THE CHS STRATEGIC PLAN

CHS *Soaring*

An elevated future with childhood at the heart

A SUMMARY OF 2025-2026

The Strategic Planning Journey

A community-led process to understand our strengths, surface opportunities, and define a bold vision for the next decade.

1. **Consultant Selection**
   Interviewed firms; selected Leadership+Design
2. **Design Team Sessions**
   Five working sessions over five months
3. **Anthropological Safari & External Review**
   On-campus immersion and study of local and national school comps
4. **Think Tanks & Empathy Interviews**
   Four think tanks · 40+ 1:1 interviews
5. **Community Survey & Design Day**
   120+ inputs from faculty, families, community
6. **Board of Trustees Approval**
   June 2026
   Transition to implementation

WHO LED THE PROCESS?

The Strategic Planning Design Team

A group comprised of parent board members, faculty, and staff ensuring representation of each perspective

Parent Board Members

Lauren Beshears
Rebecca Hayes
Chris Kolovos
Sri Rao
Neal Vacchani

CHS Faculty

Michelle Keating
Darisa Pilon
Erin Piper

CHS Staff

Lisa Halm
Kerryn Hinds
Roderick MacNeal, Jr.
Kelly Marksbury
Virginia Siu
Devin Worthington

WHAT THE COMMUNITY TOLD US

What We Heard

Consistent themes across 40+ interviews, four think tanks, the community survey, and competitive research.

Childhood matters

Human-centered learning is important

Exceptional educators are the cornerstone

Belonging & community must remain at the heart of everything

CHS is a hidden gem

Protect and preserve this special place

VISION FOR THE FUTURE · WHAT SUCCESS LOOKS LIKE

A place where childhood is protected — and excellence endures.

CHS is recognized as the Boston area's defining early childhood & elementary school.

- ✓ Childhood is protected and celebrated.
- ✓ Students develop curiosity, character, and confidence.
- ✓ Faculty choose to build long-term careers.
- ✓ Families actively champion the school.
- ✓ Talented educators seek out CHS.
- ✓ Financial strength enables innovation and access.

Strengthen and amplify what already makes CHS exceptional — not reinvent it.

STRATEGIC FRAMEWORK · CHILDHOOD BY DESIGN

Four pillars, one vision for the future

CHS will be unmistakably known and consistently experienced as the Boston area's defining early childhood and elementary school.

01



Childhood by Design

Preserve the best of childhood while preparing for a changing world.

02



The People and Structures Behind the Mission

Invest in exceptional educators and the conditions that let great teaching flourish.

03



From Hidden Gem to Lighthouse

Strengthen visibility, influence, and reputation as a leading voice in childhood education.

04



Sustaining the Promise

Build the financial foundation to support excellence for generations to come.

PILLAR I

CHILDHOOD BY DESIGN

Preserve the best of childhood while preparing for a changing world.

Codify the CHS Learning Model

A research-informed approach advances learning that is academically rigorous and focuses on bringing out the best in every child.

Prioritize Hands-On Learning Before Screens

Technology use is deliberate and purposeful – and enhancement, not a replacement, for hands-on person-to-person experiences.

Ensure SEL and Belonging Remain Cornerstones of the CHS Experience

Social-emotional development and academic growth are organically interwoven into all aspects of school life.

Extend Experiences Tailored to the Elementary Age Group

Curricular and co-curricular programs are expanded to support growth and development for this specific age group.

PILLAR II

THE PEOPLE AND STRUCTURES BEHIND THE MISSION

Invest in exceptional educators and the conditions that let great teaching flourish.

Invest in the People Who Deliver the Mission

Top educators are not just faculty, but the primary carriers of the CHS mission, and should be compensated as such.

Make CHS a Destination for Exceptional Educators

Children thrive when they are known over time, and that continuity depends on educators who stay and thrive.

Redesign the Architecture of the School Day

The school day, year, and co-curricular programming should deliver meaningful teaching and learning experiences.

Strengthen Collaborative Professional Learning Culture

Create and protect space for peer observation, shared planning, innovation, risk-taking, reflection, and continuous improvement.

Position CHS as a Beacon of Childhood Learning

Investment in faculty thought leadership and public scholarship will both develop faculty and position CHS as a leading voice.

PILLAR III

FROM HIDDEN GEM TO LIGHTHOUSE

Strengthen visibility, influence, and reputation as a leading voice in childhood education.

Define and Tell the CHS Story

A unified institutional narrative and clear profile of the CHS graduate will spell out not just what CHS offers, but why it matters.

Build Family Fluency About the CHS Experience

Families will appreciate and anticipate the intentional arc of growth and development from age 3 through 6th grade.

Expand Ambassador and Community Networks

Alumni, families, faculty, preschools, and community organizations will authentically share and amplify the CHS story.

Elevate Communications from Marketing to Thought Leadership

CHS will be known through storytelling, educational insight, visible learning, and mission-driven influence.

Bring the Community to Us

Strategically expanded programming will draw in curious outsiders who will leave the building as genuine advocates.

PILLAR IV

SUSTAINING THE PROMISE

Build the financial foundation to support excellence for generations to come.

Strengthen and Diversify Revenue Beyond Tuition

Elevated auxiliary and enrichment programs, community partnerships, and creative revenue opportunities.

Create a Culture of Philanthropy

Philanthropy is not simply fundraising; it's an expression of support for community values and a critical pillar of sustainability.

Expand Mission-Aligned Enrollment Pathways

A larger early childhood program will increase access to CHS and sustain enrollment into upper grades.

Invest in Access to Fully Live the CHS Values

A strong financial aid program is a mission imperative and an enrollment strategy, ensuring a diverse and dynamic community.

Ensure the Facilities Serve the Program

The physical environment must remain an asset to the mission, equipped to deliver teaching and learning for the next decade.

Elevate Mission-Aligned Stewardship Practices

CHS's strong stewardship practices and strategies will sustain the school's vision and long-term institutional vitality.

NEXT STEPS

What's Next?

Strategic Plan Info Sessions

Learn more and ask questions in a more informal setting

1. **November 10, 8:30am in the CMR**
2. **November 20 in the CMR, with concerts**

Want to Get Involved?

If you'd like to lend your talents to bringing the plan to life, please reach out visit the strategic plan section of the website and fill out the form!

CHS *SOARING*

QUESTIONS?