

PCDS STRATEGIC PLAN



P A R K C I T Y
D A Y S C H O O L

Mission Statement:

Park City Day School empowers children to be academically prepared, socially aware, emotionally secure, and ethical global citizens eager to contribute meaningfully to our changing world.

Community Goals:

- Our challenging inter-disciplinary curriculum actively engages students and stretches them to explore their highest potential.
- Our inclusive community appreciates a diversity of religious, racial, cultural and socio economic backgrounds.
- Our teachers are passionate and intentional in their professional practice.
- Our learners collaborate and solve problems within a nurturing environment where they feel secure, valued and supported.
- Our parents and faculty commit as partners in the best interests of our children.
- Our students take initiative contributing value to the school's daily life.
- Our adult role models and curious students actively engage with our rich local environment.

School Values:

Respect, Responsibility, Integrity, Compassion, Teamwork

The Strategic Objectives of Park City Day School

Approved by the Board of Trustees in January 2011, this Strategic Plan positions PCDS to become the popularly known, local school of choice for PS-Grade 9 education, one competitive with other exceptional, accredited independent schools across the country. PCDS seeks to attract and retain a culturally, religiously, and racially diverse student body of average to above average academic potential who can rise to high academic and personal standards and contribute meaningfully to the community. The current enrollment objective is approximately 330 students in two sections per grade as facilities permit.

For the three to five years to come, this Strategic Plan will direct the school's educational energy and resources. By focusing student learning accordingly and ensuring an educational environment that models the highest standards of independent schools, Park City Day School students will become academically well-prepared, and self-confident leaders of the future.

PCDS STRATEGIC OBJECTIVES

OBJECTIVE #1: Park City Day School will enroll those students whose needs the school can effectively meet and whose abilities the school can effectively challenge.

Action Step #1: Communicate consistently and broadly the qualifications for appropriate Park City Day School students.

Action Step #2: Identify and respect the different learning styles of our students.

Action Step #3: Accelerate the learning pace as appropriate as well as to remediate areas of academic challenge with the goal of achieving academic success.

OBJECTIVE #2: Attract, retain and support the best faculty, staff and administration

Action Step# 1: Compensate PCDS team members appropriately in relation to our benchmark schools.

Action Step #2: Develop and enhance a faculty mentoring program and resources for professional development.

Action Step #3: Have in place an administrative structure and faculty organization that will enhance the program and mission.

Action Step # 4: Evaluate teacher effectiveness to substantiate annual contracts for highly effective teachers who represent and promote the school mission and the institution's best interests in the community.

Action Step #5: Staff the school to ensure an approximate student FTE teacher ratio of 1:10

OBJECTIVE 3: Strive to be an exemplary school on the cutting-edge of current best practices: one recognizing and embracing the differentiation of learning and teaching styles within the parameters of the school mission.

Action Step #1: Support on-going curricular and pedagogical evolution.

Action Step #2: Develop and implement co-curricular programming—service learning, leadership development, outdoor education, physical education and athletics—to support the holistic mission of the school and enrich student's social, emotional and physical development.

Action Step #3: Continue to embrace and expand the school's commitment to the integrated use of technology in the school.

Action Step #4: Strengthen the sense of school community, create and maintain significant traditions and rituals for varying grade and division levels.

OBJECTIVE #4: Ensure that the school has the resources to meet the needs of the mission

Action Step # 1: Develop a marketing plan (including a public relations strategies) to stimulate brand recognition, retention and enrollment growth.

Action Steps #2, 3, & 4: Create a master site and facilities plan to meet the needs of the school's growth and maximize its environmental efficiency.

OBJECTIVE #5: Establish and maintain the most effective level of governance

Action Step #1 & 2: Ensure that the school recruits, educates, and maintains a talented Board.

OBJECTIVE #6: Ensure the fiscal integrity of the school

Action Steps #1 & 3: Ensure that the school develops programming within the boundaries of its fiscal resources.

Action Step #2: Continue to communicate clearly and proactively the fiscal needs of the school and the role and importance of philanthropy in successful independent schools.

Action Step #4: Launch a major gifts development effort to raise at least \$1 million to fund renovated and additional learning spaces.