



The Wesley School

A Vision for the Future

2017-2022 LONG RANGE PLAN



The Wesley Mission

Academic Excellence and Character Development Within The Circle of Family

These past few years have been an exciting time of growth at The Wesley School. We've seen our campus expand and our population increase. We've seen our programs thrive under the stewardship of our talented and committed faculty. We've seen a more competitive applicant pool, an expanded sports program, and a deeper commitment to diversity and inclusivity. We've seen our graduating students forge out into the world with a strong sense of who they are and what they can contribute to the greater community.

As we look back on these accomplishments with pride, we must also look forward to the path ahead. An ongoing system of review and reflection is a key component of our success, which is why we create a new strategic plan every five years.

We assembled a committee of dedicated administrators, teachers, board members, and parents who met regularly throughout this past year to discuss and debate our future. We identified four strategic imperatives -- to Ignite, to Inspire, to Include, and to Invest – and built an action plan around these tenets; a plan rooted in the fundamentals of our mission with the goal of ensuring our continued success.

On behalf of The Wesley School, we are thrilled to present our **Vision for the Future Plan 2017-2022**.

- Joey Campanella, Head of Middle School
- Nicole DeLeon, Wesley Board Trustee, Parent.
- Verena Denove, Associate Head of School, Director of Admissions and Financial Aid.
- George Eleftheriades, Middle School English Teacher.
- Mimi Gazzale, Wesley Board Trustee, Parent
- Noreen Halpern, Wesley Board Trustee, Parent
- Kirsten Nielsen, Parents' Association Co-Chair, Parent
- Kevin Plunkett, Chair of the Wesley Board of Trustees, Parent
- Lee Siwek, Director of Student Services
- Chris Thinnis, Head of Lower School
- Melinda Vazquez, First Grade Teacher
- John Walter, Head of School



Pillar 1: IGNITE

Rationale

We ignite a lifelong passion for learning in our students, spark their creativity, and challenge each child to realize his or her full potential. We encourage children to take risks, question assumptions, and support each other's learning in a safe, nurturing, and responsive environment.

Strategies:

- Nurture the social and emotional learning of our students to support their academic and interpersonal development.
- Broaden the range of elective and enrichment programs in order to enhance the core academic curriculum.
- Implement a system of collaborative peer and self-assessments to foster students' agency, responsibility, connectivity, and accountability across classes and from grade to grade.
- Expand upon the existing buddy and peer tutoring programs, and emphasize team and project-based learning to empower students at all grade levels to lead their own learning.
- Integrate service learning more fully with the core curriculum and encourage student ownership of the service-learning program in order to cultivate a long-term commitment to engaged citizenship in the broader community.
- Support and strengthen the after-school sports program to expose students to the powerful benefits of team activities -- camaraderie, sportsmanship, discipline, and leadership -- and imbue in them a lifelong commitment to healthy living.
- Build authentic partnerships with other public and independent schools to share resources, create relationships, learn from differences in perspective and experience, and engage students and faculty with members of other learning communities.





Pillar 2: INSPIRE

Rationale

We champion a faculty that inspires our students to think critically and take ownership of their education. We empower our teachers to collaborate, innovate, and learn from emerging research and practice to further the principles of the Wesley mission.

Strategies:

- Regularly evaluate the core curriculum and support teachers' engagement with relevant research and professional learning to encourage the evolution of our program and a culture of continuous improvement.
- Review and refine the school's assessment strategies to ensure that our program cultivates not only content mastery but also creativity, collaboration, communication, critical thought, and cultural proficiency.
- Enhance the school's commitments to differentiated instruction and student engagement to ensure that teaching strategies celebrate students' unique abilities, passions, and strengths.
- Implement a system of peer observations for teachers and encourage cross-curricular collaboration to promote growth, refine teaching strategies, and strengthen professional culture.
- Include teaching faculty in committees and task forces, and maintain open door access to administration in order to ensure that teacher voice and experience are appropriately represented in key institutional decisions.
- Provide faculty the leadership, tools, resources, and support necessary to develop innovative, student-centered curricula to enhance their integration of educational technology and to deepen their cultural proficiency.
- Recruit and retain exceptional faculty to maintain a minimal turnover rate and promote a vibrant professional culture.





Pillar 3: INCLUDE

Rationale

We believe our community is stronger and our program is more dynamic when we make diversity, equity, and inclusivity central commitments of our school. They enrich the lives of all our school constituents and deepen student learning -- helping children to become more creative and collaborative problem-solvers, empathetic friends, engaged citizens, and productive contributors to a global society.

Strategies:

- Recruit and retain a diverse student body, faculty, staff, administration, and board of trustees, and set goals for the development of cultural proficiency in order to sustain an inclusive and equitable school program and community.
- Ensure appropriate leadership of diversity, equity, and inclusion initiatives in order to develop a multicultural curriculum and anti-bias pedagogy. Assess school-wide systems, programs, special events and rituals through an equity and justice lens.
- Coordinate parent education and engagement to provide teacher-supported guidance to students, families, and colleagues when social, racial, socio-economic, gender, and/or earning difference issues arise.
- Safeguard and earmark funds specifically to support programs and staff centered on diversity, equity, and inclusivity for all facets of the Wesley community.
- Promote and refine existing CODI, PRIDE, and School of Character programs to ensure they are responsive to the needs of a diverse community, they enhance the whole school community's sense of connection, and they increase greater attendance and participation at related special events.
- Expand special training and workshops to develop students' social and emotional development and cultural proficiency.
- Evolve our community outreach and remain committed to a robust financial aid program geared towards mission-appropriate students from a range of socio/economic backgrounds.





Pillar 4: INVEST

Rationale

We invest in the continuous improvement and long-term sustainability of our program, our faculty, and our campus. We build upon our past successes with a commitment to preserving, enhancing, and developing the school for the next generation of our Wesley community.

Strategies:

- Promote a growth-oriented culture of philanthropic giving from current parents and the broader community to financially support the school's mission.
- Enhance our marketing, outreach, partnerships, social media presence, and "grassroots" parent support to help build our brand within the local and broader community.
- Build relationships with a wide range of local schools to enhance admissions recruitment and high school placement and to foster mutually beneficial learning opportunities.
- Recruit active, dedicated and diverse leaders within our broader community to serve on the Wesley Board and develop a fluid system of succession in order to further the school's mission.
- Affirm the strengths of Wesley's mission and the superlative value of the Wesley education and experience throughout the broader community to deepen the culture of giving.
- Explore any real opportunity to expand the footprint of the school to support our students, program, and long-term security of the school.
- Effectively steward resources to ensure long-term financial soundness.

