



The better way to do high school.

Vistamar School Strategic Plan
2022 and beyond







THE BETTER WAY TO DO HIGH SCHOOL

At Vistamar, we attract the best faculty, staff, and students who come together to learn and grow. We have the privilege of guiding students for four short years and we take that responsibility very seriously. Coming out of the last few years of the pandemic, we are excited to be looking forward and charting a new path, guided by the insights from our exceptional community.

We've intentionally designed our program to provide students with distinct experiences, challenges, and opportunities, ensuring they are inspired to become active and engaged. We encourage them to solve problems by understanding disparate viewpoints and the diversity of the world. In our approaches to teaching and learning, we equip them with the competencies to challenge the status quo daily and we are continually inspired by the innovations in educational practices.

Our mission is grounded in the idea that Vistamar students will embrace lives of learning, integrity, and purpose. We believe high school is a time of exploration where students should be exposed to the multitude of pathways and options that are available to them. To that end, we work with each individual student to understand their goals and aspirations, and craft a life plan towards personal success in college and beyond. We aspire for every student to be set up for a life of purpose and fulfillment.

To achieve these intentions, we are focusing on three pillars in this Strategic Plan that will propel us forward from 2022 and beyond:

1. Preparing students through distinctly differentiated programs and experiences.
2. Nurturing a compassionate community through diversity, inclusivity, and a dedication to health and wellness.
3. Continually exceeding expectations in all that we do.

At Vistamar, we are committed to being a diverse and forward-thinking educational institution — one that will ensure you'll never look at high school the same way again.

We look forward to the newest chapter in our journey - and continue to welcome your feedback along the way!

Chris Bright
Head of School

Kris Rone
Chair of Board



We are thrilled to unveil the outcome of our strategic planning process with the Vistamar community. Thank you to all of the students, parents, faculty, staff and Board who provided feedback as input to the plan.

Your responses from interviews, focus groups, and surveys served as the foundation for the plan. The hallmark of our school is the close knit community and we hope you will see your insights reflected in the plan. We remain dedicated to cultivating an incredible high school experience that pushes the status quo.





90%

of parents would recommend Vistamar to friends and family.

99%

of parents feel that teachers have their children's best interests at heart.

92%

of teachers feel they have the resources needed to design exceptional learning experiences for students.

94%

of parents feel their children are happy at Vistamar.

91%

of parents believe the unique needs of their children are being met at Vistamar.

87%

of students feel their teachers help them learn multiple strategies to approach problems from different angles.

Our Mission

Vistamar is the better way to do high school.

We inspire students, preparing them to contribute and excel in higher education and in life.

In their studies, in their work, and in their communities, Vistamar students will embrace lives of learning, integrity, and purpose.

Our Values

- > Rigorously challenging the status quo
- > Rich intellectual engagement that opens the doors to any college
- > Relentlessly embracing diversity of thought and experience
- > Living a healthy and balanced life
- > Purposeful engagement in the world beyond our walls





The Process

We are excited to share that our strategic plan reflects deep consultation with our community. This process included the voices of students, parents, faculty, staff, and the Board. We want to express our sincere thanks to everyone for taking the time to convey their experiences at Vistamar through surveys, interviews, and focus groups.

The best aspect of our school is the wonderful community and unique way we coalesce over the four years that students spend with us. We are thrilled to share our vision for the future — which harkens back to our roots — to do high school BETTER!

**Overview of the
Strategic Process**



FEBRUARY 2022

Existing Data Review

Future Design School, our partner in this process, reviewed existing data from all areas of the school including: enrollment, development, pedagogy, and assessment.

FEBRUARY 2022

Visioning

Our Board, along with the Strategic Planning Committee, faculty, and staff engaged in different sessions to provide insight on successes, challenges, and opportunities.

MARCH 2022

Community Consultation

A deep community consultation was held that included one on one interviews with the FDS team, anonymous surveys, and focus groups. It generated incredible feedback from students, parents, teachers, and staff.

MARCH 2022

Future of Education Review

The Board, faculty, and staff engaged in reviewing trends and best practices emerging from leading schools (both K-12 and Higher Education) globally. The team worked to align strategic priorities with the shifting needs of industry and post secondary admissions.

APRIL 2022

Insight Review & Analysis

The Board and Strategic Planning Committee reviewed the insights provided by the broader school community, and worked on actioning feedback into the strategic plan.

MAY 2022

Aspirations & Goal Setting

The Board and Strategic Planning Committee provided their aspirations for the school, and feedback on higher level goals aligned with the future direction of Vistamar.

JUNE 2022

Strategic Plan Development

The strategic plan was drafted by Future Design School and the Strategic Planning Committee. Internal stakeholders at the school were invited to provide feedback.

JULY 2022

Strategic Priorities Review & Iteration

The Board provided feedback and approval on the external facing strategic plan.

AUGUST 2022

Operational Plan Development

The Strategic Planning Committee worked with Future Design School to build a robust operational plan to underpin the actions necessary to achieve the strategic plan.



Strategic Pillars

1. Preparing students through distinctly differentiated programs and experiences.

2. Nurturing a compassionate community through diversity, inclusivity, and a dedication to health and wellness.

3. Continually exceeding expectations in all that we do.

Preparing students through distinctly differentiated programs and experiences.



→ **At Vistamar, we prepare students for college, and for life, including all of the challenges and complexities that humans will face.**

We cultivate students' future ready skills focusing on how to think, not what to think; and work to develop empathy for others by engaging them in a unique school environment that reflects the diversity of Los Angeles.

Our programs are distinct in the approaches to teaching and learning, always challenging the status quo; amplified with personalized and experiential opportunities that give students the space to explore who they are and the impact they want to make on the world.

TO ACHIEVE THIS WE WILL:

- > Continue to support educators to ensure that our program is academically inspirational, student centered, personalized, experiential, and focused on cultivating world changers.
- > Augment assessment practices to focus on the future ready skills and attributes that all students at Vistamar will develop.
- > Build on and grow our distinct programming in all academic areas.
- > Explore the AP program to ensure it remains relevant and meaningful.
- > Optimize our life planning approach to align with current and future student needs.
- > Add new outdoor education and service learning programs that develop character and build community.



I enjoy the collaborative environment of Vistamar, and appreciate the opportunities Vistamar gives me through things like office hours and small class sizes, to get closer to my teachers and seek one on one help whenever I need, a unique aspect of Vistamar that I love and appreciate."

VISTAMAR
STUDENT

Nurturing a compassionate community through diversity, inclusivity, and a dedication to health and wellness.





I feel like I enter a space
where I can be myself.

VISTAMAR
STUDENT



As a school that was founded on the principle of embracing diversity we welcome distinct thinking, encourage the authentic exchange of perspectives, and cultivate a mutual respect and multifaceted understanding of the world.

We will not rest on our laurels and are dedicated to ensuring that we are leaders in the Diversity, Equity, and Inclusion (DEI) space, infusing authentic voices and perspectives into our curriculum and experiences. We will ensure that our program is healthy and balanced — where students work hard, play harder, and are encouraged to pursue their passions in all aspects of their lives.

TO ACHIEVE THIS WE WILL:

- > Benchmark our current approach to DEI, make changes as needed, and dedicate to yearly assessment of practices in all aspects of the school.
- > Continue to engage in sustained DEI training.
- > Introduce an enhanced health and wellness program that meets the needs of today's students.
- > Re-engage our parent community through celebrations, events, and learning.
- > Enhance our athletics profile and elevate school spirit.

**Continually exceeding expectations
in all that we do.**





We recruit and retain excellent teachers who think differently about education, collaborate with their colleagues to develop world-class programs, and who are dedicated to growth that is supported by robust professional development.

We showcase Vistamar's approach in our community and work tirelessly to live our distinct story.

TO ACHIEVE THIS WE WILL:

- > Develop a portrait of a Vistamar teacher that aligns with the school's approach, publish it on our website, and recruit based on key indicators of success at our school.
- > Support educators through professional development and dedicated, meaningful collaboration time.
- > Launch a faculty and staff performance management approach that is holistic; one that celebrates impactful change and supports experimentation that pushes the status quo.
- > Align all marketing efforts with the school's aspirational goals, showcasing the uniqueness of Vistamar, as well as key factors like academic rigor.
- > Achieve financial targets to ensure Vistamar continues to thrive and grow.



I think the best part is the teachers, who genuinely care about you as a person and not just as a student. They really know their subjects, take the time to get to know you, and go above and beyond to support you.

**VISTAMAR
STUDENT**



VISTAMAR
SCHOOL

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