



KEY 360°

NAVIGATING A PATH TO TOMORROW

➤ PRIORITIES

ENGAGING

Key School students and graduates are continuous learners and ethical global citizens who strive to positively impact a diverse and evolving world.



PRESERVING

The Key School path is supported by an intentional focus on revenue generation and resource allocation, ensuring long-term sustainability and strength for current and future Key students.



THRIVING

Key School students are supported and challenged to excel educationally and personally and be confident, courageous critical thinkers prepared to engage with the world.



LEADING

Key School teachers are recognized as leaders and role models who are supported in striving for continuous growth as professionals.



CONNECTING

The Key School campus is intentionally designed and utilized with spaces and methodology reflecting our mission and supporting our students, faculty, and community.



➤ **PRIORITIES**



THRIVING

Key School students are supported and challenged to excel educationally and personally and be confident, courageous critical thinkers prepared to engage with the world.



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➤ GOALS

Enhance and align adaptive program offerings to meet the needs and interests of all Key Students, providing an experience that empowers students to pursue continuous growth.

- Review scope and sequence Key-Wee - 12 focused Critical Thinking Skills to ensure alignment.
- Identify and enhance elements of the program that allow students to take ownership of their educational experience.
- Purposefully incorporate mental and emotional well-being into the decision-making process about programming.
- Ensure the programs are grounded in a 21st Century [Definition of Rigor](#).

Explore options for innovative program offerings that foster academic excellence, exploration and self-discovery.

- Evolve Upper School elective offerings and explore the feasibility of new co-curricular programming such as service-learning.





➤ GOALS *(continued)*

Designate time and resources for faculty professional development to improve professional practice, ensure effective teaching and accommodate differentiated learning styles.

- Develop and execute a marketing and communication strategy around these unique components of our school.
- Identify what differentiates Key – i.e., Full participatory sports program that achieves championships.
- Prioritize projects and activities that empower students to use their voices and speak from their perspectives and experiences.

Cultivate students' critical and creative thinking to prepare them for success in a diverse and evolving world.

- Ensure that cultural competency is integrated throughout the curriculum.
- Continue to create and enhance programming that centers marginalized individuals and groups.
- Create programming that requires students to seek out differing perspectives that are grounded in decency, truth and respect.



► PRIORITIES



LEADING

Key School teachers are recognized as leaders and role models who are supported in striving for continuous growth as professionals.



➤ GOALS

Continue to attract, engage, retain, and grow world-class faculty and staff who excel in delivering holistic programming for Key School students.

- Conduct a comparative review of the total salary and benefits package with an eye towards a set of recommendations to the Board.
- Create a position(s) with the primary focus on evaluation, professional development and supervision of faculty. (Planning for the 2022-23 academic year)

Provide time and resources for faculty to collaborative engagement with colleagues, leading to continuous improvement and mutual support.

- Align schedules to allow for recurring engagement beyond traditional divisional silos and areas of focus.
- Audit faculty for professional development priorities annually.





➤ GOALS *(continued)*

Designate time and resources for faculty professional development to improve professional practice, ensure effective teaching, and accommodate differentiated learning styles.

- Increase professional development that focuses on diverse learners.
- Increase professional development that focuses on cultural competency.

Encourage and enable teachers to test and apply new pedagogies and curricula including transdisciplinary approaches in measurable, mission-consistent ways.

- Incorporate into the marketing strategy the messaging of new curricula and pedagogy.
- Create learning lab opportunities in each Division to allow teachers to apply new practice.



➤ **PRIORITIES**



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GOALS

Optimize the use of Key School's outdoor spaces to continue to support innovative teaching and learning.

- Construct a new First School Outdoor Play and Learning space.
- Leverage Fusco Athletic Park to create outdoor education programming that can be onsite.

Plan and provide for high-quality classroom environments with optimized space and conditions for teaching and learning.

- Renovate the Upper School library and create a cycle to refurbish all classrooms and office spaces.



► PRIORITIES



PRESERVING

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➤ GOALS

The budget process is structured to support and drive the School's strategic priorities to provide a sustainable program of excellence for current and future students.

- Create and fund a budget that provides resources for the implementation of elements of Key 360°.

Monitor finance and budgeting and establish multi-year targets to ensure a sustainable, high-quality learning environment and that resource growth matches or exceeds the School's capital and operational needs.

- Create a comprehensive set of financial metrics to track revenue and expenditures to support multi-year budget projections that incorporate revenue needs.

Invest in our human, facility, and financial resources to further our academic goals.

- Redistribute human resources responsibilities from finance and accounting staff to create opportunities for more qualitative and quantitative financial data analysis.



► PRIORITIES



ENGAGING

Key School students and graduates are continuous learners and ethical global citizens who strive to positively impact a diverse and evolving world.





▶ GOALS

Set and reinforce expectations of what it means to be a Key School citizen in an inclusive and diverse community – as a student, Alumni/ae/x, faculty member, or parent – building on the foundation of respect, responsibility, and honesty.

- Create programming opportunities that require engaging with and learning about the present.
- Build curriculum around current world issues and events so students can apply skills in a context that has a deeper meaning to their personal experience.

Curate new opportunities for all community members to engage with a broad range of diverse and respectful views as we deepen our understanding of responsible citizenship at Key School and beyond.

- Continue to provide developmentally appropriate experiences and training for faculty and staff that promotes dialog (not debate) about complex issues related to racism, equity and justice.
- Create parent programming around pertinent topics with outside experts.
- Facilitate intentional student experiences with diverse individuals who extend beyond the Key School Community – leveraging our alums and regional connections.





Provide a variety of opportunities for Key School students to engage with our city, country and world to establish networks that will nurture their educational and personal aspirations, engagements beyond the walls of Key School and the positive impact they will have as Key School graduates.

- Build a program that brings outside experts to work with Key students.
- Explore establishing artist in residence and scientist in residence programs to build meaningful and multi-layered exchanges between the Key community and established experts worldwide.

Enhance our commitment to the development and implementation of programs that balance the emotional, physical and intellectual well-being of students.

- Maintain full participatory opportunities for all students.
- Review workload and expectations through the lens of mental health.
- Focus faculty professional development on student social, emotional and mental health.

