

# FLIGHT 2025

## *Greater Heights for Greater Minds*

The Visionary Plan Charting Wye River's Course

### *Pillar I: Program*

Wye River Will Provide  
Exceptional Programming



**Goal #1: Deliver relevant, well-sequenced, student-focused, evidence-based academic and life skills curricula.**

**Strategy #1:** Develop and implement an ongoing, systematic curriculum review process for each discipline to 1) identify areas for enhancement, 2) ensure representation and inclusion of diverse perspectives, and 3) explore opportunities for innovation.

- Use the next AIMS self-study process to review the current scope and sequences in each discipline to identify current strengths and areas to be improved.
- Develop and implement clear, evidence-based executive functioning and life/social skills curricula.

**Strategy #2:** Develop and implement an ongoing, systematic instructional review process to ensure measurable pedagogical consistency in curricula delivery.

**Goal #2: Sustain an exceptional faculty and staff that are able to support the diverse strengths and needs of WRUS students.**

**Strategy #1:** Evaluate, strengthen, and implement teacher evaluation and support policies, processes, and procedures.

**Strategy #2:** Develop and implement a comprehensive Faculty and Staff Professional Development Plan rooted in research-based practices.

**Strategy #3:** Develop and implement a plan to strengthen faculty and staff diversity and inclusion.

**Strategy #4:** Evaluate the faculty and staff compensation and benefits program for competitiveness.

**Strategy #5:** Design an optimal and sustainable organizational structure (including specialized staffing) to best meet student needs.

**Goal #3: Assure a clearly articulated, well-sequenced student and family experience from admissions through graduation and beyond.**

**Strategy #1:** Strengthen the Admissions process to ensure clarity, comprehensiveness, and consistency.

**Strategy #2:** Strengthen the process and identify tools to ensure that student data is clearly and regularly shared with students and families.

- Strengthen and clearly articulate the process of collecting, documenting, sharing, and utilizing individual achievement, social/emotional, and executive functioning data within the faculty and staff to ensure that the process is fluid and regularly updated throughout each student's tenure/experience.

**Strategy #3:** Strengthen the post-degree planning program to fully prepare students for the steps required to be successful in college, career, and life.

**Strategy #4:** Articulate the system of WRUS traditions that foster individual growth and develop school spirit and connection.

**Strategy #5:** Strengthen alumni outreach and engagement.

## Goal #4: Govern and lead strategically, effectively, and efficiently.

**Strategy #1:** Improve the process to ensure the school's policies and procedures are clearly communicated, comprehensive, and consistently enforced.

**Strategy #2:** Enhance the process to ensure the Board policies and procedures and Bylaws are clearly communicated, comprehensive, and consistently enforced and that they ensure strategic governance.

- Develop succession plans for the Head of School and Board Chair.
- Establish a process to ensure that the Board is comprised of members with a diversity of perspective as well as skills, abilities, and financial knowledge and strength needed to govern strategically and effectively.

## *Pillar II: Communication*

Wye River Will Be Well-Regarded and Connected.



## Goal #1: Effectively, consistently, and meaningfully communicate with the School community to inform and engage.

**Strategy #1:** Strengthen and maintain processes for regular targeted communications between families and the school.

**Strategy #2:** Strengthen and maintain processes for regular targeted communications between students and the school.

**Strategy #3:** Strengthen and maintain processes for regular targeted communications between faculty/staff and the school.

**Strategy #4:** Strengthen and maintain processes for regular targeted communications between alumni and the school.

**Strategy #5:** Strengthen and maintain processes for regular targeted communications between established community partners and the school.

## **Goal #2: Cultivate and sustain a well-developed community of individual and organizational partners.**

**Strategy #1:** Develop a process to create partnerships with individuals and organizations that will benefit the school regarding finances, enrollment, and marketing.

**Strategy #2:** Develop a process to create partnerships with individuals and organizations that will directly benefit student, faculty, and staff growth and opportunities.

**Strategy #3:** Develop opportunities for faculty, staff, and students to engage with and contribute to the community.

## **Goal #3: Clearly and effectively market WRUS to mission-appropriate students, families, and their networks.**

**Strategy #1:** Clearly articulate the characteristics of the desired, mission-appropriate, diverse student body.

**Strategy #2:** Align and customize messaging to convey inclusiveness and attract mission-appropriate students.

**Strategy #3:** Utilize effective, measurable methods to maximize marketing reach.

# Pillar III: Financial Stability

Wye River Will Be Fiscally Stable



## Goal #1: Enhance and maintain fiscally sustainable operations.

**Strategy #1:** Develop and implement a 5-year Strategic Financial Plan.

**Strategy #2:** Update and maintain financial and budgeting policies and procedures.

**Strategy #3:** Develop and implement a Facilities Maintenance and Improvement Plan.

**Strategy #4:** Evaluate and clearly define financial aid policies.

## Goal #2: Establish and maintain a comprehensive fundraising plan.

**Strategy #1:** Develop and implement a plan to effectively manage long-term debt.

**Strategy #2:** Develop and implement a plan to fund Strategic Plan initiatives.

**Strategy #3:** Expand the diversity of funding to develop additional hard revenue (from programming and building use) and soft revenue (development and grant-making).

**Strategy #4:** Ensure that the organizational structure supports annual fundraising needs.

### Goal #3: Develop a long-term growth plan.

**Strategy #1:** Explore options for modifying, adding to, or changing the current building location based on current and potential student demographics and/or potential external threats to sustainability.

**Strategy #2:** Explore options for increasing the size of the student body based on potential building changes.

**Strategy #3:** Explore options for alternative program delivery that might increase the potential size of the student body.

**Strategy #4:** Explore options for merging or sharing programs and/or facilities with other institutions with similar missions or purpose.