

## Strategic Priorities, Goals, and Initiatives

The Strategic Priorities that follow build upon the Vision set forth and accomplishments over the past three years, while setting out a new course that meets the challenges of both the present and the future. Congressional School will be recognized as an independent school leader for Infant-Grade 8 students that develops knowledgeable and confident critical thinkers who are prepared to succeed in secondary school, college, and the world they will inherit.

To achieve this goal, Congressional intends to:

### **Academic Excellence**

Promote a collaborative learning and teaching environment that celebrates intellectual curiosity, creativity, and individuality. Encourage excellence through the use of innovative pedagogies, interdisciplinary learning, and the effective use of technology. Meet the needs of each student by implementing methods of differentiated instruction that support student growth through the support of the Center for Teaching, Learning, and Innovation.

To achieve this goal, we will:

Continue to enhance the School's curriculum and develop innovative programs in STEM and the Fine Arts that challenge each student to realize their fullest potential.

Commitments:

1. Conduct a comprehensive review of the School's academic program.
2. Expand the STEM and Fine Arts curriculum in scope and sequence.
3. Develop opportunities for experiential learning beyond the Congressional School campus, including partnerships with other institutions, local organizations, online learning programs, and outdoor education.

### **Faculty Development**

Congressional School teachers are the lifeblood of the School community. Congressional School will intensify its cultivation of a faculty that is both excellent and diverse. Ongoing learning, improvement, and growth are essential to continued excellence. When our teachers arrive on campus, we must provide faculty with a nurturing environment, growth opportunities, and a community of support.

To achieve this goal, we will:

Provide a work environment that is rewarding financially and professionally.

Commitments:

1. Provide faculty salaries that are competitive within the AISGW membership of schools of more than 400 students.
2. Strengthen and expand recruitment strategies that focus on developing a pipeline that will attract the most qualified and diverse candidate pool available.
3. Strengthen and expand professional development programs through the Center for Teaching, Learning, and Innovation to support continual improvement for all faculty and staff.
4. Review faculty and staff benefits regularly.

### **Enrollment, Access, and Affordability**

Congressional School students bring with them to campus each year a wide range of perspectives and viewpoints. A diverse group of students encourages our community to be one that shares many different experiences and prepares students to thrive in an increasingly diverse society and global economy.

We will continue to draw to our campus the most talented and curious students from a diversity of backgrounds, who will bring different perspectives and experiences inside and outside of the classroom. At the core of this ambition must be continued investment in our financial aid program and expansion of our outreach to find the best and brightest students, and to create opportunities that make it possible for them to enroll, contribute and succeed.

To achieve this goal, we will:

Evaluate and strengthen our admission practices to attract, enroll, and retain the most qualified students.

Commitments:

1. Broaden and increase our pool of applicants from across the greater D.C., Maryland and Virginia areas.
2. Seek to identify students with a wide variety of talents and abilities who will thrive and contribute to our community and believe in our core values.
3. Improve the use of our financial aid to provide greater impact to students and families.
4. Explore partnerships with diverse community organizations and build new connections with early childhood programs in areas surrounding our campus and in more diverse markets.

## **Campus Development**

Congressional School's campus must support its academic and extracurricular aspirations at the most optimal levels. Our goal is to reinvigorate our physical campus and provide state-of-the-art facilities and campus grounds that will support a variety of teaching and learning opportunities.

### To achieve this goal, we will:

Reinvigorate our physical campus and its condition so that it serves the needs of all programs.

#### Commitments:

1. Assess annually the condition of all physical spaces.
2. Develop a campus master plan to determine the need for new or renovated spaces for academic and program needs.
3. Address the space needs for the Fine Arts and STEM programs.
4. Provide classroom space that is both flexible, highly usable, and equipped with current technology to enhance teaching and learning.

## **Institution Building**

To compete in the very highly competitive independent school market, Congressional School must work proactively to maximize revenue generation and manage existing and new resources in ways that expand philanthropic opportunities and ensure sound financial stewardship to ensure the school remains financially sustainable.

### To achieve this goal, we will:

Continue to evolve our financial model in a way that provides our faculty, staff, and students with the resources they need to prosper.

#### Commitments:

1. Increase levels of future private support by building on the success of past Congressional Fund campaigns.
2. Develop new ways to cultivate and motivate major donors identified during the Congressional Fund campaign, leading to new larger future gifts.
3. Continue to focus on scholarship and endowed faculty funding priorities.
4. Expand annually the use of social media to gain new audiences within the parent community and greater levels of financial support.