



20/20 Vision

Our Mission

St. Anne's School of Annapolis invests in the intellectual and spiritual promise of each student in a community that celebrates diversity and values the dignity of every human being. We challenge students to think critically and creatively, to know themselves as learners, and to govern their lives with confidence, compassion, and integrity.

Diversity Mission Statement

Promoting civility and respect St. Anne's School of Annapolis values the contributions of each individual and recognizes the strength that can be gained from varied perspectives, backgrounds and life experiences. The school embraces diversity and seeks to maintain an inclusive and supportive learning environment that promotes growth, maximizes potential, and inspires all within its community to flourish in their respective pursuits of personal, academic, social and professional excellence.

Description of the Strategic Plan Process

The success of St. Anne's School of Annapolis rests within the community of educators, parents, and students. For this reason, the development of the strategic plan, 20/20 Vision, represents an inclusive and reflective process. In the fall of 2017, the Board of Trustees issued an open invitation to the St. Anne's School of Annapolis community to help chart the next 25 years of excellence in Twos through Eighth Grade education.

Chaired by two Board of Trustee members, Tia McNair and Lisa Zimmerelli, the Strategic Planning Steering Committee was comprised of Board of Trustee members, teachers, and staff. First, feedback was gathered from the entire community—parents, teachers and staff, and board members—through face-to-face meetings and an extensive online survey. The Strategic Planning Steering Committee analyzed the feedback and survey results and presented potential next steps to the Board of Trustees.

Building upon the strengths of the current strategic plan, *Inspire, Inquire, Innovate, 2014-2017*, three working groups were formed: Extraordinary Faculty and Innovative Program, Welcoming Community, and Smart Growth and Sustainability. The working groups met regularly for six months, and all meetings were open to all members of the St. Anne's School of Annapolis community. Each working group completed a Strengths, Weaknesses, Opportunities, and Threat (SWOT) analysis, examined current research and trends for independent school education, both locally and nationally, and completed a comprehensive landscape analysis to assess St. Anne's School of Annapolis' current practices and to identify areas for improvement. Each working group developed recommendations and action steps that are reflected in the strategic plan.

The full board of trustees then met and distilled those recommendations down into clear categories and goals.

What follows are the four main categories of the strategic plan and the strategic goals of each. Specific action items mapped to measurable outcomes and assessment continue to be developed and refined, and these guide the work of the Board of Trustees.

On behalf of the Board of Trustees, we want to thank the members of the Strategic Plan Steering Committee (Karl Adler, Kate Dent, Hailey DeMaria, Hutchey Doley, Leslie Edinberg, Wendy Gray, Jul Lee Martensson, Lisa Nagel, Christian Pazdersky, Felicia White), and all the members of our community who participated in this process.

Our success starts with you!



Four Strategic Initiatives

Smart Growth and Sustainability

- Create a comprehensive and disciplined long-range financial plan that reflects our commitment to a high-quality education for students across a diversity of backgrounds.
- Examine current and potential revenue streams to support an operating budget that will sustain academic excellence in alignment with the mission and values of the school.
- Ensure that campus facilities support experiential and collaborative learning, technological innovation, and student creativity.
- Sustain a robust financial aid program to ensure a socio-economically diverse community of learners.
- Nurture a community of philanthropy that enhances revenue streams.

Welcoming Community

- Maximize the St. Anne's School experience through multiple pathways to promote connection, engagement, celebration, and inclusion.
- Engage the St. Anne's School richly diverse community on topics related to diversity, equity, and inclusion to celebrate community and support collaboration among the various constituents in the school.
- Increase engagement in the community by promoting service through meaningful partnerships that foster empathy and social responsibility.

Affirming and Promoting St. Anne's School Identity

- Establish St. Anne's School of Annapolis as the premier provider of Twos through Eighth Grade education in the region through intentional marketing and communications.
- Define and communicate the distinct value proposition of a St. Anne's School's education.
- Advance the St. Anne's School profile by helping our community share the narrative of their child's experience and their experience at St. Anne's School.

Fostering an Innovative Educational Program and Extraordinary Faculty

- Prioritize and complete a comprehensive self-study of the school to accomplish its third ten-year accreditation by the Association of Maryland and D.C. Schools (AIMS) and to create a five-year action plan.
- Examine and create challenging and purpose-based programming that allows students to experience, construct, and evaluate knowledge in areas of critical importance to teaching and learning in this century: digital learning, the natural world, and differentiated instruction.
- Conduct curriculum mapping across grade levels to document and make evident the school's research-based, best practices across all subject domains.
- Honor and invest in our faculty through a robust professional development program, continuing to support their expertise, leadership, and life-long learning through the I3 Collaborative.
- Continue to attract and retain exceptional staff and faculty by providing competitive compensation and benefits and by promoting a culture of teacher leaders committed to the school's mission, academic excellence, and education scholarship.