

Mission

Academy Hill emphasizes progression without limits through enriched curriculum that celebrates differences, nourishes creative thought and critical inquiry, and cultivates authentic learning, leading to the success of our students.

Our goal is to develop tomorrow's visionaries, innovators, and leaders.

Statement on Diversity, Equity and Inclusion

Academy Hill School has been engaged in diversity work since our founding. We recognize diversity alone does not lead to inclusion, and we are committed to taking active steps to create an environment in which the identities and cultural backgrounds of our families, students, and employees are valued and respected.

At Academy Hill we believe that diversity, equity and inclusion are essential to achieving educational and academic excellence, and that students' learning experiences are enriched by the diversity of the curriculum, student body, and adult community. Academy Hill is committed to creating an inclusive and equitable community in which all individuals can participate in and contribute to the life of the school, regardless of race, gender, class, religion, sexual orientation, or any other aspect of their identity. We are actively working to gain a deeper understanding of difference and how we honor it in our daily lives at school.

Vision

Our intention through the Strategic Plan is to purposefully

- ◆ maintain exceptional curricular and instructional programs;
- ◆ enhance our physical space in support of our academic and co-curricular offerings as well as the well-being of the Academy Hill family;
- ◆ renew and strengthen our sense of belonging as members of a diverse, nurturing community of learners.

Celebrate our Academic Program

- Recruit inquisitive, creative, and motivated students and families to join our school community.
 - *Establish and meet annual enrollment goals.*
 - *Maintain a healthy financial aid budget to meet as much family need as possible.*
 - *Design and/or host a local scholastic competition or other similar event to increase visibility within the community.*
- Continue to attract and retain a highly qualified, motivated instructional staff and administrative team.
 - *Develop outreach opportunities that promote the school's visibility.*
 - *Commit resources in efforts to offer a competitive compensation package to current and future staff.*
- Maintain our commitment to a progressive curriculum, including classical and world language; inquiry and presentation; performing and visual arts; project-based learning and authentic assessments; and immersion experiences.
 - *Evaluate and adapt curriculum to meet students' interests and needs, and to maintain relevance.*
 - *Provide opportunities for immersive experiences, i.e. field trips, clusters, and guest speakers.*
- Develop and nurture relationships with both feeder programs and next schools for the benefit of our students.
 - *Create connections and pursue opportunities with local preschools, elementary, and secondary schools.*

Enhance our Learning Environment

- Launch a Capital Campaign to fund enhancements to our physical campus.
 - *Identify and cultivate leadership donor pipeline.*
 - *Expand overall donor base by considering new constituents.*

- Work with the Board of Trustees and Facilities Subcommittee to identify areas for improvement within the school building and around the campus.
 - *Prioritize and establish a list of project needs and wants.*
 - *Establish a timeline for project(s) completion.*
- Explore environmentally-friendly options or opportunities to conserve and protect our natural resources as we improve the facility and grounds.
 - *Consciously solicit bids from environmentally friendly contractors.*
 - *Explore new opportunities to “go green.”*

Renew our Commitment to Culture and Community

- Identify and evaluate opportunities for student enrichment.
 - *Develop a process to review and evaluate current and new student enrichment opportunities.*
- Plan and execute opportunities for parents and families to immerse themselves in the culture of the school.
 - *Create and maintain an annual calendar of family-friendly events.*
- Develop and implement medium- and long-term plans to promote diversity, equity, and inclusion as a school community.
 - *Include evaluation of DEI initiatives as part of a comprehensive annual review of programs.*
- Establish and renew community relationships beyond the borders of our campus.
 - *Identify and cultivate potential community relationships.*
 - *Expand opportunities for community involvement, including invitations to campus for potential external partners.*

Thank you to the 2022 Strategic Plan Committee:

David Wells, Chair Board of Trustees
 Melissa Earls, Head of School
 Board of Trustee Members:

Jana Bertera
Bob Boyd
David Kayiatos
Eric Lunden

Academy Hill Faculty:

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Student Representatives:

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