



SCHOOL STRATEGIC PLAN

(OBJECTIVE 3) Prioritize and communicate admissions and recruitment practices and policies as they relate to our vision to ensure that we optimally serve our families and recruit and retain the best staff possible.

(STRATEGY 1) Formalize plans for recruitment of new students (including class size limit)

	Timeline	Responsibility	Progress Report
Action Step 1) Develop long-term admissions and recruitment policy settling in especially on class-size K-8th and criteria for admission to Kindergarten.	2020-2022	Admin/Faculty/SAC	<i>20-21 Update: Increased enrollment demand has intensified this issue as the pandemic and a continued influx of young families have made the 1st-8th available space now an issue along with the waiting list in kindergarten. The SAC teacher survey also divulged issues with assimilating new students (covered in objective 1 action strategy 2 action steps 2&3) and questioning the scale in which the school could do so.</i>
(Action Step 2) Implement long-term admissions and recruitment plan including recruitment strategy for new students.	2022-2023	Admin/Faculty/SAC	
(Action Step 3) Institutionalize efforts at marketing, recruitment, and development through the dedication of FTE's for this purpose.	2023-2025	Admin/SAC	<i>20-21 Update: decision made in November 2020 to hire pt Vice Principal in 21-22</i>
(Action Step 4)			

(STRATEGY 2) Ensure teacher retention through direct efforts to recruit, invest in, reward, and retain current and future talent.

	Timeline	Responsibility	Progress Report
(Action Step 1) Survey teachers regarding job satisfaction/teacher retention performance/areas of concern	2020 Nov.	Admin/SAC/Finance Council	
(Action Step 2) Develop a long-term budget to include salary scales with steps	2020-2022	Admin/SAC/Finance Council	
Specifically fund training needs determined in Objective 1 from the strategic plan.	2020-2023	Admin/SAC/Finance Council	

<i>Enhance endowment to provide some funding for this endeavor</i>	2024-27	Admin/SAC/Finance Council	
(Action Step 3) Develop a formal package to recruit to new teachers	2023-25	Admin/SAC	