

RIVERFIELD

COUNTRY DAY SCHOOL

STRATEGIC PLAN 2007-2012

CULTURE

Policy Goal: Riverfield will maintain a culture that reflects and fosters excellence, family involvement, a love of learning, kindness, diversity, and a sense of community with a deep connection to the natural environment.

Rationale: Riverfield's culture is unique and is an important component of the education process.

Implementation:

- Develop the whole student to promote excellence and a love of learning
- Continue to develop rich and meaningful traditions that nurture a family atmosphere (i.e. sleepovers, pot lucks, campouts, etc.)
- Identify opportunities to further multi-age interactions
- Continue to recruit, retain, and value a diverse faculty and student body
- Create and refine programs that maximize the advantages of our unique natural setting and environment
- Develop a marketing plan that defines and communicates Riverfield's uniqueness and strengths

PROGRAM

Policy Goal: Riverfield will provide integrated educational and extra-curricular programs focused on the development of the whole student with the highest academic expectations targeted toward real world success.

Rationale: Riverfield aims to be a unique, college preparatory school where love of learning is premier. Programs are dedicated to the well-being of the students and prepare them for success in the real world.

Implementation:

Real World Success

- Review curriculum periodically for excellence, relevance, and student achievement.
- Retain 85-90% of students in Kindergarten through 12th grade
- Continue to provide emphasis on global studies with travel opportunities, exchange students, and guest speakers
- Increase integrated health/wellness program opportunities throughout the Riverfield community

Love of Learning

- Provide sufficient personalized support for students to become successful and accountable
- Continue experiential learning inside and outside the classroom
- Balance homework requirements: challenging, but not overwhelming
- Increase choice of electives and extra-curricular opportunities (clubs, activities, etc.)

College Prep

- Continue college prep program with advanced coursework offered at Riverfield and local colleges and universities, which are valued in college entrance requirements
- Enhance college counseling program

Division Implementation:

UPPER SCHOOL (9th - 12th grade)

- Continue to expand curricular and extra-curricular programs as enrollment increases
- Remain at the forefront of technology education by continuing to integrate hardware and software in the curriculum

MIDDLE SCHOOL (4th - 8th grade)

- Continue to expand curricular and extra-curricular programs as enrollment increases
- Create distinct learning environment for the 4th and 5th grades and 6th through 8th grades

PRIMARY SCHOOL (Kindergarten - 3rd grade)

- Create a balance between academics, specials, and Academic Enrichment and Support programs
- Continue concept of authentic portfolios
- Expand Reggio-inspired practices including documentation, family involvement, the hundred languages, and the indoor and outdoor environments

PRE-SCHOOL (Infants -5 year olds)

- Continue collaboration between the two wings within the Division and throughout the school
- Build even stronger academic curriculum, including assessments, while continuing to emphasize social-emotional development

SUMMER CAMP (Infants -12th grade)

- Expand Summer Program to include students through Upper School and offer a variety of choices each summer
- Consider possibility of developing the Camp Directorship as a year-round position

MISSION STATEMENT

The mission of Riverfield Country Day School is to provide an excellent education in a family-oriented atmosphere. Students are motivated and encouraged to learn, develop, and mature in a respectful, secure, and diverse environment. A caring, creative faculty and a challenging, integrated, and personalized curriculum promote the development of the whole student as a confident and responsible learner prepared for real world success.



SCHOOL COMMUNITY: STUDENTS, FAMILIES, ALUMNI

Policy Goal for Students: Riverfield students are encouraged to be motivated learners developing into independent self-disciplined individuals prepared for real world success in a diverse community.

Rationale: Every student should be provided with opportunities to be successful.

Implementation:

- Formalize the admissions placement process to define and meet the needs of individual students
- Expand multi-age mentoring
- Explore peer mediation program for 6th through 12th grade students
- Advance the orientation program for all new students
- Expand social activities for Middle and Upper School students
- Continue open student/teacher communication by maintaining ratios and developing and formalizing the liaison program through awareness classes, advisors, counseling, etc.

Policy Goal for Families: Riverfield families benefit the most when they appreciate diversity, are actively involved, and are supportive of the school.

Rationale: Involved families help to enhance opportunities for success of the students and to maintain a family-oriented atmosphere.

Implementation:

- Recruit, retain, and involve diverse families
- Expand orientation program for new families
- Establish and increase scholarship programs and financial assistance
- Continue and enhance school-to-family communication
- Establish family education programs including town hall-style informational meetings and family activities such as exercise, cooking, etc.
- Establish family mentoring program
- Educate families on volunteer responsibilities and opportunities

Policy Goal for Alumni: Riverfield alumni will be encouraged to remain involved and supportive of the school community.

Rationale: Alumni involvement helps to create a legacy of school commitment, history, and development for the continued success of the school.

Implementation:

- Sustain and enhance alumni communication
- Host alumni gatherings
- Create specialized programs for alumni volunteers, school development, and mentoring

FACULTY, ADMINISTRATION, AND STAFF

Policy Goal: Riverfield will retain, attract, and support diverse members of Faculty, Administration, and Staff who are motivated to develop each student's potential as well as their own through continuing professional development.

Rationale: The faculty is the heart of the school. Leadership sets the tone for the school and all adults serve as role models for the students.

Implementation:

- Enhance new employee orientation program to help new faculty, administration, and staff understand the mission and culture of the school
- Promote cross-division collaboration and Professional Learning Communities (PLCs) throughout the school
- Continue to celebrate and publicly acknowledge faculty, administration, and staff successes
- Continue to investigate hiring additional school personnel as programs evolve
- Increase salaries and benefits (retirement, flex time, 100% health and dental insurance, tuition remission, etc.) to be competitive with peer schools
- Review and revise job descriptions and policies and procedures for hiring and separation

PHYSICAL PLANT AND FACILITIES

Policy Goal: Riverfield will maintain, improve, and expand facilities to support current growth and future needs. Attention will be given to program needs, safety and security, aesthetics, accessibility, sustainability, efficiency, and environmental impact.

Rationale: Support increasing enrollment and evolving programs. Current and new facilities must attract and retain quality students and staff while supporting academic, athletic, and extra-curricular activities.

Implementation:

- Create a Master Plan which addresses program development and may include the following areas:
 - Additional classrooms and Commons areas
 - Middle and Upper School library
 - Cafeteria and general meeting area
 - Performing arts venue and fine arts facilities
 - Administrative wing with conference rooms
 - Field house and playing fields
 - Tennis courts and track
 - Barnyard improvements
 - Maintenance building and bus storage
- Continue to develop Crisis Management Plan and meet campus security needs
- Create a unified campus look with architectural plan, including creation of a Campus Beautification Committee and Outdoor Education Committee
- Examine opportunities for community use of facilities

FINANCE AND DEVELOPMENT

Policy Goal: Riverfield will seek to establish partnerships with families, friends, corporations, and foundations to ensure continued healthy operation and growth of the school for the benefit of the students, faculty, families, and the larger community.

Rationale: Maintaining fiscal responsibility will ensure continued operations management and capital improvement opportunities.

Implementation:

- Set tuition at an affordable rate
- Set a high priority on retiring debt and expanding financial reserves
- Cultivate an environment with active participation in Annual Giving and RFA programs to enrich the experience, operations, and programs of RCDS
- Develop an endowment program that identifies, educates, and defines partners to generate funds for scholarships, faculty retention, and facility growth and maintenance
- Expand the partnership between Institutional Advancement Office and members of the community
- Define the message and develop support materials for Strategic and Master Plans