

# MOMENTUM

## 2020

### Strategic Plan Update

This summary connects achievements to priorities and celebrates the progress made during the past three years of MPA's 2015-2020 Strategic Plan.

MISSION: We teach students to think independently, communicate effectively and act with respect and integrity in a diverse community that models intellectual ambition, global responsibility, and the joy of learning.



## EMPOWER

Empower Students to Live, Learn, and Thrive in the 21st Century Globalized Society

- Established Graduate Certificates of Distinction
- Defined Process for Curriculum Review and Mapping
- Joined Malone Schools Online Network and Opened Virtual Classroom
- Implemented Singapore Math
- Increased Lower School learning support
- Implemented i-Term
- Built Digital Fabrication Studio
- Enhanced academic advising in the Upper School
- Developed Middle School Character Education Program
- Upgraded Robotics Lab
- Created STEAM Club
- Implemented Schoology

### 2017-18 SCHOOL YEAR PROGRESS

- Opened the Makerspace, developed the accompanying educational program, and increased technology staff
- Increased staff and capacity for school-based counseling
- Increased staff and capacity for guidance services
- Lengthened the school day to improve pace and increase instructional time
- Implemented Upper School Advisory Program - REACH
- Began work to better address growing mental health issues



## INSPIRE

Inspire and Affirm our Exceptional Faculty and Staff

- Increased professional development funding
- Implemented faculty-designed Professional Growth Plan for continuous improvement
- Increased retirement funding
- Reduced workloads in Middle and Upper School
- Increased salaries on a consistent basis
- Held down healthcare costs
- Improved human resources policies and practices
- Increased transparency and employee engagement
- Defined new faculty evaluation process
- Created employee-led Joy Committee to enhance morale
- Established Employee Compensation Committee
- Developed employee recognition protocol

### 2017-18 SCHOOL YEAR PROGRESS

- Continued to expand professional development opportunities both on and off campus
- Implemented a retirement recognition protocol
- Created a new hiring and onboarding protocol
- Implemented a staff performance evaluation process



## ENHANCE

Enhance Institutional Capacity to Ensure MPA's Future

- Increased unrestricted and restricted giving
- Lowered attrition significantly
- Enhanced partnership with Parents Association
- Transformed the Spring Auction
- Improved internal communications
- Launched a new brand internally and externally
- Established an active Diversity Committee
- Strengthened the Alumni Association
- Renovated bathrooms and tennis courts
- Replaced the roofing
- Installed additional air conditioning
- Renovated Upper School Commons and repainted lockers

### 2017-18 SCHOOL YEAR PROGRESS

- Lowered attrition further
- Updated the long-range financial plan
- Raised restricted funds to renovate the Black Box Theatre and build the Makerspace
- Continued to increase unrestricted giving
- Provided equity and inclusion training for all employees
- Enhanced Strategic Marketing and Enrollment Plan to increase enrollment
- Refreshed all materials, including the website, to clearly articulate MPA's educational philosophy
- Invested in a system upgrade to improve financial assistance, enrollment, and re-enrollment processes