



Strategic Plan 2005: Goals and Strategies

The Evergreen School Mission Statement

The Evergreen School challenges and nurtures highly intelligent, creative children, fostering responsibility, love of learning and self-esteem. We offer an enriched curriculum combining innovative educational techniques with independent and small, flexible group learning.

I. Program

Goal: *The Evergreen School will be a center of excellence for educating highly capable preschool through 8th grade students, employing a curriculum that fulfills our mission and is innovative, integrative, challenging, experiential and individualized. We will prepare our students to be knowledgeable, empathetic, contributing members of society.*

The achievement of this goal will require continued attention to *all* curricular areas. The Evergreen School will further strengthen its program through the following strategies:

- A. Ensuring that the following curricular areas, which help to distinguish our school, are equally implemented across all grade levels:
 - ⊙ An integrated curriculum.
 - ⊙ An active program of environmental awareness.
 - ⊙ A strong global/multicultural studies program.
 - ⊙ An effectively applied, leading-edge technology program.
 - ⊙ Experiential and traditional learning opportunities that support each student's social and emotional growth.
- B. Aligning our program with the school's educational philosophy and mission by focusing on the following strategies:
 - ⊙ Developing a continuum of social and academic program goals.
 - ⊙ Implementing a method for aligning our program with these goals.
 - ⊙ Educating both internal and external constituencies about our strategies.
- C. Documenting the methodologies and metrics we use to measure and report on the effectiveness of the curriculum both at a student level (report cards) and at a school-wide level (student outcomes).
- D. Ensuring that the school holds its physical education and arts programs to a high standard that effectively fosters the development of the whole child.
- E. Supporting extracurricular activities and programs, both after school and during the summer, that complement and enhance the curricular program.
- F. Exploring ways to network with other gifted programs around the nation to exchange ideas and identify best practices.
- G. Being a resource to the local community (including the education community) regarding best practices for educating highly capable learners.

2. Diversity

Goal: *The Evergreen School will prepare our students to be knowledgeable and humane citizens of the world by providing a diverse and integrated school. We will build and sustain an inclusive community through active recruitment of highly capable students, faculty, and staff who represent the diversity of our local geographic community.*

The Evergreen School will strive to build a more diverse community through the following strategies:

- A. Fostering a climate that encourages and supports diversity in the school.
- B. Developing programs for recruiting and hiring candidates from underrepresented populations for available faculty and staff positions.
- C. Developing programs for recruiting, admitting, and supporting qualified students from underrepresented populations.
- D. Incorporating discussions of diversity issues and opportunities to interact with diverse groups into the school curriculum.

3: Faculty and Staff

Goal: *The Evergreen School's success is a direct result of the strength of its faculty and staff. We will strive to employ highly skilled professionals who are innovative in their approach and are highly respected by their peers. We are committed to providing faculty and staff with competitive compensation, opportunities for ongoing professional development, and effective performance evaluation.*

The Evergreen School will work toward its faculty and staff goal through the following strategies:

- A. Examining current compensation practices relative to industry norms to ensure that we provide competitive compensation.
- B. Creating a comprehensive professional development program for faculty and staff to continually upgrade their education and skills.
- C. Reviewing and revising existing methods for evaluating faculty performance and rewarding excellence in teaching, leadership and teamwork. This will include allowing the Head of the school discretionary power in awarding some portion of compensation.
- D. Continuing to enhance the mentoring program for faculty during their first years of teaching at The Evergreen School. This includes ensuring that new teachers are trained in the fundamentals of gifted-education theory and receive benefit from The Evergreen School's practical knowledge in this area.
- E. Seeking out ways to impart to the local and broader gifted-education community the knowledge of the faculty in the areas of gifted education. This includes raising the school's profile and building our reputation as a leader in the field by sharing our exceptional programs and effective pedagogical practices.

4: Financial Planning and Condition

Goal: *The Evergreen School will achieve financial stability and security through (1) effective financial management of operations, (2) long-term financial planning, and (3) allocation of resources to the priorities expressed in the Strategic Plan.*

The Evergreen School will continue to prudently manage financial operations and will work toward its financial planning goals through the following strategies:

- A. Developing and undertaking an endowment campaign that provides for the long-term financial needs of the school. The endowment will specifically serve financial aid, operations, and facilities management.
- B. Continuing annual long-term financial projections to monitor the school's long-term financial health.
- C. Striving for the financial accessibility of the school by maintaining affordable tuition and providing financial aid to qualified students.
- D. Establishing a reserve to maintain the facilities of The Evergreen School.

5: Institutional Advancement*

Goal: *The Evergreen School will build and provide a strong organizational framework for the school to achieve its mission through long-range fund raising, managing enrollment, and targeted marketing and communication.*

The Evergreen School will work toward its institutional advancement goals through the following strategies:

- A. Developing and implementing strategies for growing the annual fund.
- B. Developing and implementing strategies for major gift and planned giving programs that are tied to the endowment campaign.
- C. Expanding the school's connection with alumni.
- D. Improving the systems and programs of communication both within and without The Evergreen School community.
- E. Effectively managing enrollment through targeted marketing efforts, active recruitment and retention.

**At The Evergreen School, we define institutional advancement as the integrated and coordinated efforts of the offices of Development, Admission, and the Summer Program to enhance the school's ability to achieve its mission. Key areas of focus include fund raising, public relations, marketing, enrollment management, communication, and constituent relations.*