



CHILDREN'S COMMUNITY SCHOOL

Strategic Plan 2019-2021

TABLE OF CONTENTS

Our Planning Process

Mission, Vision, and Values

Goal 1: Improve and Evolve our School Climate, Culture and Experiences

Goal 2: Strengthen and Expand Partnerships in Support of our Mission

Goal 3: Improve Academic Learning and Monitor Quality

Goal 4: Improve Infrastructure, Operations to Support School Growth and Evolution

Goal 5: Increase Capacity of Board of Directors to support Long Term Growth of Organization

OUR PLANNING PROCESS

Throughout 2018 the Board of Directors of the Children's Community School has been reflecting back on the 50-year history of the organization as a whole and looking forward at laying the groundwork for long term sustainability of this special school. Included in this process is a succession plan to replace the long term Executive Director who has deep roots in the school and the community, financial feasibility of operational plant upgrades and/or purchase of the building and the expansion to 6th, 7th and 8th grades.

In order to move these and other items forward, the Board of Directors is dedicated to the work outlined in this strategic plan as Children's Community School embarks on its successful future. The Board of Directors has identified the following points that support our next steps:

- Children's Community School is a unique institution as one of a few independent schools that only serve low-income families with very low tuition.
- Children's Community School is seen as a hidden jewel to the Waterbury community and beloved.
- Children's Community School has developed robust partnerships with funders, corporate supporters, non-profit providers and volunteers to support its mission.
- Children's Community School offers families an alternative to the public school system including low student/teacher ratios and differentiated teaching.
- Children's Community School encourages and benefits from strong family support of our educational goals.

MISSION, VISION, and VALUES

MISSION: Children's Community School lays the foundation for urban students' educational success by offering a robust curriculum and unique experiences, by developing their individual character and by cultivating strong family involvement.

VISION FOR OUR STUDENTS

- Each student will be accepted, nurtured and challenged according to their individual needs and abilities.
- Our rigorous curriculum will cultivate critical thinking skills and will prepare students to succeed in their secondary school environment.
- Our nurturing and caring school environment will provide a safe place for our students. Each student's self-esteem will be fostered by positive relationships with other students and staff.
- Our students will be exposed to a range of educational and cultural experiences which will broaden their perspectives and expose them to new ideas.
- Our students will develop a strong sense of responsibility for themselves and toward each other and their community.

VISION FOR OUR ORGANIZATION

- Our staff, one of our strongest assets, will be cultivated and supported through expanded professional development opportunities and a competitive compensation and benefits package.
- Our physical surroundings will have ongoing updated technology and will provide a safe and healthy environment for academic success and administrative purposes.
- Our Board of Directors will be an engaged group of ambassadors who will contribute time, talent and treasure in support of the succession plan and long term financial planning of the organization.
- Our school will continue to be widely supported by our funding partners, our corporate supporters, or volunteers and our community.

VALUES

- Power of Education: We believe in the transformative power of education as a means to end the cycle of poverty.
- Holistic Approach: We believe it is not only academics that will help our students succeed. Our approach emphasizes the social, emotional, physical and intellectual development of each child.
- Respect: We recognize that each child is an individual and brings unique gifts to the community to develop and share.
- Commitment: We are committed to assisting our students to become productive members of the community.
- Collaboration: We work in concert and collaboration with our parents, our nonprofit partners, our volunteers, and our supporters. We value and cultivate our partnerships for mutual benefit.
- Integrity: We adhere to high standards of moral and ethical values. We oversee the use of resources provided to us and fulfill our responsibilities as the stewards of those resources.