

# The New Community School

## Strategic Plan 2024-2029

Transforming Futures for the Next 50 Years





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# Dear TNCS Community,

On behalf of the Board of Trustees and Strategic Planning Committee, it is my pleasure to introduce The New Community School's newly adopted strategic plan.

This plan was not developed in isolation. Its foundation was established by some of the ongoing objectives of our previous plan, the guidance from our recent VAIS/SAIS accreditation and the strategic reflections from our Board of Trustees' long term planning retreat. Our process was comprehensive and collaborative with active participation from all stakeholders: faculty, staff, students, parents, alumni and more. Our conversations were robust, and I was particularly grateful for the student participation on our Strategic Planning Committee. Their voices and insights were invaluable.

Successful strategic plans are those that inform and influence day-to-day operations under a larger and broader scope of goals and initiatives. I trust you will find in this summary achievable, measurable and provocative goals and aspirations which will transform our future. I offer my heartfelt thanks to our strategic planning team and all who added value to this important effort.

As we celebrate our School's 50th anniversary, it's imperative that we learn from the past, honestly assess where we are in the present and establish goals for the future that enhance our mission of empowering bright, talented students challenged by dyslexia and related learning differences. Our founders were determined and committed to their own bright and dyslexic children. We must continue to carry their torch in new and better ways.

**Amanda Surgner**

Board of Trustees, President



## **MISSION:**

The New Community School empowers bright, talented students who are challenged by dyslexia and related learning differences. The innovative and research-based college preparatory curriculum uses a customized educational approach to build skills and foster academic and personal strengths – igniting the passions and gifts of unique minds.

## **VISION:**

The New Community School launches students with the knowledge, skills, and resilience to pursue their passions, navigate the opportunities and challenges of their world, and live their lives with courage, compassion, and purpose.

## **GUIDING PRINCIPLES:**

**Transformation** – We develop and deliver programs that result in life-changing personal and academic growth.

**Community** – We create a caring, nurturing, and empathetic culture that values each community member, promoting connection, belonging, and inclusivity.

**Trust & Try** – We foster a supportive environment where students feel empowered to take risks in their learning journey, cultivating resilience.

**Adaptability** – We continuously innovate to meet the evolving needs of our community in an ever changing world.



# Transforming Futures for the Next 50 Years

## GOALS:

### **Empowering Diverse Minds:**

Leading the Way in Educating Those  
Who Think and Learn Differently

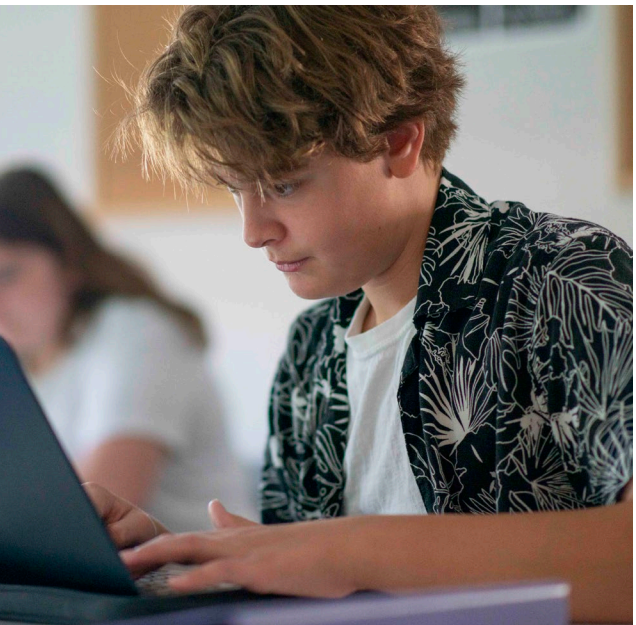
### **Building for the Future:**

Investing in Growth and Ensuring School  
Sustainability

### **Reaching Further:**

Extending our Impact and Influence  
Beyond our Community

# Empowering Diverse Minds: Leading the Way in Educating Those Who Think and Learn Differently



## Delivering an Innovative and Future-Focused Program

- Design and implement a road map illustrating where the skills in our Portrait of a Graduate are integrated into our curriculum
- Explore specialty learning strands and credentials designed to help students pursue their passions
- Create a Senior Capstone Project/Internship Experience
- Create opportunities for alumni to actively support current students

## Empowering a Highly Trained and Compassionate Faculty

- Provide diverse professional learning opportunities to enhance pedagogy and belonging
- Conduct regular surveys and feedback opportunities in order to understand the faculty's needs, concerns, and suggestions for improvement
- Provide resources and incentives for innovative teaching and learning practices



## Prioritizing Personal Wellness for all Community Members

- Create and provide professional learning opportunities, including workshops and guest speakers, focused on wellness and self-care
- Create intentional opportunities for connection and community building
- Foster a supportive environment that promotes mental health awareness and provides necessary resources and support



# Building for the Future:

## Investing in Growth and Ensuring School Sustainability

### **Developing and Implementing a Campus Master Plan**

- Conduct a comprehensive needs assessment to identify the facility needs to meet future programming and capacity goals of TNCS
- Develop a phased implementation plan to address immediate needs while planning for long-term growth and sustainability
- Continue to enhance campus safety

### **Connecting with Alumni to Include Graduates and Transfer Students**

- Develop strategies to increase communication with alumni
- Create alumni specific engagement events
- Increase opportunities for alumni participation in school events and in fundraising

### **Increase the Capacity for Financial Assistance to Better Meet the Demonstrated Need of Financial Aid Applicants**

- Diversify funding sources to improve equity and access
- Expand fundraising opportunities



## Increasing the Financial Resources to Ensure Future Success and Sustainability

- Create and implement a new comprehensive development plan with specific focus on the areas of endowment, annual fund, and planned giving
- Design a comprehensive marketing plan
- Leverage digital platforms to raise awareness and streamline the donation process

## Positioning The New Community School as the School of Choice for Attracting and Retaining Employees

- Continuously strive to offer a competitive salary and benefit package to all employees
- Promote work-life balance for faculty and staff through practices that reflect our values of prioritizing wellness
- Enhance employee recognition and appreciation programs



# Reaching Further:

## Extending our Impact and Influence Beyond our Community



### **Providing Thought Leadership Related to Working with Students with Learning Differences**

- Collaborate with research partners to improve student learning experiences
- Expand the array of community-based resources and support offerings for students, families, and educators
- Design and launch The New Community Institute for Educational Outreach





# The New Community School

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empowering bright minds who think & learn differently

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