

# MOMENTUM

## 2020

### Strategic Plan Update

**This summary connects achievements to priorities and celebrates the progress made during the past four 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, 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
- 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 school day to improve pace and increase learning time
- Implemented Upper School Advisory Program - REACH
- Continued work to better address growing mental health issues

### 2018-19 SCHOOL YEAR PROGRESS

- Successfully completed the re-accreditation process, affirming every division and department's work toward the school's mission
- Enhanced STEM, mental health, and wellness programming



## 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
- 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

### 2018-19 SCHOOL YEAR PROGRESS

- Expanded opportunities for faculty and staff to find balance, increase effectiveness, and deepen professional fulfillment



## 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 and related materials to better articulate MPA's educational philosophy
- 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
- Lowered attrition further
- Updated the long-range financial plan
- Raised restricted funds to renovate the Black Box Theatre and build the Makerspace
- Enhanced Strategic Marketing and Enrollment Plan to increase enrollment

### 2018-19 SCHOOL YEAR PROGRESS

- Created a plan to identify and address procedural and structural obstacles to equity and inclusion implicitly embedded in our hiring practices and decision-making
- Deeply explored the community's giving interests to define future fundraising priorities
- Used the re-accreditation process to launch the next round of strategic visioning and planning