



SILVERWOOD SCHOOL

Five Year Strategic Plan
(2010 - 2015)
A Path to Our Future

Mission

At Silverwood School, we challenge our students to become confident, compassionate citizens and skilled, life-long learners – literate, motivated, and intellectually adventurous.

Beliefs and Values

Motto - Challenge and Cherish

Beliefs

We, the community of Silverwood, believe in the potential and curiosity of every child. Rooted in the relationships of teachers to students and the school to its families, Silverwood strives for a balance of structure and spontaneity, responsibility and opportunity, and discipline and discovery. With active family support for the child, faculty, and program, we prepare our students for their secondary education, to participate in and contribute to a richly diverse world, and to be stewards of our natural heritage. We encourage our students to passionately pursue their dreams.

Values

Academic excellence
A robust and research-based curriculum
Highly qualified teachers who are passionate about teaching and learning
Critical thinking
Independent thought and work
Self-knowledge and self-advocacy
Generosity of spirit
Respect and resiliency
Integrity
Diversity
Curiosity
Teamwork
Exploration and invention
Creativity and expression
Kind-spirited humor and fun

One of the primary responsibilities of the Board of Trustees of Silverwood School is to develop a long term vision for the school community and to provide a Strategic Plan to identify the elements of that vision and how to implement it.

One of this year's Board goals was to update our current five-year strategic plan, which was originally developed in 2008. In order to accomplish this, a Strategic Planning Committee was convened to develop, review, and update the strategic plan for board approval, including the mission statement, goals, and strategic issues. The committee will assist the Head of School in implementation of the plan.

The goal of this process is to evaluate how Silverwood is currently living up to its mission and to adjust and refine our long-term goals in several major areas to provide the best vision of what and where the Silverwood community wants to be in five years.

This plan is a result of the efforts of the volunteer members of the Strategic Planning Committee, chaired by Margaret Johnston. It is through the tireless efforts of our volunteers, faculty, and staff that we are able to complete vital efforts like this strategic plan.

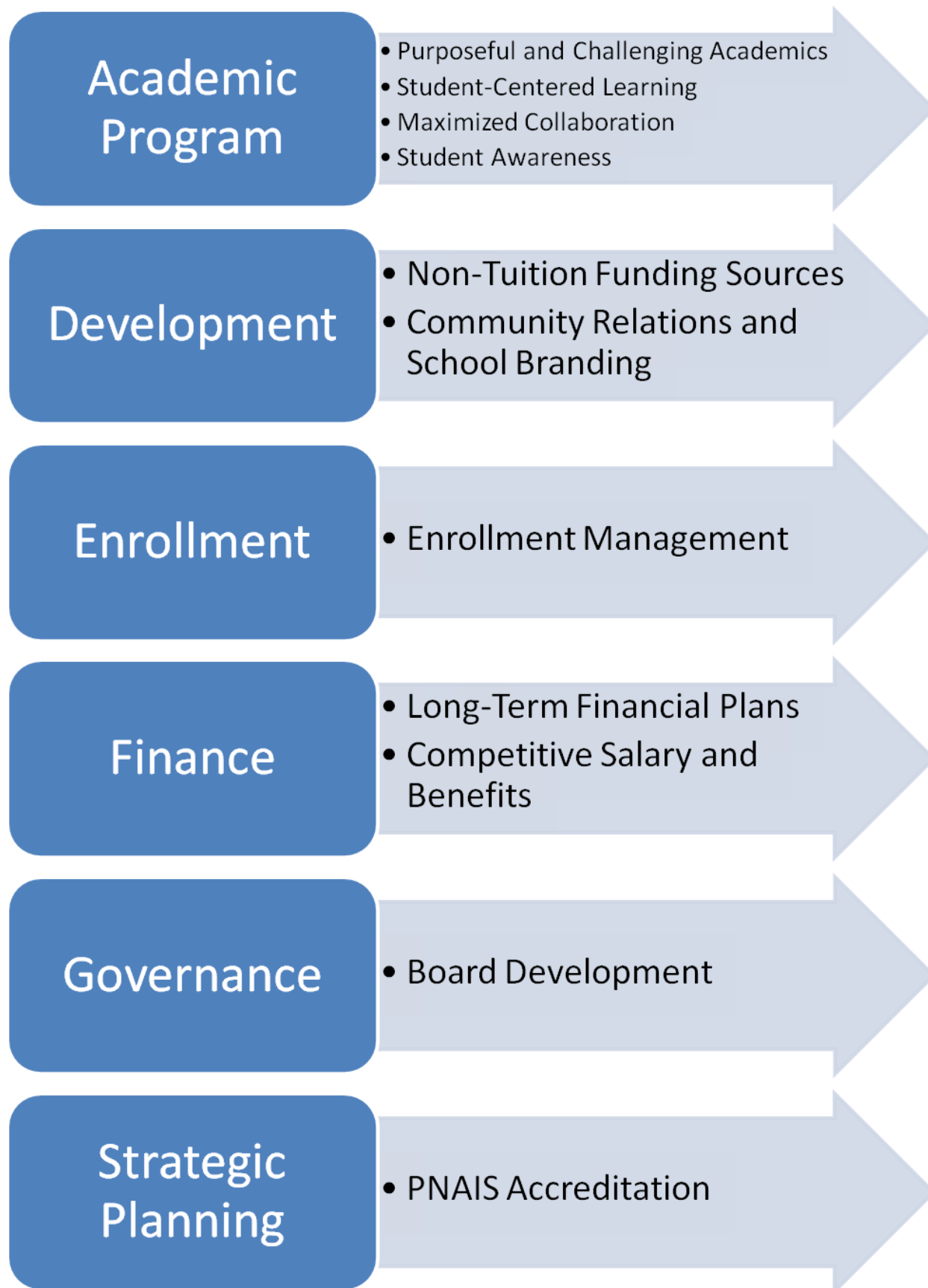
On behalf of the Board of Trustees of Silverwood School, we are proud to share our plans for the next five years.

Kevin P. Sheehan
President, Board of Trustees

Susan Radtke
Head of School

Strategic Planning Committee Members:

Lysa Adams, Parent
Brenda Boatman, Faculty
John Coombs, Board Member
Tom Danaher, Board Member
Lisa Johnson, Board Member
Margaret Johnston, Committee Chair
Vanessa Kasparek, Faculty



ACADEMIC PROGRAM

VISION: Silverwood will provide students with a rich learning environment characterized by a strong, balanced, integrated, and innovative curriculum that prepares students for a life-long adventure in learning.

Goal: *Purposeful and Challenging Academics*

To provide a purposeful and challenging academic program which promotes applied learning and independence.

Responsible: Head of School, Faculty

Implementation Strategies:

- Create a theme-based curriculum.
- Use banded math time (i.e., teaching math at the same time across classrooms) to allow children to move where they experience appropriate challenges.
- Consider intrinsic versus extrinsic motivation in developing curriculum.
- Foster independence and good decision-making skills through student team-building and outdoor education experiences.
- Review curriculum annually for appropriate sequencing of skills and content from one grade to the next as well as to communicate achievement levels of each student from one grade to the next.

Goal: *Student-Centered Learning*

To focus on student-centered learning in a rich learning environment where the whole child is cherished.

Responsible: Head of School, Faculty

Implementation Strategies:

- Nurture each child as an individual by taking a team approach and ensuring good communication among faculty, administration, and parents to promote each child's success.
- Value each child's learning style(s) and offer opportunities that engage those styles.
- Respond willingly to student interest and refocus curriculum content and lessons to meet that interest.
- Utilize team collaboration to create hands-on experiential learning opportunities in and out of the classroom.
- Maximize use of campus resources for experiential learning.
- Create flexible blocks of teaching time to develop meaningful student-centered learning experiences.

Goal: *Maximized Collaboration*

To maximize collaboration through team teaching and curriculum integration.

Responsible: Head of School, Faculty

Implementation Strategies:

- Create a scope and sequence across all grades by educational philosophy/core competencies to clarify goals and expectations by grade level or “success zone” level for consistency and communication.
- Utilize overarching theme to integrate curriculum.
- Identify what team teaching would look at Silverwood and determine how our school could implement a team teaching approach beneficial to our students.
- Build collaboration time into the school’s weekly schedule.
- Seek in-service training on team teaching and collaboration.

Goal: *Student Awareness*

To foster awareness of self, others, and the environment and encourage compassion and responsibility.

Responsible: Head of School, Faculty

Implementation Strategies:

- Weave environmental studies and sustainability into the curriculum.
- Coordinate ongoing faculty review and enhancement of CDC curriculum.
- Review curriculum with regard to global diversity and consider how to enhance it.

DEVELOPMENT

VISION: Silverwood will ensure current and future financial stability through development of non-tuition-based funding sources and increased community marketing and visibility.

Goal: *Non-Tuition Funding Sources*

To develop a variety of non-tuition funding sources to provide for long-term stability.

Responsible: Fundraising Committee

Implementation Strategies:

- Research and schedule new fundraising opportunities for on-site events.
- Research and request available grants to fund specific programs or professional development.
- Pursue relationships with community members and organizations with large gifting potential.

Goal: *Community Relations and School Branding*

To establish expanded relationships in the greater community to better market the Silverwood experience and attract new families and trustee candidates.

Responsible: Marketing Committee, Alumni Committee

Implementation Strategies:

- Create or recreate relationships with feeder schools.
- Expand community-based evening programs and foster unique events at the school to attract community members and new families to the campus and school.
- Identify and pursue speaking opportunities for the head of school and board members to market the school.
- Reach out to alumni.

ENROLLMENT

VISION: Silverwood will attain full enrollment and establish waiting lists.

Goal: *Enrollment Management*

To create a strong enrollment management plan which will drive admissions and retention efforts.

Responsible: Head of School, Admissions Director

Implementation Strategies:

- Define and understand our market.
- Clarify the perceived value of the school.
- Create short- and long-term admissions and enrollment goals.
- Develop and implement a research-based marketing strategy.

FINANCE

VISION: Silverwood will maintain a strong financial structure which will support the school's mission and vision and sustain its long-term viability and stability.

Goal: *Long-term Financial Plans*

To develop and implement long-term financial plans.

Responsible: Budget Committee, Technology Committee, Building and Grounds Committee

Implementation Strategies:

- Develop and implement a five-year financial plan.
- Develop and implement a three-year technology plan.
- Develop and implement a long-range facilities and maintenance plan.

Goal: *Competitive Salary and Benefits*

To provide salary and benefit increases as budget allows to attract and retain the best available faculty and staff.

Responsible: Budget Committee

Implementation Strategies:

- Incorporate salary and benefit increases into long range financial planning budgets.
- Research and incorporate increased benefits as improving financial situation allows.
- Expand administrative structure of school as improving financial situation allows.
- Develop a program for recognition of staff and faculty outstanding contributions.

GOVERNANCE

VISION: Silverwood will have a strong, dynamic, active, and giving Board of Trustees.

Goal: *Board Development*

To establish a strong system of identification, selection, nurturing, and professional development of trustees and board officers.

Responsible: Governance Committee

Implementation Strategies:

- Develop and implement a strong volunteer organization.
- Focus on early identification of active and effective volunteers as potential trustee candidates.
- Identify and recruit potential committee members and trustees from the greater community to meet the skill sets needed by both the board and school.
- Implement a trustee orientation and development program with specific requirements and goals.
- Develop a trustee rotation scenario to enhance committee assignment and officer rotations.
- Conduct board goal-setting and self-evaluation on an annual basis.

STRATEGIC PLANNING

VISION: Silverwood will attain PNAIS accreditation.

Goal: *PNAIS Accreditation*

To complete the PNAIS Self Study and Accreditation process.

Responsible: Strategic Planning Committee

Implementation Strategies:

- Develop and implement a detailed schedule for the completion of the PNAIS Accreditation Process.
- Bring the Board into compliance with PNAIS requirements for institutional leadership.
- Review Health and Safety area of visiting team report and develop a timeline for addressing the areas in which compliance with a major standard, good practice or element is needed.