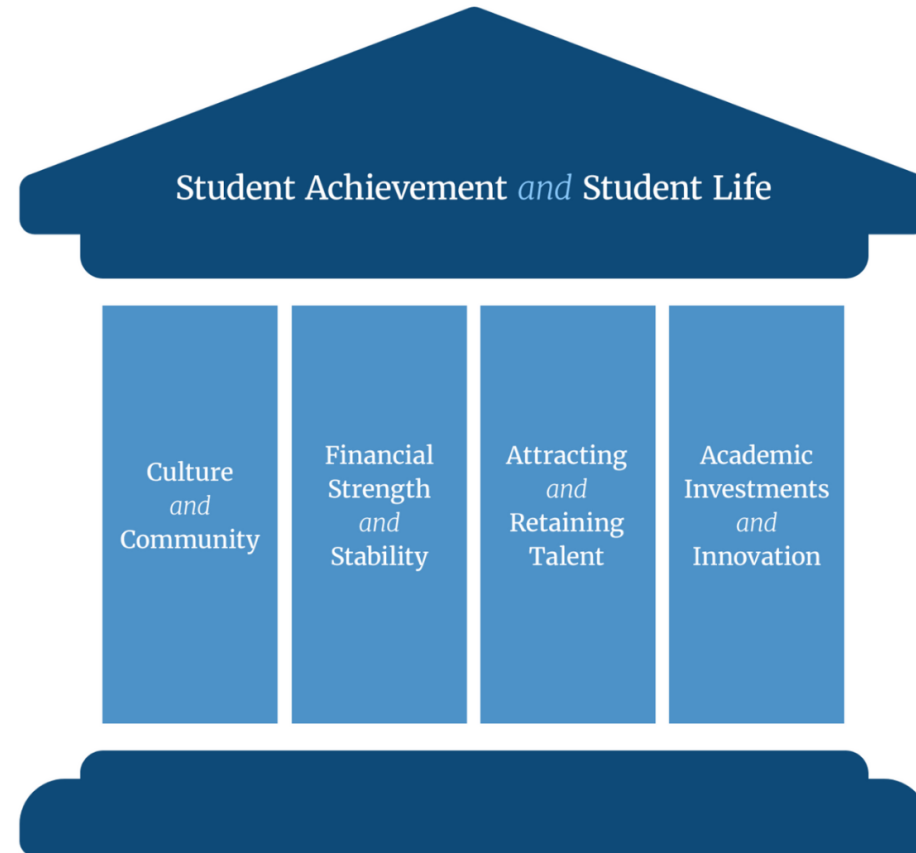




GASTON DAY SCHOOL
STRATEGIC PLAN

2019-2026

Gaston Day School 2019–2026 Strategic Plan
Core Pillars and Principles



Gaston Day School Strategic Plan 2019-2026

Goal 1: Culture and Community

Item	Initiative
1	Sharpen internal communications to focus on the “why” and explain how activities align with GDS vision and goals
2	Align the diversity of GDS students, faculty, staff and board with the broader communities we serve
3	Clarify and market GDS more widely
4	Assess GDS traditions, rituals, and ceremonies to determine which are essential to the GDS culture



**Gaston Day School
Strategic Plan 2019-2026
Goal 2: Financial Strength and
Sustainability**

Item	Initiative
5	Expand and diversify Gaston Day School's donor base
6	Research and increase contributed revenue from diverse sources
7	Conduct risk management scenario planning for financial, leadership, and reputational risk
8	Create five-year budget projections to enable long-term operational and capital planning



Gaston Day School Strategic Plan 2019-2026

Goal 3: Attracting and Retaining Talent

Item	Initiative
9	Expand benefits and perks for faculty and staff through creative partnerships
10	Increase transparency and clarity of communications from administration to faculty/ staff
11	Create clear faculty job descriptions to serve as the foundations of performance planning
12	Ensure all faculty have individual growth profiles that include career management planning and skill-based training plans



Gaston Day School Strategic Plan 2019-2026

Goal 4: Academic Investments and Innovation

Item	Initiative
13	Develop a campus master plan to ensure state of the art learning environments
14	Conduct ROI assessments and eliminate academic programs without sufficient student impact or strategic alignment
15	Create and claim academic Centers of Excellence within GDS
16	Implement a new 'soft skills' curriculum that nurtures collaborative community leadership skills
17	Ensure a cutting-edge technology environment for students, faculty and staff
18	Strengthen and integrate STEM curriculum offerings





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