

Bethany Cobb, *Director of Marketing*

Joy Couch, *Director of Athletics*

Lee Healy, *Director of Communications*

Mimi Killoren, *Director of Giving*

Farrar Richardson, *Head of Middle School*

Ashley Stokes, *Head of Lower School*

Kevin Weatherill, *Head of Upper School*

Guides

Tammy Barron, *School Growth*

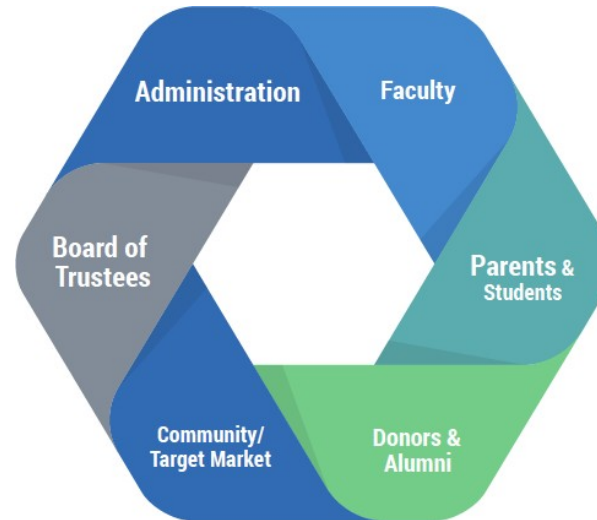
Scott Barron, *School Growth*



JOURNEY TO A PLAN

A Data-Informed Collaboration

- Enrollment Data
- Financial Data
- Competitive Data
- Accreditation Data
- Survey Data
- Focus Group Data
- Market Demographic Research



- 448 completed surveys

- 10 focus groups involving 54 participants

- 35 phone interviews

DATA INFORMED

The process revealed critical points that informed this vision and plan.

- Educational philosophy
- Curricular alignment
- Communication
- Faculty support
- Importance of relationships/community of trust
- Consistent experience
- Financial sustainability



2022 VISION

We have a clear and compelling sense of purpose and mission as we strive to create a sustainable future for delivering a superior educational experience.

We are committed to intentionally fostering an engaging, welcoming, nurturing environment where students, faculty, and parents feel connected, heard and known.

Our expert faculty thrive in a culture of collaborative practice with a cohesive philosophical approach that implements best practices and programmatic measures that enhance the consistent student experience in all divisions.



ELEVATE LEARNING & TEACHING EXCELLENCE

Strategic Priority:

Support meaningful learning and exemplary teaching.

OBJECTIVES:

- Define the distinctive educational philosophy of Spartanburg Day School for all members of the community and uphold it in daily life.
- Examine curricular cohesion and divisional alignment guided by the school's educational philosophy.
- Align and resource co-curricular programs to enhance the student experience.



ELEVATE LEARNING & TEACHING EXCELLENCE

SELECT TACTICAL INITIATIVES:

- Define the distinctive educational philosophy of Spartanburg Day School.
 - Create a portrait of a graduate.
 - Emphasize curricular alignment and educational philosophy through professional development.
- Engage an athletics committee to study programs and develop an athletic mission and philosophy.
- Update/replace student technology devices



SUPPORT FACULTY QUALITY & ENGAGEMENT

Strategic Priority:

Engage faculty in a culture of growth and collaboration.

OBJECTIVES:

- Support, develop, and retain faculty members who are committed to creating meaningful learning experiences within a collaborative culture.
- Recruit and hire faculty members who are committed to exemplary teaching practices and contributing to the life of the school.



SUPPORT FACULTY QUALITY & ENGAGEMENT

SELECT TACTICAL INITIATIVES :

- Create evaluation and feedback tools for teaching and non-teaching faculty.
- Increase outreach for the recruitment of faculty.
- Ensure faculty are offered competitive benefits and compensation.
- Create and implement a new onboarding process.
- Develop a system to support ongoing professional growth and development for all faculty.



STRENGTHEN CULTURE & COMMUNITY

Strategic Priority:

Intentionally foster an engaging, welcoming, nurturing environment where students, faculty, and parents feel connected, heard, and known.



OBJECTIVES:

- Create and implement a plan that enhances the student, faculty, and parent experience.
- Focus on internal communications to enhance engagement and connectivity.

STRENGTHEN CULTURE & COMMUNITY

SELECT TACTICAL INITIATIVES :

- Create and implement a plan to enhance the student, faculty, and family experience.
- Develop a process for regular feedback through annual surveys.
- Enhance a school culture that respects, embraces and honors all people.
- Develop a plan for enhanced internal communication.



ACHIEVE FINANCIAL SUSTAINABILITY

Strategic Priority:

Create a sustainable future for quality learning.

OBJECTIVES:

- Increase net revenue by utilizing a strategic enrollment management process.
- Inspire greater charitable giving.
- Heighten focus on student retention.
- Evaluate and improve the distribution of financial aid.



ACHIEVE FINANCIAL SUSTAINABILITY

SELECT TACTICAL INITIATIVES :

- Aim to increase endowment to \$30 million by 2022.
- Communicate with college partners and partnership families to better understand how to attract and admit new students through the program.
- Determine the feasibility of a new feeder school relationship with Meeting Street Academy.





Spartanburg
DAY SCHOOL

JOIN US FOR THIS EXCITING JOURNEY OF GROWTH