

**WALDEN SCHOOL**

**STRATEGIC PLAN**

**2018–2023**

**A BRIGHT FUTURE**



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From its founding in 1970, Walden School has educated students in a community united by shared commitments to a progressive philosophy. That philosophy is based on the belief that successful learning requires a strong forward-thinking academic program that respects each child's pace, style of learning, and skills developed over time that will allow them to question the status quo for a better world. That program has always focused on academic excellence, self-discipline, environmental awareness, personal responsibility, and collaboration. Walden nurtures these values in a warm, caring, and joyful environment.

In 1989, a visionary group of parents purchased the property on San Gabriel Boulevard where Walden is located today. From that historic act of support, Walden has continued to grow, improve, and fulfill its founding principles. Now Walden is poised to build on that sturdy legacy by charting a course for stability and success in the years ahead.

Walden's leadership will build on the recent CAIS accreditation recommendations as a platform to take bold steps forward with innovative programs, faculty development, financial stability, and strong parent support.

Beyond those ambitious goals, Walden will remain the same welcoming, nurturing community where all are valued and able to find their place. This vision for Walden's future emerges from the community itself. Within the five-year window of this strategic plan, Walden will celebrate its 50th anniversary. We welcome the challenge of the work ahead that will ensure WALDEN'S BRIGHT FUTURE.

## INITIATIVE I

# TEACHING AND LEARNING

Walden students will grow up in a world of continuous change, diverse populations and beliefs, and global possibilities. Their Walden experience will teach and hone skills and capacities with which they can successfully navigate 21st century challenges and opportunities, and which will provide a foundation of wisdom, academic excellence, resilience, and stewardship.

### CURRICULUM DEVELOPMENT

Curricular development will value depth of understanding and high-order thinking skills through integrated units of study that incorporate a cohesive anti-bias framework and themes of environmental and global citizenship. Walden will explore all resources to pursue research-based practices and will continue to conduct regular cyclical reviews to ensure the curriculum remains mission-aligned, vibrant, relevant, and consistent across all cores.

### STUDENT SUPPORT SERVICES

Walden will strengthen internal and external student-support services to diversify its approach and commitment to differentiated instruction and student well-being.

### MISSION-ALIGNED TECHNOLOGY PLAN

Recognizing that technology is and will continue to be a powerful tool for teaching, learning, and communication, Walden will develop a comprehensive, integrated school-wide technology plan that remains mission-consistent.

## INITIATIVE II

# A SCHOOL THAT THRIVES

In order to realize the goals of the Strategic Plan, it is essential to take a long view of economic realities and possibilities. This plan is an opportunity to take a creative and thoughtful approach to budgetary assumptions to ensure sustainable financial projections.

### THREE-YEAR FINANCIAL PLAN

Walden will create a three-year financial plan to structure for financial stability and provide for long-term financial health that ensures that critical budget numbers are aligned to support Walden's educational program, core values, mission, faculty and staff, and supports Walden's commitment to accessibility and a socio-economically diverse community. In Year Three of the Strategic Plan, Walden will review all key indicators and renew financial projections in line with progress made.

### ENROLLMENT AND RETENTION PLAN

Because enrollment is a key component of financial strength, Walden will build a robust enrollment and retention plan aligned with our core philosophy.

### FACILITIES REVIEW

Conduct a full review of facilities and recommend improvements to the physical plant based on a coherent strategic approach to optimize the campus.

### INSTITUTIONAL ADVANCEMENT STRATEGIES

To further the goal of financial stability, Walden will support and strengthen its institutional advancement strategies through staffing, planning, and recruiting parent support to develop a culture of generosity and philanthropy.

### WALDEN'S PROGRESSIVE IDENTITY

Strengthen Walden's reputation in the local community and the larger community of progressive schools worldwide. Define, articulate, and share Walden's history and unique place as a progressive school in an urban setting in Pasadena.

## INITIATIVE III.

# STRONG COMMUNITY

Walden will continue to be a community of families who believe in and support progressive education and appreciate that diversity and inclusion are embedded in all programs and activities. Walden is committed to being a healthy, nurturing community where all are valued.

### SENSE OF COMMUNITY

Strengthen the sense of community across all constituencies and cores, and partner with the Parent Guild to achieve these goals. Continuously refine mechanisms to communicate effectively with parents about activities at Walden to further a sense of connection within the community.

### BOARD LEADERSHIP

Maintain a strong Board of Trustees by actively recruiting leadership from both within and outside the Walden community. Keep the community informed about the role of the Board in leading and supporting Walden.

### ALUMNI ENGAGEMENT

Broaden and deepen alumni engagement and support for Walden.



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