

"We Know, We Celebrate, We Prepare" 2019 - 2024 Strategic Plan



Mission: Specializing in elementary education, The Carey School inspires curious, confident, and joyful learners and celebrates childhood in an inclusive, diverse community that nurtures kindness, respect and personal responsibility.

School Motto: Where you are educated first, matters most.

Carey School Values:

Kindness, Respect, Personal Responsibility, Curiosity, Confidence and Joyful Learning

Objectives

Key Results

STUDENTS: Specializing in Elementary Education

We Know Children and How They Learn

Essential Skills Trajectory: Use whole group, small group and personal instruction to refine and build essential skills across content areas, ensuring grade level progression and cultivating individual growth.

Use of Time: Review and revise daily schedule for students and faculty to align with Learning Philosophy Statement.

System of Assessment: Develop a system of formative and summative assessments that can be used to inform instruction, monitor progress and provide insight into learning goals.

We Celebrate Children through Development and Engagement

Productive Struggle: Develop strong habits of mind by creating scaffolded opportunities to practice growth mindset, persistent effort and resilience for deeper comprehension and better content retention.

Choice and Agency: Enhance student buy-in through choice-based activities and assessments, creating opportunities to develop student capacity to take ownership of their learning.

Purposeful Citizenship: Refine curriculum around diversity, equity, civic agency, and social justice to promote connection and action on behalf of the community.

We Prepare Children for Life and School Success

Executive Functioning: Emphasize opportunities for students to practice self-regulation in order to be able to independently focus, plan and prioritize in support of their learning.

Creative Confidence: Promote opportunities for students to use novel approaches in order to explore questions and express notions and ideas through design thinking and iteration.

Social Competencies: Strengthen SEL concepts and foster interpersonal skills and identity development in all students.

FACULTY and STAFF: Cultivating and Retaining Professional Expertise

We Know Faculty and Staff and Recruit Mission Appropriate Personnel

Recruitment: Continue to enhance the recruitment process to attract the best professionals and practitioners in the marketplace.

Diversity: Create further opportunities for a diverse professional community to connect, collaborate, grow and lead in order to identify, nurture and retain colleagues.

We Celebrate Faculty and Staff and Build a Strong Work Culture

Recognition: Explore and enhance recognition opportunities to honor outstanding individual and team performance.

Investment in Our People: Continue to benchmark and review total compensation positions relative to industry standards. Explore and implement other compensatory/wellness programs.

We Prepare Faculty and Staff by Supporting Their Growth

Coaching: Refine a coaching model that enables teachers to learn and apply new pedagogical practices to improve teacher practices and student outcomes.

Leadership Opportunities: Distribute leadership among a team of individuals with different skill sets and experiences while sharing the mission to sustain a school-wide culture of learning.

Growing Our Own: Cultivate aspiring teachers by providing comprehensive preparation and training opportunities. Inspire current teachers by developing personal growth plans with built in, ongoing feedback mechanisms.

COMMUNITY: Fostering A Campus of Belonging

We Know Our Community and Value our School-Family Partnership

Volunteerism: Research ways in which the Carey community's talent and time might strategically further the work of the school and its community.

Inclusion: Keep a pulse on the evolving needs of families by deepening relationships among families through existing or new programs.

Home - School Communication: Continue to streamline school communication in order to increase parent engagement.

We Celebrate Our Community through Shared Purpose and Social Impact

Partnerships: Investigate how the cultivation of key strategic partnerships (e.g., Camp Galileo, SEL Institute and Hands on Bay Area) might positively impact and enhance Carey's on campus programs

Community Betterment: Investigate how strategic community opportunities might positively impact the community at large (e.g. micro-school).

We Prepare Our Community for School Life after Carey

Parent Education: Provide learning opportunities designed to inform, engage and inspire our school community.

Middle School Transition: Further refine middle school education process and options, as well as, parenting approaches for the next developmental stage.

Alumni Affiliation: Continually identify ways to stay in touch with alumni families to benefit from their experience, history, and institutional knowledge.

NEXT GENERATION: Shaping Our Future

We Know Strong Leadership

Board Strength: Identify and develop trustees within and outside the school community with profiled skills to advance strategic work.

Leadership Planning: Continue to develop and implement processes that ensure strong governance transitions.

Data Management: Review and implement benchmarking practices and data analytics to inform decision-making.

We Celebrate Our Next Generation by Funding Our Future

Enrollment: Continue to optimize enrollment management practices to ensure short term and long term resources.

Affordability: Maintain commitment to financial assistance to provide institutional access to a wide range of socio-economically diverse families.

Revenue Stream: Explore the feasibility of alternative revenue and enrollment streams such as acquiring a pre-school.

We Prepare the Institution for Our Next Generation

Development: Optimize and expand sources of giving (e.g. Flying Eagles) and streamline advancement communications.

Endowment: Evaluate and implement strategies broadening endowment funds to contribute annually to our operational budget.

Sustainable Master Planning: Implement a master plan for the campus site to increase the use of flexible space, reduce environmental impact, and maintain life-long ecological education.