

STRATEGIC FRAMEWORK 2022-2027

MIDPOINT PROGRESS SNAPSHOT



FIVE YEAR STRATEGIC PLAN

THREE PRIORITIES

TWELVE INITIATIVES



NUEVASCHOOL.ORG/SF

AS OF DECEMBER 2024

THE NUEVA SCHOOL

RENEW

STRENGTHEN OUR FOUNDATIONS

1.1 REAFFIRM NUEVA'S MISSION, VISION, VALUES, AND CULTURE

Y1 RBI introduced to community via brochure, video, and HOS State of Nueva address

School mission and values emphasized in leadership communications

Giftedness redefined at Nueva

Y2 Community-building opportunities emphasized and expanded

Community sessions on giftedness offered

Giftedness training expanded at faculty/staff onboarding

Week-long and overseas trips and student exchange programs fully resumed

Mission and values emphasized in divisional parent education and communication

Y3 Strategic Framework news collated on the website

Mission- and culture-centered "Reflections" series launched in Nueva Notes

Video produced about core value of innovation at Nueva

Parent Volunteer Fair returned to campus

1.2 ENHANCE HUMANITIES AND ARTS

Y1 New curricular offerings added in music, dance, and art

Y2 Humanities program enhanced with expanded literacy team, new assessment resources, and literacy-curriculum development

Y3 Music and theater experiences and art displays expanded

New US dance electives offered

MS midday concerts resumed

1.3 INCREASE SUPPORT FOR ATHLETICS

Y1 Resources and facility needs/allocations evaluated for target programs

Number of student athletes increased

Celebration of teams increased and amplified

Y2 Athletics Department team restructured

College Athletics Commitment Ceremony inaugurated

Athletic gear and equipment updated/refreshed

LS sports & PE programming expanded

Strength and conditioning coach position created

Y3 Additional space for athletics programs secured

Seasonal US athletics newsletter *Mavericks* launched

Athletics motto *Make It Matter* introduced

Program to stream off-campus home games piloted

Athletics web presence expanded by end of year

1.4 RECRUIT, SUPPORT, AND RETAIN EXPERT FACULTY AND STAFF

Y1 Paycom platform launched for employees

Faculty and Staff salary matrices published

Employee salaries and benefits enhanced (Y1, Y2, Y3)

Y2 Multi-part initiative to improve employee retention launched by leadership team (salary benchmarking, benefit enhancement, stay interviews, greater transparency, etc)

Student Information System (SIS) "The Nexus" launched

"Review & Reflect" professional feedback process piloted

Employee Handbook updated

Employment web presence expanded (incl. benefits)

150+ summer grants and PD opportunities offered

New-teacher onboarding process improved

Y3 School-wide "Review & Reflect" professional feedback process launched for all employees

Professional learning opportunities expanded

Faculty/Staff Lounge created on each campus

BELONG

FOSTER INCLUSION AND WELLNESS

2.1 EXPAND STUDENT SUPPORT, HEALTH, AND WELLNESS

Y1 Full-time learning specialists and counselors hired

Student-supports teams and structure developed

Y2 Counseling and learning support systems improved and emphasized in parent communications

Student health & wellness support teams created

Literacy coach and executive-functioning support positions created

Neurodiversity Awareness Week inaugurated

Y3 US advisory mission and vision statement recreated and calendar reworked

MS student support teams expanded

US mental health support & intervention training for advisors and additional programming for students

US Wellness Wednesday Newsletters launched

2.2 PRIORITIZE BEING TOGETHER IN PERSON

Y1 In-person parent and student events resumed and increased (including GPSF Day)

In-person parent events and celebrations increased

LS: In-person parent education resumed

Y2 New format for US GPSF Day inaugurated

Student-led and community-wide affinity groups supported at each division

2.3 INCREASE AWARENESS OF OUR EQUITY AND INCLUSION (E&I) INITIATIVES

Y1 Equity & Inclusion (E&I) training for faculty and staff

Difficult-conversations training offered

Identity and restorative practices training offered

Awareness of affinity groups increased

DEI-audit resources identified and evaluated

Y2 Parent education offered on E&I, gender, and neurodiversity

Bias Response Protocols launched in all divisions

Y3 Year-long focus on the Art and Practice of Civil Discourse launched as all-division theme

E&I team integrated into larger school ethos

E&I website presence redesigned by end of year

US student council E&I role reinvisioned for impact and efficacy

2.4 EXPAND SUPPORT FOR E&I PROGRAMS

Y1 Year-long Nueva People of Color Leadership Institute (POCLI) held

Y2 New financial assistance policy for \$0-150K and \$150-\$250K households announced

Summer outreach and CBO partnerships expanded

Y3 THRIVE program re-envisioned

THRIVE parent sessions launched

Admissions and E&I partnership established to recruit/expand access to underrepresented students and families

Admissions outreach increased to underrepresented socioeconomic and racial/ethnic groups

INNOVATE

BUILD FOR OUR FUTURE

3.1 INNOVATE NEW OFFERINGS

- **US SEL; civil discourse (preK-12); and emerging fields**
- **community service learning (preK-12)**
- **environmental citizenship studies (preK-12) and campus sustainability**

Y1 Committee established to develop new US SEL curriculum

School- and parent-led community service learning offerings resumed

Trips program with integrated service-learning opportunities resumed

AI integrated into course offerings

Y2 LS Community Service Learning program launched

LS AI/machine learning initiative launched

LS AI experiences woven into Intersession

US student guidelines and policies around integrity, ethics, and use of AI drafted by US faculty

Y3 US Community Service Task Force launched

SEL, AI, dance, yoga, civil & civic discourse programs revised or introduced

School-wide and divisional committees launched (civil discourse, AI, sustainability, Indigenous solidarity)

Environmental citizenship studies and campus sustainability expanded

Single-use plastic ban explored

Extended Learning Coordinator position created

Scope and sequence of Civil Discourse across PK-12 articulated by end of year

US trips program refined for clarity and effectiveness

3.2 INVEST IN FACILITIES FOR HUMANITIES, ARTS, AND ATHLETICS

Y1 HB Humanities Center and library expansion planned

Learning support and counseling spaces renovated

MS sport court renovated for Athletics/PE

Y2 US art and music spaces expanded and renovated

US athletics wing renovated (incl. weight room and training room)

Humanities Center/Library project completed

Y3 HB Arts & Admin Building announced and approved

US dance studio reestablished

3.3 EXPLORE THE CREATION OF A CENTER FOR EDUCATIONAL INNOVATION AND TEACHER DEVELOPMENT

Y2 Center for Applied Research in Education (CARE) Task Force formed

Y3 Three focus areas identified for CARE: facilitating productive discourse; applying cognitive science and neuroscience research in teaching and learning; evolving technology from tool to partner

3.4 REFINE OUR MISSION II OUTREACH

Y1 Summer institutes relaunched (SWI, E&I, DT, Giftedness, IFSEL)

Hosting of Peninsula Bridge resumed

Y2 Biannual Innovative Learning Conference reimagined and resumed

Association of Independent Schools for Gifted Students (AISGS) founded

Associate Teaching Program curriculum developed to disseminate Nueva practices to other schools

Nueva Summer Camp expanded (75% non-Nueva students)

Y3 AISGS parent education and professional-affinity groups offered

San Mateo County STEM Fair partnership established

Inaugural Climate Action in Education Consortium planned for June 2025