



**St. John's Episcopal Preschool  
Strategic Plan  
June 7, 2016**

## **ST. JOHN'S EPISCOPAL PRESCHOOL CORE VALUES**

St. John's Preschool is inspired by the Municipal Preschools and Infant-Toddler Centers of Reggio Emilia, Italy, which provide the philosophical foundation for our values and actions.

### **Joy**

Our community lives out the words of Loris Malaguzzi, founder of the Reggio Emilia Approach, "Nothing Without Joy." We believe that joy is the foundation for living and learning.

### **Relationships**

At St. John's we value authentic, empathetic, and transparent relationships with people, materials, and our environment. We build and strengthen relationships with care and intentionality.

### **Creativity**

We value creativity as a process and a quality of thought, rooted in a mindset of growth and in openness. Creativity extends beyond the classroom into all aspects of our organization.

### **Exploration**

We value exploration as a dynamic extension of curiosity and inquiry that allows us to go beyond wonder to action. As we explore, we take risks, embrace complexity, and make meaning of the world around us, both within our school and in the greater community.

## ST. JOHN'S EPISCOPAL PRESCHOOL VISION

St. John's Preschool will continue to lead by expanding the impact of our unique, Reggio-inspired, early childhood program that develops confident, joyful learners. We will strengthen engagement among children, families, and teachers and create opportunities to promote and grow our program and the value of early childhood education.

## ST. JOHN'S EPISCOPAL PRESCHOOL STRATEGIC PRIORITIES

### Commit to Family and Community Engagement in Support of St. John's Preschool

**Rationale:** The strategic planning process revealed a deep love and support for St. John's Preschool and our connected community of children, families, and teachers—past and present. We will increase awareness of our educational program and offerings to strengthen our culture and to generate support for our strategic goals and financial needs for the future.

**Goals:**

- **Deepen Understanding of St. John's Preschool's Unique Reggio-Inspired Program**
- **Promote Transparency of and Support for Financial Realities and Needs**
- **Strengthen Governance in Support of Strategic Implementation**

### Examine Our Model and Practices for Long-Term Mission Sustainability

**Rationale:** As we plan for the future of St. John's Preschool, we will review our educational model, policies, and procedures for mission alignment and sustainability. Taking into consideration the ever-changing economic and educational landscape, we will focus on how to make our small institution more nimble and deepen non-tuition revenue sources to support ongoing stability, while ensuring commitment to our Core Values.

**Goals:**

- **Review the Academic Program and Structures to Increase Flexibility and Options**
- **Refine Admissions Goals and Practices to Support Stability**
- **Actively Manage and Steward St. John's Preschool's Financial Strength and Resources**
- **Seek New, Non-Tuition Revenue Sources, Leveraging Our Strengths as a Leader in Early Childhood Education**
- **Align Our Human Capital Talent Needs With Our Strategic Goals to Ensure Successful Implementation**

**Investigate Opportunities for St. John's Preschool Growth**

**Rationale:** St. John's Preschool has grown and changed over the past twenty years and we are committed to examining how to build on our strengths as a community while maintaining our Core Values. We will embark on a process to uncover what type of growth, if any, best supports our vision while maintaining our culture and the nurturing experience for the children, families, and teachers. Expansion will be considered as a way to build upon St. John's Preschool's success working with young children, increase opportunities to learn within the community, and support our financial and programmatic sustainability.

**Goals:**

- **Examine Possibilities for Future Growth of St. John's Preschool**
- **Consider Opportunities to Partner with Schools Seeking to Adopt or Advance Their Understanding of the Reggio Approach**

## **Increase the Outreach and Influence of the Early Childhood Educator Series**

**Rationale:** The Early Childhood Educator Series (ECES) is a powerful lever that St. John's Preschool can use to strengthen our educational practices and increase impact in the local community and beyond, with programming focused on sharing the Reggio philosophy and our Core Values. A larger ECES offering provides St. John's Preschool's teaching staff with valuable professional development embedded in practice that supports their work with the children inside the classroom and outside St. John's Preschool as they promote early childhood education research and practices to support all children.

### **Goals:**

- **Strengthen Our Educational Program and Staff Engagement through Professional Development Opportunities**
- **Expand Access to St. John's Preschool's Approach to the Reggio Philosophy in order to Promote Early Childhood Education**