

2013-2017
STRATEGIC
PLAN



Our Mission:

St. Michael's Episcopal School strives to provide children with superior academic instruction in an environment that acknowledges and develops Christian values.

As St. Michael's strives to provide a superior education for its students, it is important to examine the needs and challenges which lie ahead. This is precisely why this five year strategic plan was prepared.

- How can we best maintain positive parental support and involvement?
- What sort of skills will today's students need tomorrow?
- How can we maintain a strong faculty?
- Will the school be better served operating two campuses or one?

These and other important questions are addressed in this document. The answers will determine the best course for St. Michael's to pursue over the next five years.

Ed Hubbard / Russell Fleetwood

Building Our "Strategic Plan"

Building a strategic plan starts with listening. Information was collected through interviews with St. Michael's staff, faculty, parents, and board members. A survey was also created to gather further information from the general St. Michael's population. The data collected from the interviews and the survey was used by the strategic planning committee to build our plan. This plan is divided into four strategic initiatives: Community, Curriculum, Brand Recognition and Faculty. These initiatives are further broken into imperatives identified to help achieve each goal.

This plan is our 5 year view of the initiatives needed to achieve a clear and unified path to sustainable success for St. Michael's.

"Developing a strategic plan is a process of gathering great ideas for an organization and examining them through the lens of the organization's mission."

Parker Nash, Pure Culture Consulting

St. Michael's Strategic Planning Committee

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Community

Strengthen our sense of community, the cornerstone of the St. Michael's experience, to acknowledge and develop Christian values.

1. Strengthen the sense of our Christian community through clear, repetitive messaging and documentation concerning who we are and who we are not.
2. Create purposeful opportunities for involvement among the St. Michael's community.
3. Seek to maintain and improve communication throughout the school by providing context about key decisions.
4. Provide the SMPA clear focus and continue to foster a high degree of meaningful, positive, parental involvement.
5. Provide opportunities to expand fellowship and relationships among the St. Michael's families, administration, and SMPA.

Curriculum

Enhance a robust academic and elective curriculum that balances St. Michael's need to be competitive while recognizing the special niche we have established.

1. Utilize and consider formative and summative academic feedback from parents about the St. Michael's experience.
2. Create deeper understanding about why accepted students did not enroll.
3. Monitor and evaluate current directions in education and assess their role in the St. Michael's curriculum.
4. Review the elective opportunities that St. Michael's provides for our students.
5. Sensibly integrate technology into the St. Michael's curriculum.

Brand Recognition

Strengthen St. Michael's brand recognition and value by supporting one vibrant community of learning and its ties to the St. Michael's mission.

1. Conduct a feasibility study of centralizing our campuses and make a determination of direction.
2. Conduct a feasibility study to review the merits of retaining/utilizing the Bon Air Campus.
3. Strengthen fundraising through a strategic, centralized approach.
4. Communicate more clearly the value of St. Michael's to current and potential stakeholders.

Faculty

Ensure that St. Michael's expectations for our school community are well defined to perpetuate a constant and reliable commitment to excellence.

1. Continue to foster faculty professional development and improvement.
2. Perpetuate a rigorous selection process for new staff and faculty candidates.
3. Anticipate vacancies for faculty and plan appropriately.
4. Ensure ongoing faculty collaboration and consistency of instruction.
5. Ensure that the faculty is equipped to address the evolving needs of the student body.

