Strategic Plan

2016-2021

We learn not for school, but for life.

49 Powhatan Lane
Boyce, Virginia 22620
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Sue Scarborough, Head of School
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540.837.1009
www.powhatanschool.org
strategic plan

(compound noun)

A broadly-defined plan aimed at creating a desired future
Introduction

On a Saturday in April, the Board of Trustees and the Senior Administrators gathered to chart the course for the next five years at Powhatan. But the process began long before that day. Board meetings for the 2015-2016 year focused upon different areas of the school program and community, providing a platform for discussion and rich understanding for Board members. After review of the accomplishments of our previous strategic plan and with the help of Hobgood & Associates LLC, we used our yearly Board retreat to define focus areas, write goals and support those with objectives for our new Strategic Plan. The result of our work is found in the pages that follow.

The Strategic Planning process has provided Powhatan with the opportunity to reaffirm our mission and values and to build on the accomplishments of our last Strategic Plan. This round of work produced a plan that will energize, guide, and enhance the school over the next five years.

As we move toward our 75th year of educating young people, “we learn not for school but for life” continues to be our guiding principle, and the hallmark of a Powhatan education is and will always be excellence. We pride ourselves on these traditions and our new strategic plan will proudly carry them forward.

Sue Scarborough
Head of School

J.T. Anderson
President, Board of Trustees
Vision
Powhatan School’s vision is to be the Pre-kindergarten through Eighth Grade school of choice for families in our region.

Mission
Powhatan School is dedicated to educating lifelong learners who use their knowledge, creativity, and character to be confident citizens and leaders in an ever-changing world.

To learn for life…

We seek excellence by recognizing the uniqueness of each individual and expecting members of the community to strive for their personal best.

We display civility by honoring the value of each person and treating others with courtesy and consideration.

We live with integrity by instilling a love of honesty and an enduring sense of responsibility.

We promote respect by realizing our responsibility to all people and the environment, locally and globally.

We encourage service by fostering the understanding that service to others creates a better world for all.

Powhatan School
Educational Philosophy

Powhatan School’s educational philosophy views both elementary and middle school as important and cherished stages in a lifelong learning process. Our school educates, nurtures, and challenges each student academically, artistically, athletically, and socially. Powhatan’s whole child approach provides educational experiences that are appropriate for the learning style, age, and developmental stage of each student we serve.
Executive/Governance

Goal:
• Ensure that the Powhatan Board of Trustees meet all the NAIS/VAIS Principles of Best Practices and high standards of not-for-profit governance.
• Review mission, vision and educational philosophy.

Objectives:
• Energize the program of professional development for the Board.
• Review and revise Powhatan Board of Trustees Bylaws.
• Bring/increase outside community leadership to the Board.
• Refresh Board and Head Evaluation processes.
Education

Goal:
To work across the school in order to create innovative and balanced curriculum, robust academic standards, and aligned instructional flow.

Objectives:

Whole Child Curriculum
• Reinforce instructional flow to ensure consistency and alignment Pre-kindergarten through Eighth Grade.
• Strengthen foundational curriculum by providing differentiated instruction in all areas.

Technology
• Institute an aligned digital citizenship curriculum.
• Re-evaluate instructional technology practices.

Innovation
• Evaluate and integrate best practices in student-driven projects.

Professional Development
• Provide continuing education based on school and individual needs.
Staff Well-Being

Goal:
Foster and sustain a sense of well-being, professional growth, communication, and collaboration to encourage positive interactions and promote a supportive and creative learning environment.

Objectives:

Compensation
• Develop competitive salary and benefits structure.

Mentoring
• Enhance and develop the mentoring program at Powhatan.

Feedback from Faculty
• Establish regular and consistent feedback channels about morale and workplace climate.

Professional Development
• Support goal-aligned faculty and staff needs.
Finance/Development/Enrollment

Goal:
Ensure Powhatan School has the financial resources to meet today’s needs and sustain and improve the School over time.

Finance Objectives:
- Develop a 3-5 year operational financial budget that will direct Powhatan’s resources to its most critical priorities.
- Analyze our Annual Giving program and its purpose.
- Develop/investigate alternative revenue sources.
- Attract and retain the best faculty and staff through offering competitive compensation packages.

Development Objectives:
- Achieve endowment level that meets or exceeds NAIS per capita standard.
- Identify long-term endowment target and its purpose, plan, and priority.
- Create multi-generational plan to fund endowment through planned giving.
- Create a plan to maximize Powhatan’s 75th anniversary opportunity.
- Transition current campaign to re-establish an Annual Giving program.

Enrollment Objectives:
- Define full enrollment.
- Achieve 98% of full enrollment annually while growing net tuition revenue.
- Develop an integrated marketing plan between Development and Admissions.
Plant/Safety/Risk Management

Goal:
Powhatan will continue to support a wide range of learning opportunities for academics, athletics, and performing arts in a risk adverse, safe environment. This includes on campus, off campus, and transportation.

Objectives:
• Revisit, update, and reprioritize Master Facilities Plan for capital improvements.
• Include line item in annual budget for facilities maintenance and create facilities reserve (emergency).
• Increase safety and security procedures to ensure a safe environment for faculty/staff and students during on campus activities and Powhatan sponsored off campus events (bus, athletics, field trips).
• Develop a Risk Management Plan for the school (top down approach).
• Review school need for safe and adequate vehicles and develop a plan for the long term.
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