



Strategic Plan: Mission Excelsior 2030

STRATEGIC PRIORITY 1

Living Our Mission, Sharing Our Vision: Deeply integrate Boys' Latin mission, core values, and Portrait of a Graduate into all aspects of school life, ensuring a unified commitment to our program model that prepares boys for success in college and beyond.

STRATEGIC PRIORITY 2

College-Ready, Classical Education: Empower all students through a rigorous classical education, immersing them in an environment that promotes intellectual curiosity, critical thinking, and academic excellence.

STRATEGIC PRIORITY 3

Inclusive Community, Engaged Students: In partnership with families, cultivate a vibrant and supportive community where Warriors feel connected and empowered to drive their learning journeys.

STRATEGIC PRIORITY 4

Mission-Driven, Growth-Oriented Team: Develop and foster a community of world-class staff members who are committed to the Boys' Latin mission, their own professional growth, and the achievement of their students.



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1. Living Our Mission, Sharing Our Vision: Deeply integrate Boys' Latin mission, core values, and Portrait of a Graduate into all aspects of school life, ensuring a unified commitment to our program model that prepares boys for success in college and beyond.

Number	Initiative	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
1.1	Develop and implement a comprehensive communication strategy to share our Portrait of a Graduate and our commitment to a classical education with current and prospective students and families, leveraging diverse platforms to increase knowledge and investment throughout our community.	Design	Launch	Monitor /Refine	Monitor /Refine	Monitor /Refine	Monitor /Refine
1.2	Assess and refine graduation requirements and course offerings to ensure alignment with our college preparatory mission and to seamlessly integrate the Latin language and classical education principles throughout our program.		Design	Launch	Monitor /Refine	Monitor /Refine	Monitor /Refine
1.3	Develop and implement a mission-aligned financial plan to guide resource allocation for facilities, systems, and other key priorities, ensuring the long-term success of our strategic plan and capital investments.		Design	Launch	Monitor /Refine	Monitor /Refine	Monitor /Refine
1.4	Design and implement a plan to improve postsecondary pathway counseling to increase college matriculation and persistence.			Design	Launch	Monitor /Refine	Monitor /Refine
1.5	Develop and implement opportunities for alumni to connect with current students and staff, sharing their experiences and perspectives on how the Boys' Latin experience impacted their lives.			Design	Launch	Monitor /Refine	Monitor /Refine



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2. College-Ready, Classical Instruction: Empower *all* students through a rigorous classical education, immersing them in an environment that promotes intellectual curiosity, critical thinking, and academic excellence.

Number	Initiative	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
2.1	Establish and implement a shared vision of high expectations and excellent, culturally responsive instruction, with aligned systems for observation and feedback, to ensure that all Boys' Latin staff members develop the pillars of our Portrait of a Graduate in every student.	Design	Launch	Monitor /Refine	Monitor /Refine	Monitor /Refine	Monitor /Refine
2.2	Design and implement subject-specific unit and lesson planning protocols, including aligned expectations and professional development opportunities, to deepen internalization and improve instructional delivery.	Design	Launch	Monitor /Refine	Monitor /Refine	Monitor /Refine	Monitor /Refine
2.3	Design and implement a comprehensive system of student data analysis, informed by ongoing assessment, that equips teachers to provide differentiated instruction and targeted interventions, ensuring every student receives the support they need to succeed.		Design	Launch	Monitor /Refine	Monitor /Refine	Monitor /Refine
2.4	Redesign the delivery of services for students with disabilities to ensure equitable access to college preparatory programming, accelerated academic growth, and personalized support that empowers every student to reach their full potential.		Design	Launch	Monitor /Refine	Monitor /Refine	Monitor /Refine
2.5	Establish a regular system for researching, selecting, and implementing high-quality, aligned curricula to ensure consistent, excellent instruction across all content areas.					Design	Launch/ Adopt curricula



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3. Inclusive Community, Engaged Students: In partnership with families, cultivate a vibrant and supportive community where Warriors feel connected and empowered to drive their learning journeys.

Number	Initiative	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
3.1	Design and implement systems that seek and honor student feedback to inform school-wide practices and decision-making.	Design	Pilot	Launch	Monitor /Refine	Monitor /Refine	Monitor /Refine
3.2	Refine and strengthen positive school culture systems, with shared commitment from staff, families, and students, to enhance relationships and support student success.		Design	Launch	Monitor /Refine	Monitor /Refine	Monitor /Refine
3.3	Adopt and implement a comprehensive and vertically aligned (grades six through 12) social-emotional learning (SEL) curriculum, integrating SEL into all aspects of the school experience to cultivate a school-wide culture of well-being and support.			Design	Launch	Monitor /Refine	Monitor /Refine
3.4	Empower student voice and enrich the school experience by expanding student leadership opportunities across all grade levels.			Design	Pilot	Launch	Monitor /Refine



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4. Mission-Driven, Growth-Oriented Team: Develop and foster a community of world-class staff members who are committed to the Boys’ Latin mission, their own professional growth, and the achievement of their students.

Number	Initiative	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30
4.1	Develop and implement a competitive recruitment strategy to attract highly skilled candidates who share Boys’ Latin’s mission and core values.		Design/ Launch	Monitor /Refine	Monitor /Refine	Monitor /Refine	Monitor /Refine
4.2	Refine and implement a robust onboarding and mentoring program for new teachers and staff, ensuring they are well-supported and integrated into the school’s culture and instructional model.	Design	Launch	Monitor /Refine	Monitor /Refine	Monitor /Refine	Monitor /Refine
4.3	Develop a long-term, sustainable compensation model that ensures fair and competitive pay while also maintaining financial health across they system.		Design	Launch	Monitor /Refine	Monitor /Refine	Monitor /Refine
4.4	Create clear and accessible pathways for teacher leadership and advancement, including opportunities for instructional coaching and school leadership.			Design	Launch	Monitor /Refine	Monitor /Refine