



SHAPING OUR FUTURE

A STRATEGIC FRAMEWORK FOR
SPRINGSIDE CHESTNUT HILL ACADEMY

MISSION

We are an inclusive community on a mission to inspire unbounded curiosity and independent thought in every one of our students. In a unique educational environment that extends well beyond campus, we nurture students' knowledge of themselves and the world, expanding their full academic and personal potential while preparing them to lead lives characterized by thoughtfulness, integrity, and a quest to effect positive change.

VISION

SCH Academy aims to be at the forefront of independent school education through excellent teaching, learning, creativity, and innovation. We see a future where SCH graduates become catalysts for positive change, their impact echoing not just within our walls, but throughout the world.



Our values **INTEGRITY**
COURAGE **THOUGHTFULNESS**
RESILIENCE **DIVERSITY**

Preparing students to lead lives characterized by thoughtfulness, integrity, and a quest to effect positive change is core to our mission at SCH Academy. Modeling our mission, we leaned into our curiosity and asked big questions to discover what truly matters to our community. We then set to work on a strategic framework for our future, building upon over 300 combined years of continuous learning, to help us effect positive change for—and with—the school and its students.

The strategy development process, which included constituent surveys, a town hall/world cafe experience for faculty and staff, market research, and a series of small group conversations we referred to as SCHarrettes, demanded that we look inward, outward, and forward. These efforts, begun in 2023, had spectacular response rates, further energized the school community and produced important insights to help us pave a surer path for SCH. Careful listening and thorough analysis led us to produce the strategic framework documented here, which reflects thoughtful choices and identifies five core priorities — the cornerstones of our future success. Within those priorities, we've outlined commitments and initiatives that will build upon our strengths and drive us toward a unique vision.

This framework, a compass that will guide our investments and decision-making over several years, focuses on:

- **vigorous academics, teaching, and learning**
- **intentional and embedded innovation**
- **engaged community committed to belonging**
- **unique SCH story**
- **expanded investment in our future**

These priorities aren't simply aspirations; they represent a commitment to action.

Here at SCH, we will track measurable progress and open communication among divisions, departments, leadership, and families will be paramount.

We also recognize that our priorities may shift over the years; this is not a static document, but a living embodiment of our mission. It's a testament to thousands of successful alumni and a commitment to remaining nimble in the face of change.

Not just a "why," but our "how," this framework is a call to action, a shared voice, and a promise to the future of SCH and its strong and committed community.

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VIGOROUS ACADEMICS, TEACHING, AND LEARNING

We are committed to:

- ❖ Articulating and driving a distinctive academic identity that focuses on the characteristics of teaching and learning at SCH and affirming the strength of a school program that prepares students for life.
- ❖ Investing in the faculty and staff to sustain and enhance SCH's reputation for academic excellence.

“Deeply talented educators prepare our students to be thoughtful, curious, and independent thinkers with the skillset and mindset for future success.”



Good Morning Friends,

Welcome to Kindergarten!
We are so happy you are here!
Today is an exciting day and we are
sure you have a lot of feelings. We
welcome all your feelings. <3

LOVE,
Mrs. Hwang and Mrs. Dion

INTENTIONAL AND EMBEDDED INNOVATION

We are committed to:

- ❖ Educating the community about what innovation and innovative education look like at SCH.
- ❖ Championing, incentivizing, and rewarding innovation:
 - new approaches to teaching
 - new ways of thinking
 - new ways of working and
 - new applications of technology that advance our mission.



ENGAGED COMMUNITY COMMITTED TO BELONGING

We are committed to:

- ❖ Creating a climate that is appreciative of diversity and fosters student and professional success.
- ❖ Encouraging a supportive environment that creates a deep sense of belonging and affirms the identity of all members of the community.
- ❖ Widely promoting our five values throughout the school.
- ❖ Recruiting and retaining faculty and staff who are highly qualified and passionate about their jobs. They closely mirror the diversity of the student body, are dedicated to fulfilling the school's culture, values, and mission, and love working with students and each other.
- ❖ Strengthening infrastructure to reflect SCH's commitment to a diverse, inclusive, and sustainable teaching, learning, and working environment.



UNIQUE SCH STORY

We are committed to:

- ❖ Clarifying and articulating what SCH represents as an independent school experience (our brand).
- ❖ Celebrating more publicly the accomplishments of our students in all areas of endeavors, particularly academics.
- ❖ Ensuring all constituents understand and can speak with one voice about what SCH represents as an independent school experience.

“SCH is a place in which defining moments, big and small, happen all the time.”



EXPANDED INVESTMENT IN OUR FUTURE

We are committed to:

- ❖ Strengthening our financial resources.
- ❖ Enhancing campus facilities and spaces to extend their life, supporting teaching and learning, and promoting environmental sustainability and a sense of community.
- ❖ Consistently use insights to evolve our strategic priorities, create shared understanding, make decisions, and allocate resources.



**"SCH is the school the world needs,
graduating the humans the world deserves."**

OUR JOURNEY

Throughout the 2023-2024 school year, we underwent a strategy development process to help our school envision its aspirations and press its advantages, with the goal of strengthening our ability to deliver our mission and positioning it for success in the long run.



The Voices of SCH

This process included looking inward, outward, and forward. Involving over 1,800 voices, the process not only energized and piqued the curiosity of the school community, but produced important insights that will help us pave a surer path for our school. The process included:

1. Constituent survey of students, parents, and employees
2. In-person town hall for faculty and staff
3. In-person SCHARrettes with stakeholders
4. Market research
5. Individual meetings

Coalescing the Data

In March, the senior leadership team worked to analyze and synthesize the data aggregated.

Defining our Priorities

In April, the senior leadership team and members of the Board of Trustees convened to clearly define the priorities that emerged from the data and are both anchored to our mission and values and propelled by an ambition to deliver an extraordinary educational experience.

Leaning In

Unlike a plan, which mimics a to-do list, our framework is a tool to align critical decisions about our future with the institution's mission and values, strategic priorities, commitments, and initiatives.





Distinguished by our innovative academic programs and single-sex to coed educational model, Springside Chestnut Hill (SCH) Academy offers students—18 months to 18 years—a welcoming learning community set in an urban oasis at the edge of the Wissahickon Valley in Chestnut Hill, Philadelphia.

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@SCHAcademy



SCH Academy