

WE WOULD LIKE TO EXTEND A SPECIAL THANK YOU
TO THE BOARD AND RETREAT PARTICIPANTS.

Strategic Planning Committee 2010-2011

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STRATEGIC PRIORITIES 2011-2014

Beaver

Beaver Country Day School

PROCESS

Every three years the Board of Trustees and Management Team meet together to think about Beaver's goals in the three years ahead. In the summer of 2010 Trustee Beth Terrana (P Skylar '16) agreed to chair our Strategic Priorities Initiative, and later that fall we retained Ed Hudner of Cambridge Hill Partners, who had worked with us in 2005 and 2008, to facilitate the process. We then formed a Steering Committee that worked with Ed to collect data, which led to a briefing book for all participants to read in advance of our March 2011 retreat.

The Board and Management Team gathered on a Thursday evening to listen to thought leaders speak about issues they are facing in their professional worlds in the years ahead. We are grateful to the panelists, who had a significant impact on our deliberations, for their time and contributions.



This is an extraordinary time to be in education. Our rapidly changing, complex, highly connected world demands skills and competencies that go well beyond mastery of content. Beaver Country Day School is deeply committed to providing educational experiences that inspire students to become innovators, collaborators, entrepreneurs, and creative problem-solvers who will succeed and lead in a new era.

– **Peter Hutton, Head of School**

★ **Todd Golub, M.D.**

Founding member of the Broad Institute of MIT and Harvard, Director of the Cancer Program at the Broad Institute of MIT and Harvard, Professor of Pediatrics at HMS

★ **Kimberly French**

Deputy Director, Communications, Museum of Fine Arts, Boston

★ **Michael Mino**

Independent Consultant, Science & Technology in 21st-Century Education

★ **Charlie Rose**

Senior Vice President and Dean, City Year

PROCESS (continued)

After a great discussion with the panelists that evening, the Board and Management Team reconvened on Sunday for a full day of facilitated discussion with Cambridge Hill Partners.

At the end of the day on Sunday, it was clear that our discussions were focused on two major areas: priorities for our educational program and priorities around marketing.

We felt that we have a tremendous opportunity to infuse the studio model of learning used so successfully at NuVu into the fiber of our day-to-day educational program. We also agreed that now is the time to think seriously about what our science program could be and how we can think about teaching and learning languages. We also want to develop a high impact civic engagement program, and of course our work on teaching with technology never ends.

In the area of marketing all of us feel very strongly that Beaver is by far the most forward-thinking school in the area. Our challenge, and our opportunity, is to communicate that reality in the most comprehensive and focused way. We believe that Beaver's way is a better way, and we want to give more and more people the opportunity to share that understanding.

As we began this process in the fall of 2010, we were looking for an outcome that established priorities that were both aspirational and achievable. We feel confident that we have done that. Special thanks to Beth Terrana for keeping all of us focused on that outcome.





EDUCATIONAL PROGRAM PRIORITIES

A Beaver education will include both a solid grounding in fundamental knowledge and skills as well as the capabilities needed for the advanced understanding, analysis, and solution of complex real-world problems. Extraordinary teaching and student faculty relationships are integral to this.

1 | **The Studio Model & Creative Problem-Solving**

- ★ Beaver will demonstrate the efficacy of the studio model in teaching students to learn more creatively and to present more effectively.
 - ★ Beaver will create a framework for middle school students to experience complex, collaborative, multidisciplinary, hands-on projects.
 - ★ Beaver will encourage students to pursue independent research focused on solving real-world problems throughout the greater Boston community and beyond.
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2 | **Teaching and Learning in Languages**

- ★ Beaver will improve its offering, curricula, and instruction in the languages to best meet the needs and interests of all students and to develop a comprehensive and consistent philosophy on language study.
- ★ Beaver will provide professional development to build the language faculty's capacities in designing and delivering best-in-class curricula.
- ★ Beaver will align language study with ongoing work in civic engagement and global awareness through professional and program development and through strategic partnerships.

EDUCATIONAL PROGRAM PRIORITIES (continued)

3 | Teaching and Learning in the Sciences

- ★ Beaver will adapt its science program in grades 6 through 12 to respond to rapid developments in the sciences and to maximize the potential of its new facilities.
- ★ Beaver faculty will design a curriculum that combines traditional scientific disciplines to better reflect how science is used in the real world. They will offer all students courses in new, convergent sciences such as nanotechnology, biotechnology, engineering, and robotics.
- ★ Beaver science faculty will experience professional development to assist them in designing and delivering best-in-class curricula in both conventional and convergent science.
- ★ Beaver will continue to develop and strengthen its relationships with scientific experts and leaders in new knowledge and practices that have the capacity to improve learning.
- ★ Beaver will ensure its facilities are regularly updated to maintain its state-of-the-art status.



4 | Emerging Technology

- ★ Beaver will demonstrate how teaching with technology elevates student performance in writing, analysis, presentation, communication, and collaboration.
- ★ Beaver will continue to develop and strengthen relationships with experts and leaders on emerging technologies that have the capacity to enhance learning.
- ★ Beaver will provide ongoing faculty development to integrate technology into teaching in a superior manner.

5 | Civic Engagement

- ★ Beaver will identify and pursue targeted, substantive partnerships with organizations on whose work our students' participation will have a measurable impact as it inspires students to engage deeply and rethink their place in the world.
- ★ Beaver will continue to emphasize genuine engagement with real-world issues and problems as part of classroom teaching and curriculum across all disciplines and grades.

STRATEGIC COMMUNICATION PRIORITIES

Beaver will tell its story in words and actions that match the excellence of its programs and student experience by prioritizing a communication plan, academic leadership, school culture, and visitor experience.

1 | **Communication Plan**

Beaver will develop a comprehensive communications plan incorporating multiple media and platforms and based on clear, consistent language to tell its story in ways that serve the requirements of all functions in the school (administrative, academic, advancement, and athletic) and is responsive to all audiences.

2 | **Academic Leadership**

Beaver will establish itself as a thought-leading institution through expanded presentation and publication of the most outstanding and innovative work by Beaver faculty and staff and by sponsorship of programs to support the advancement of teaching and learning.

3 | **School Culture**

Beaver will clearly articulate high expectations for personal behavior and hold all members of the community accountable for a commitment to academic endeavor and authentic engagement with the community.

4 | **Visitor Experience**

Beaver will ensure that it communicates in every way the excellence of its programs and student experience to all the audiences it interacts with in whatever capacity.

FINANCIAL RESOURCE PRIORITIES

Beaver will need to significantly increase its financial capabilities to achieve the priorities we have articulated and meet the needs of our students, teachers, and programs.

Development of a Financial Plan

Beaver will develop a detailed plan of financial priorities to present to the community that addresses program development, faculty development, improved communication, and the integration of civic engagement into learning, teaching, and the curriculum.

