focus for the future

prospect sierra
Prospect Sierra’s Strategic Plan 2015-2020

At Prospect Sierra, our success is created each day in the caring relationships and inspired interactions that occur between and among the faculty, students, administration, staff, and partners. To focus our efforts, the strategic planning team sought more clarity about what success for Prospect Sierra would look like in five years. We know that time and resources are not limitless; they need to be allocated with thoughtfulness and efficiency. An aspirational vision of success guides our choices about key strategic priorities for the next five years.
Focus and Integration

Build upon 2009 – 2014 Strategic Plan and take to a new level

Implement Strategic Priorities with high fidelity to mission and ensure long-term sustainability

Focus on fewer new initiatives

Seek deeper integration
Defining **Success**

Diversity

Everyone thrives

Leader in innovative programs

Long-term financial sustainability

Expand our reach beyond geography, into online or other services
Our 6 Strategic Priorities
Our 6 Strategic Priorities

1. **21st Century Learning**
   Fully integrate Prospect Sierra’s 21st Century Learning Framework across the curriculum, making it fundamental to the student experience.

2. **Teacher & Employee Care**
   Develop a program for teacher and employee care that addresses professional, financial, and individual needs.

3. **Financial Vibrancy**
   Establish a vision and strategy for long-term financial sustainability and strength, and implement a plan to achieve it.

4. **Emotional Intelligence & Cultural Competency**
   Fully integrate emotional intelligence and cultural competency into the Prospect Sierra curriculum and community in support of academic achievement and well-being.

5. **Community**
   Grow and nurture the broader Prospect Sierra community of families, alumni, students, teachers, and community friends and partners to enhance engagement, learning, and development.

6. **Deepen Greening**
   Develop a Green School strategy to guide decisions regarding our curriculum, operations, and facilities.
Fully integrate Prospect Sierra’s 21st Century Learning Framework across the curriculum, making it fundamental to the student experience.

1. Create and implement a **strategy for faculty to assess and redesign their curriculum**, leveraging integration wherever possible, to achieve full adoption of Prospect Sierra’s 21st Century Skills.

2. In keeping with Prospect Sierra’s value of “meeting students where they are,” create a **strategy to enhance individualization of each student’s experience**.

3. **Assess the potential, and then create a coordinative position, role, or process** that would assist the Division Heads with the bird’s eye view of the program and foster critical communication among all constituents.

4. **Ensure that the Campus Master Plan addresses the physical spaces needed** to further integrate the 21st Century Learning Framework on both campuses.
Strategic Priority #2

Develop a program for teacher and employee care that addresses professional, financial, and individual needs.

1. Charge the Finance Committee with the task of developing and prioritizing financial and benefits compensation packages for faculty that are more generous than a benchmark of independent school in the Bay Area; teachers should be able to afford to send their children to Prospect Sierra and to live and work in the same community.

2. Develop and incorporate innovative professional development opportunities and practices that are time- and cost-efficient and that support true individual growth.

3. Create a design thinking team to identify, pilot, and cost out physical spaces that support faculty well-being, community, collaboration, and professional development.
Establish a vision and strategy for long-term financial sustainability and strength, and implement a plan to achieve it.

1. **Develop the long-range, ten-year financial model** and test it with multiple scenarios and assumptions; ensure that the model is regularly updated with relevant external and internal data and used for making key financial decisions including the annual operating budget.

2. **Develop key financial priorities** including: competitive salaries and benefits for employees; the number of personnel needed to achieve the mission; tuition pricing; non-tuition revenue (annual fund, special events, planned giving, endowment, summer program, and the like); financial reserves; and the overall efficiency of the school’s operation.

3. **Conduct a market analysis** that is updated regularly to evaluate the enrollment potential for Prospect Sierra and our community’s ability to afford our tuition, and to assess the current and emerging competitive landscape among private and public schools.

4. **Identify strategies in admissions, student retention, marketing and program development** that will help strengthen the school’s enrollment.
Establish a vision and strategy for long-term financial sustainability and strength, and implement a plan to achieve it.

5. Develop and implement a time phased plan to **significantly increase endowment funds**, at or above the endowments of comparable schools in our region, age, and size.

6. **Identify and create non-tuition sources of revenue** to help lessen pressure on tuition, increase access, and support program development.

7. Create a team to **consider and develop new services and markets** that leverage new opportunities, generate revenue, and extend Prospect Sierra’s reach.
Strategic Priority #4

Fully Integrate emotional intelligence and cultural competency into the Prospect Sierra curriculum and community in support of academic achievement and well-being.

1. **Cultivate and attract diversity in the student body, teaching staff, and administration** to reflect our local community and draw on diverse community partnerships to strengthen and broaden cultural competency.

2. **Structure, facilitate, and model specific emotional and cultural skills** throughout all areas of the academic curriculum and school community.

3. Engage students, staff, parents, and community partners in **ongoing skills development in SEL and cultural competency**.

4. Evaluate and identify a person or a team that is responsible for **integrating, supervising, coaching, and assessing the emotional and cultural skills areas throughout the school**.

5. **Assess impact of emotional intelligence training** on student social emotional health and academic achievement.
Grow and nurture the broader Prospect Sierra community of families, alumni, students, teachers, and community friends and partners to enhance engagement, learning, and development.

1. **Deepen and enhance the alumni network** with a more systematic and purposeful set of opportunities for alumni to provide creative and financial support, mentorship and expertise, and assistance to each other and to the school.

2. **Improve parent engagement** through more streamlined communication.

3. **Develop more robust and innovative parent education programming**, using the latest research on brain science, human (child and teen) development, technology, and education.
Strategic Priority #6

Develop a Green School strategy to guide our curriculum, operations, and facilities decision-making.

1. Establish a green committee (including parents, students, trustees, and faculty) to formalize our commitment to being a green school, to unify the two campuses, and to develop the school’s green vision.

2. Integrate environmental sustainability into our 21st C Framework.

3. Establish a zero waste and carbon neutral goal and plan to demonstrate through actions that Prospect Sierra School is committed to an environmentally sustainable future by taking action in meaningful and practical ways at school, outside of school, and through professional community members.

4. Define and articulate Prospect Sierra School’s green space values; identify available spaces for greening; and set long-term project goals for the development of green spaces on campus and nearby public, wild spaces.
Andrea Saveri – Chair, Trustee, Parent
Katherine Dinh – Co-Chair, Head of School
Britt Anderson – Director of Diversity/Inclusion
Mark Basnage – Director of Technology and Innovation
Peter Brunn – Parent
Paul Chapman – Trustee
Jenny Chatman – Trustee, Parent
Diana Divecha – Trustee, Alumni Parent
Phillip Gilsenan – Elementary School Teacher
Jay Rhodes—Middle School Teacher
Mission Statement

Prospect Sierra students are passionate about learning. Our exceptional teachers inspire students to seek deep, meaningful understanding; to develop strong academic skills; and to become creative and independent thinkers. Prospect Sierra cultivates compassion, fairness, respect, and individuality within a community that celebrates diversity, authenticity, and service.
For more information, contact advancement@prospectsierra.org