

The Carey School Strategic Plan

It's Elementary

2014-2019



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I. Specializing in Elementary Education

Our goal is to be an expert in elementary education that sets the standard for other elementary schools.

We Know Children *and...*

Developmental stages

- Ensure our program centers on student age, ability and interest levels.
- Deliver a challenging curriculum for our learners and communicate about it beyond the classroom to enhance school/home partnerships.
- Utilize contemporary [research-based curricula](#) and standards in areas of math, language, reading, writing, social studies, science, technology, the arts, and athletics.

Appropriate grade-level content and skills

- Ensure consistency of experience and challenge within grade levels and across core and co-curricular subjects.
- Emphasize play-based learning at younger ages progressing towards collaborative critical-thinking and leadership at older ages.

Character education

- Place greater explicit emphasis on ethics, civics and moral development in the curriculum.
- Continue integration of Social Emotional Learning [\(SEL\) concepts](#) throughout our program and strengthen it with greater opportunities to foster optimism, effort and empathy.

We Celebrate Children *through...*

Engagement

- Promote an environment for students to learn-by-doing through project-based learning, structured and unstructured play, assemblies, and field trips.
- Provide integrated studies opportunities to help students make connections between subject areas and develop a broader view of challenges and solutions.

Their eyes

- Prioritize fun and the joy of our school.
- Provide opportunities for all children to be their authentic selves.

We Prepare Children *for...*

The next grade level

- Ensure that each student steps up to the next grade level aware of accomplishments, personal abilities and areas for growth.
- Offer support of learning resources to address specific student needs.
- Institute authentic, formative, and student-driven assessments to complement teacher-driven assessment.

The next school

- Graduate independent learners who can manage the social, procedural, and academic aspects of middle school.
- Expand our connections with local middle schools through board, administrative and faculty relationships.

Life beyond Carey

- Enhance real world relevance and the role of citizenship in our curriculum, with emphasis on multicultural, service-learning, and ecological awareness.
 - Implement age appropriate school-wide projects to address local/national/global problems and connect student learning to the larger world.
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II. Cultivating Elementary Teaching Expertise

Our goal is to have outstanding elementary teachers and be a school where great teachers want to work.

We Know Elementary Teaching *and...*

Attracting great teachers

- Conduct nationwide searches for job openings.
- Develop relationships with key teacher training programs to ensure the most mission-aligned applicant pool.
- Build our culture as a great place to work.

Hiring and retaining effective faculty

- Explore compensation options to reward the impact faculty and staff have on delivering the school's mission.
- Offer teachers attractive, competitive compensation.
- Develop innovative, non-salaried benefits to meet our faculty's financial planning and quality of life goals.

We Celebrate Elementary Teaching *through...*

Teaching excellence

- Recognize commitment and high quality engagement with students in and out of the classroom.
- Provide teachers with ample resources to succeed in the classroom.

Collaboration

- Support effective models for collaboration that are most impactful on the classroom and students.

- Provide structured and unstructured time during the school day for faculty to know each other's work and share ideas on advancing teaching practices and curriculum.
- Prioritize collegiality and cultivate opportunities for teachers and staff to enjoy their work and communicate positively about it.

Innovation

- Foster an environment where innovative teaching is encouraged to further our educational mission.
- Become "connected educators" who thoughtfully use technology as a teaching, learning, communication and professional development tool.

We Prepare Elementary Teachers *for...*

Achieving their personal best

- Measure performance on a regular basis to promote growth and renewal.

Classroom and career success

- Inspire our faculty and staff through personalized professional development plans that targets areas of individual interest and growth while advancing the mission of the school.
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III. Caring for the Carey Community

Our goal is to enhance our distinctively "Carey" community that celebrates and supports elementary students and their families.

We Know Our Community *and...*

School-family partnership

- Align efforts to support student growth through improved and consistent school-family communication.
- Be mindful of the financial, time and volunteer commitments asked of families to be resource-conscious and nimble in carrying out community activities.

The individuals who comprise it

- Foster an inclusive environment for families of all backgrounds and perspectives as communicated in our Statement on Diversity and Inclusivity.

We Celebrate Our Community *through...*

A shared purpose

- Adhere to Carey's mission and values of kindness, respect and personal responsibility.
- Strengthen our community through family-centered traditions and new events that bring our community together for learning, sharing, fun and friendship.

Participation

- Encourage broad, whole family participation in school life by providing appropriate opportunities to volunteer, engage and see the school in action.
- Welcome mission-appropriate parent-initiated groups that build community, support parents, teachers and students and enhance the Carey experience.

We Prepare Our Community *for...*

A broad perspective on parenting and education

- Expand opportunities for parent and family education through communications and access to outside experts and resources.
- Support initiatives that expand our families' connections with our local community and the world.

School life after Carey

- Prepare parents and families for their child's transition to middle school.
 - Provide opportunities for ongoing affiliation with Carey after graduation.
 - Maintain connections with alumni and alumni families to benefit from their experience, history and institutional knowledge.
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IV. Strengthening Our School

Our goal is to ensure Carey's long-term sustainability through the responsible stewardship of resources.

We Know Our School *and...*

A strong operating model

- Ensure the school operates within its means in the short and long term.
- Improve further the school's financial strength and operational flexibility.
- Address capital project commitments in a timely fashion.

Good governance

- Enhance trustee and administrative processes for financial and fiduciary reporting, monitoring, risk assessment and planning.
- Employ best practices to guide operational and financial decision-making.

We Celebrate Our School *through...*

Investments in curriculum, faculty and financial aid

- Prioritize programmatic enhancement to offer the most educationally effective curriculum, materials and technology.
- Continually benchmark practices of peer schools and leverage industry resources to ensure we remain on leading edge of compensation practices and non-monetary benefits.
- Offer meaningful financial assistance to keep a Carey education accessible to a wide range of families.

A robust advancement program

- Optimize time, energy and resources in advancement.

- Expand sources of giving.

We Prepare Our School *for...*

Our elementary mission

- Maintain a safe and welcoming campus.
- Create a master plan for the campus site.

Environmental and resource sustainability

- Develop more natural spaces for ecological learning and play.

Long-term financial health and flexibility

- Build endowment and reserves to enable the school to thrive in challenging economic environments.
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