CHARLOTTE COUNTRY DAY SCHOOL

Strong *Minds.* Good *Humans.*

A **BOLD** & **VISIONARY PLAN** FOR
CHARLOTTE COUNTRY DAY SCHOOL



Imagine a future in which our students are known far and wide as healthy, happy, high achievers who are "good humans" with a deep and meaningful commitment to service, collective efficacy, and shared endeavors that give all their striving for exceptional achievements great meaning and purpose.



Imagine a future in which our educators are widely hailed as "best in class," who know how to inspire students' genuine curiosity and mastery, who have unparalleled access to professional development and instructional coaching throughout their careers, and who model for students a meaningful and fulfilling life well-lived.



Imagine a future in which our school is known locally, regionally, and nationally as an exemplar of healthy striving—which will entail maintaining and even elevating our high standards, while increasing levels of support—alongside a deep and differentiating commitment to service and well-being as core to the educational experience.

Four Strategic Pillars

IN 2026, the Board of Trustees unanimously approved the Bold & Visionary Plan, which will guide Country Day into its exciting next chapter.

Developed with input from our school community through Town Halls, listening sessions, and feedback opportunities, this plan reflects the aspirations of so many who are deeply committed to helping Country Day thrive.



Rooted in our Mission and inspired by the enduring strength of the mighty oak, from which the acorn—our school symbol—grows, the plan articulates four strategic pillars to guide institutional decision-making and community impact over the next five to ten years.


LIFELONG
COMMUNITY
EXCELLENCE IN
EDUCATION
RESPONSIBILITY TO
SERVE
HEALTHY
STRIVING

Lifelong *Community*

COUNTRY DAY'S strong sense of community makes us a place where every person is known, valued, and empowered to belong, and where connections among alumni, families, students, and employees endure across generations. Through thoughtful leadership, inclusive practices, and a campus that brings Our Farm into the heart of the Country Day experience, we will nurture the leaders who carry our Mission and values into the future.







OUR ASPIRATIONS

- Cultivate the next generation of leaders who will steward and advance Country Day's Mission and values.
- Foster an authentic, inclusive community where every individual is known, valued, and empowered to belong.
- Fully embody the aspirations of our Affirmation of Community through our people, programs, practices, and culture.
- Strengthen enduring connections among alumni, students, families, employees, and friends of the school, deepening a sense of belonging across generations.
- Create a campus that inspires connection, learning, and well-being while fully integrating Our Farm as a defining element of the Country Day experience.

OUR ACTIONS

- Strengthen leadership capacity by building on key appointments across academics, enrollment, college counseling, health and wellness, operations, and finance, and by investing in talent and organizational structure.
- Draw on demographic and space utilization studies to develop a campus master plan and launch our next major capital campaign that will bring our institutional priorities to life.
- Deepen the lived expression of our Affirmation of Community by increasing the diversity of our educators and families, strengthening inclusive teaching and learning practices, fostering meaningful relationships, advancing a curriculum grounded in respect and understanding, and cultivating a culture where every member feels known, valued, and empowered to contribute.
- Strengthen lifelong connections across generations through expanded alumni, past parent, and grandparent programming and engagement.

Excellence *in Education*



COUNTRY DAY is defined by educational excellence: exceptional educators, mastery-level teaching, and a coherent, rigorous JK–12 learning experience that prepares every student for authentic learning, college, careers, and lives of meaning and purpose. Through transformative learning, continuous professional growth, and personalized advising, every student discovers and pursues pathways aligned with their unique strengths, passions, and aspirations.

OUR ASPIRATIONS

- Build Country Day's capacity to attract, retain, and invest in the most talented and passionate educators in our city, region, and country.
- Define the characteristics of a mastery-level Country Day educator and align hiring, coaching, feedback, evaluation, and professional learning around that vision.
- Develop a Portrait of a Country Day Learner who is uniquely prepared for authentic learning, college, careers, and lives of meaning and purpose.
- Establish a coherent and rigorous JK–12 curriculum that integrates transformative experiential and interdisciplinary learning while ensuring transparency and consistency.
- Reimagine JK–12 student advising and college counseling to equip every student to make informed decisions and pursue pathways aligned with their unique strengths, passions, and aspirations.
- Increase ongoing professional development designed to strengthen teaching practice and elevate professional dialogue across divisions.



OUR ACTIONS

- Elevate teaching excellence by establishing a shared vision of a mastery-level Country Day educator and aligning hiring, feedback, evaluation, and professional growth to bring that vision to life.
- Strengthen our ability to attract, develop, and retain exceptional educators by expanding instructional coaching, aligning compensation with competitive benchmarks, and investing in meaningful mentorship and leadership development at every stage of an educator's career.
- Strengthen JK–12 curriculum coherence by deepening collaboration among curriculum leaders, publishing and regularly assessing a rigorous, integrated curriculum, and developing and adopting a Portrait of a Country Day Learner to guide teaching, learning, and student growth.
- Advance mission-aligned technology and data systems by guiding the thoughtful use of AI and emerging tools, strengthening research and decision-making, and using data to personalize learning and improve outcomes for every student.
- Develop a signature JK–12 advising and college counseling program by training teachers and advisors and investing in family education so that meaningful conversations about students' strengths, passions, interests, and aspirations begin early, continue at home and at school, and guide thoughtful decisions about future pathways well before the college application process.
- Increase dedicated time for sustained, collaborative professional learning that strengthens teaching practice across divisions, ensuring every student benefits from exceptional instruction, a coherent learning experience, and the skills to thrive in a changing world.



Responsibility

SERVICE HAS always been central to a Country Day education. We will bring this defining commitment to life more fully across our campuses and throughout the city of Charlotte, deepening our role as a private school with public purpose. Through reciprocal community partnerships, hands-on service learning, and meaningful opportunities woven into our curriculum and daily school life, we will empower students to turn their learning into action and embrace service as a lifelong responsibility.

to Serve



OUR ASPIRATIONS

- Reaffirm and strengthen our Mission's call for "a responsibility to serve," ensuring that it remains a defining and distinctive element of a Country Day education.
- Reposition Country Day's role in Charlotte as a private school committed to serving a public good that is grounded in reciprocity, reflection, and meaningful community engagement and impact.
- Leverage Our Farm as a central hub for food-based service learning and community partnerships.

OUR ACTIONS

- Articulate the leadership and staffing structure that will be needed to advance service-learning schoolwide.
- Define a JK–12 philosophy of service-learning rooted in our Mission, and identify meaningful ways to integrate service into curriculum, schedules, and the daily student experience.
- Build lasting, reciprocal community partnerships that deepen students' civic engagement while addressing meaningful, real-world needs across Charlotte.
- Launch and expand service-learning pilots at Our Farm and with community partners throughout the Charlotte region, connecting academic learning with hands-on service and real-world impact.
- Measure, celebrate, and communicate our impact through clear indicators of student learning, community benefit, and the growth of a schoolwide culture of service.

Healthy *Striving*



AT COUNTRY DAY, we believe the highest levels of achievement and well-being are not competing priorities, but mutually reinforcing aspirations. We are building a culture of healthy striving that challenges students to reach for the stars without sacrificing their health, happiness, or sense of belonging—and supports employees and families in doing the same. Through a unified JK–12 approach to wellness, thoughtful policies and practices, and a commitment to nutrition, food literacy, and farm-based learning, we are redefining what it means to thrive: pursuing excellence with purpose, ambition with balance, and success without sacrificing well-being.





OUR ASPIRATIONS

- Become a national exemplar of healthy striving, where achievement, well-being, and belonging are mutually reinforcing.
- Foster a culture of well-being that enables every student and employee to thrive academically, personally, and professionally.
- Cultivate balanced and sustainable pathways to success that promote growth, purpose, and lifelong well-being.
- Become a national model for integrating nutrition, food literacy, environmental stewardship, and farm-based learning into a culture of wellness.

OUR ACTIONS

- Define and embed a schoolwide philosophy and framework of healthy striving that brings achievement, well-being, and belonging into balance, with clear expectations, healthy guardrails, and schoolwide systems that support ambitious, sustainable pathways to success.
- Make nutrition, food literacy, and farm-based learning central to student well-being and environmental stewardship by expanding access to nourishing, ethically sourced food and integrating Our Farm into the educational experience and long-term vision of Country Day.
- Reimagine advising, college counseling, and student support services to help every student understand their strengths, discover their purpose, navigate challenges, and pursue meaningful opportunities without compromising well-being.
- Cultivate a culture of well-being through shared expectations, meaningful measures of engagement and belonging, and ongoing education that empowers students, employees, and families to support well-being at school and at home.
- Strengthen the foundations of a safe and healthy community through thoughtful governance, expert medical guidance, and proactive risk management that safeguard the well-being of our community today and into the future.

Imagine a Country Day where every student, educator, and family is known and valued, challenged to grow, inspired to serve something greater than themselves, and supported in thriving—in school and in life. Imagine a community that defines success not only by what our students achieve, but by who we become together. What is the enduring promise that unites our highest aspirations for what we achieve and who we become?



Strong *Minds.*











Good *Humans.*







To learn more about how *Strong Minds. Good Humans.* becomes the lived experience of every student, family, educator, employee, and graduate, visit **charlottecountryday.org/bold-and-visionary-plan**.

MISSION

Through excellence in education, Charlotte Country Day School develops the potential of each student by fostering intellectual curiosity, principled character, ethical leadership, and a responsibility to serve.

AFFIRMATION OF COMMUNITY

Charlotte Country Day School is committed to living as an authentic, inclusive community. Our pursuit of this commitment to community recognizes and affirms the richness brought by difference and discovered through commonality.







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11/2026