



# Strategic Plan

ADOPTED DECEMBER 2020



## MISSION & VISION

**Forsyth School fosters a spirit of curiosity and joy, empowering children to pursue challenges with confidence.**

At Forsyth, our talented and caring faculty encourage students to explore and question, enabling them to learn deeply. Each child's unique identity is known, celebrated, and nurtured by our supportive community. The results are profound: children take risks, pursue challenges, and find joy in learning. The "Forsyth experience" is enriched by the school's unique campus, location, and commitment to the natural world.

## VALUES

At Forsyth, our community values are the essential beliefs that describe our culture and characterize what we uphold:

- We create an environment that encourages children to develop the **confidence, courage, and resilience** to persevere and embrace challenges in a continually evolving world.
- We celebrate each individual's unique identity and ensure a **diverse, equitable, and inclusive** community to which all belong.
- We practice **kindness and compassion** in our interactions with each other, our community, and the natural world.
- We believe **curiosity** is the foundation for inquiry, innovation, and creativity. We encourage **questioning** in our search for knowledge, understanding, and excellence.

## STRATEGIC PLANNING COMMITTEE & DESIGN TEAM

Sheyda Namazie-Kummer, *Board Member, Committee Co-Chair*

Dan Martinez, *Board Member, Committee Co-Chair*

Dan Theodoro, *Board Member, Committee Co-Chair*

Sharon Anibal, *Upper School Science Specialist*

Hillary Elfenbein, *Committee Member*

Tim Froehlich, *Committee Member*

Dan Hildebrand, *Head of School*

Jason Hooper, *Lower School Division Director*

Lauren Kistner, *Marketing & Communications Manager*

James Kolker, *Board & Committee Member*

Jen Pelc, *Pre-Kindergarten Teacher, Design Team Co-Chair*

Susan Zareh, *Grade 6 Teacher, Design Team Co-Chair*

Matt MacEwan, *Committee Member*

Charley Martin, *Upper School Division Director*

Cristina Rapp, *Learning Specialist*

Mark Rynasiewicz, *Committee Member*

Anne Simmons, *Grade 2 Teacher*

Amber Simpson, *Committee Member*

Chris Thomas, *Music Specialist*

*Forsyth School engaged and partnered with Greenwich Leadership Partners, November 2019–October 2020.*



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## STRATEGIC PRIORITY 1

**Ensure that the curriculum aligns closely with the mission, vision, values, and philosophy of Forsyth School.**

- Define the essential capabilities and skills a Forsyth learner will develop and ensure that curricular modifications focus on the development of these critical capabilities and skills.
- Rethink teaching and classroom spaces to maximize meaningful opportunities for student collaboration and teamwork. Conduct a new master planning process that incorporates this revised vision for teaching spaces.
- Reimagine the daily schedule and yearly calendar to better serve our students.
- Develop a technology plan that integrates with the curriculum and the philosophy of the school.
- Continue to build an understanding of and interactions with our local communities and the natural environment to model good citizenship for Forsyth students.
- Explore additional ways to engage and educate families as essential partners in their children's success.

## STRATEGIC PRIORITY 2

**Ensure the desired Forsyth School experience is achieved by increasing the opportunities for faculty, staff, and leadership collaboration and professional development to promote learning and growth.**

- Define and clarify responsibilities for all faculty and staff, including the professional expectation that all employees embrace the Forsyth mission, vision, and values.
- Provide additional opportunities for professional development and collaboration.
- Reassess the existing team-teaching model of instruction and the scheduling of specials to ensure curricular continuity, streamline the number of transitions in the daily schedule, and optimize the student experience.

## STRATEGIC PRIORITY 3

**Bolster efforts to build a thriving, diverse, equitable community culture at Forsyth School.**

- Commit to implementing inclusive, equitable, and sustainable practices that attract, enroll, welcome, and retain diverse students, families, faculty, staff, and administrators.
- Commit to professional development that prepares faculty to teach a diverse student body.
- Continue to revise the curriculum to include a growing array of perspectives, cultures, backgrounds, and racial/ethnic groups.
- Continue to ensure that financial aid enables students from a variety of economic backgrounds to attend Forsyth.
- Provide time and space for our community to come together on a consistent basis.

## IMMEDIATE NEXT STEPS

- Rewrite Forsyth School's statement of philosophy.
- Create focused objectives and timelines for each of the three strategic priorities and continue to work on the institutional initiatives of fundraising and master planning.