



Strategic Plan

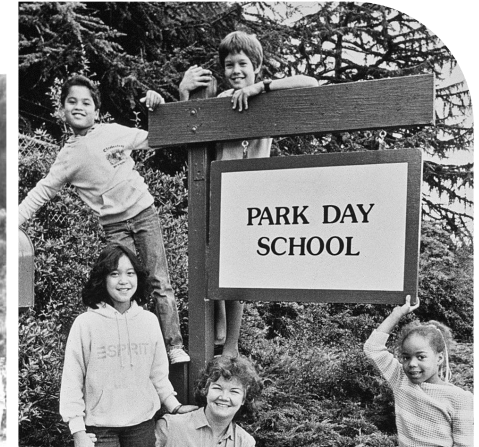
Park Day School | 2021 - 2026



Legacy & Principles

Our Legacy

Park Day School was founded in 1976 by a group of educators who wanted to do things differently, to focus on development of character and self-knowledge as well as intellect, and to prepare students to help build a more equitable world.



“I hope that we are fashioning a joyful learning experience for the students. At the heart of these progressive principles, we are sustaining the desire for students to be immersed in a program that brings joy to the learning. . . . My desire is to see the commitment to this manner of learning continue and that the emphasis on social, emotional, and academic learning remains strong and balanced.”

Tom Little, Long-Time Head of School (1953 - 2014)



What we Mean by “Progressive”

From *Meet Angela Taylor on ParkDaySchool.org*

“What I have seen is that happiness and success are now becoming far more external than internal. That’s a problem in the 21st century, and progressive education at its core has always had the antidote.

Purpose and meaning are at the core of progressive education. Learning for a purpose; learning to make a difference, versus learning to achieve an external reward. ”

Progressive education is our approach to teaching.

As progressive educators, we believe the purpose of school expands beyond prevailing education policy and practice. We actively support our students’ deep intellectual development and healthy identity formation—as developing individuals, as active learners within a school community, and as engaged citizens in the broader world.

Progressive Education Must . . .



Amplify students’ voice, agency, conscience, and intellect to create a more **equitable, just, and sustainable world**.



Encourage the **active participation of students** in their learning, in their communities, and in the world.



Respond to the developmental needs of students, and focus on their **social, emotional, intellectual, cognitive, cultural, and physical development**.



Honor and nurture students’ natural curiosity and innate desire to learn, fostering **internal motivation** and the discovery of passion and purpose.



Emerge from the interests, experiences, goals, and needs of diverse constituents, fostering **empathy, communication and collaboration across difference**.



Foster **respectfully collaborative and critical relationships** between students, educators, parents/guardians, and the community.



Our Commitment to Social Justice & Anti-Racism

From *Loving Learning*, on the early history of Park Day School (formatting added):

“ In everything we did, we held true to **three main principles**:

- we considered children’s **emotional needs and development** just as seriously as their **academic progress**;
- we worked to build a strong, supportive **community**; and
- we encouraged students to develop a sense of **social justice**. ”



Our abiding commitment to social justice - including long standing work on gender inclusion and an increasing focus on anti-racism - is reflected in our curriculum, in our daily interactions, and in our continued recognition that there is no finish line.

We are committed to caring for each other, for our beautiful campus, for our vibrant community, and for our fragile planet, and to ensuring our students graduate with a strong sense of agency.

Our mission requires us to pursue a more equitable and sustainable world, and we’re committed to holding ourselves accountable to that goal, both in its broadest sense and in our day-to-day.



The Next 50 Years



Dear Park Day School Community,

As we emerge from a momentous time in all of our lives, I am heartened and grateful to be part of the resilient and vibrant community here at Park Day. Since 1976, we have been proudly progressive with deep roots in progressive pedagogy - an educational philosophy that stimulates, challenges, and provides the academic rigor that will serve and prepare students for their academic futures and a rapidly changing world.

Our vision is to build on our 50-year legacy with a culture of compassion, equity and belonging and a rigorous, student-centered curriculum, instilling in our community – students, teachers, staff and parents – a sense of pride in our progressive roots and a brave belief in our courageous future.

The students in our school today will be the leaders of tomorrow. We have a great responsibility to support each and every student to succeed academically and to thrive emotionally, so that they themselves can become agents of change.

That is why we are so excited about this strategic plan, which has both affirmed the work we have been doing and helped us to define four priorities for the next five years: Strengthen our Curriculum, Deepen the Sense of Belonging, Invest in our Teachers, Solidify our Financial Foundation.

What defines Park Day School at its core is our long-standing commitment to progressive education and social justice. I want to extend my deepest appreciation to you, our community, for helping us further that commitment and co-create Park Day's future for many years to come.

In community,

Angela Taylor

Angela Taylor, Head of School





Strategic Plan

Our Mission

Our mission is the reason we're here. (This hasn't changed.)

Park Day School prepares students to be informed, courageous, and compassionate people who shape a more equitable and sustainable world.



Our 5-Year Vision

Our 5-year vision is the scope, or goal, of our strategic plan - what we're building for Park Day School over the next 5 years.

Park Day School will build on our 50-year legacy with a **culture of compassion, equity and belonging** and a **rigorous, student-centered curriculum**, instilling in our community – students, teachers, staff and parents – a **sense of pride in our progressive roots and a brave belief in our courageous future.**



Our Strategic Objectives

Our most important areas of focus - what we plan to do.

- Amplify & clarify our progressive identity, and strengthen our **Curriculum**
- Deepen our commitment to inclusion so everyone feels a sense of **Belonging**
- Improve retention and foster a culture of continuous growth by investing in our **Teachers**
- Fulfill our mission for years to come by solidifying our financial **Foundation**





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Our Strategic Objectives

Curriculum

Amplify & clarify our progressive identity; strengthen our curriculum so our students thrive as learners.

Belonging

Deepen our commitment to inclusion so that everyone in our community feels a sense of belonging.

Teachers

Invest in our teachers so their engagement and continuity creates a stable, trusting learning environment.

Foundation

Ensure our financial future so we can fulfill our mission for many years to come.

Objective: Amplify & clarify our progressive identity and strengthen our curriculum so our students thrive as learners. We Will...

Clarify our instructional approach

Reassert and further embed our commitment to the tenets of how we teach: Inquiry-based, Project-based, Interdisciplinary, Maker-Centered, Experiential, Innovative & Flexible.

Create a cohesive & integrated curricular experience

Clearly articulate K-8 learning progressions, outcomes and assessment to ensure a cohesive and integrated learning experience for students K-8.

Ensure shared understanding of “progressive”

Ensure that our community has a shared understanding of the rigorous and student-centered approach of a progressive education.

Establish and retain our leadership

Establish our position as a beacon of rigorous progressive social justice education for other schools to look to and follow.

Curriculum



Objective: Deepen our commitment to inclusion so everyone feels a sense of belonging. We Will...

Ensure an inclusive curriculum

Ensure our curriculum facilitates learning and a sense of inclusion & belonging for all students, with particular attention to students from historically marginalized populations.

Ensure equitable restorative practices

Ensure our restorative practices are robust and well socialized so that identity-related incidents, and especially race-related incidents, are handled consistently and with the care they need.

Establish goals and a system of measurement

Establish goals and a system of measurement to ensure we hold ourselves internally accountable to these objectives.

Define and reassert our commitment to the work

Define and reassert Park Day's commitment to diversity, equity, inclusion, and belonging.

Belonging



Objective: Improve teacher retention and foster a culture of continuous growth by investing in our teachers. We will...

Attract and retain high quality, diverse faculty & staff

Develop a strategic, measurable process for recruiting and retention of faculty and staff from diverse backgrounds.

Invest in support and growth

Develop a strong support system and growth plan for faculty and staff that holds students at the center.

Invest in our faculty and staff

Ensure faculty and staff salaries are above the median for our East Bay basket schools and that benefits remain competitive, possibly with new, creative solutions for benefits.

Examine and redesign for sustainability and equity

Assess, design, and develop staffing structures to reflect more sustainable and equitable practices.

Teachers



Objective: Solidify our financial foundation so we can fulfill our mission for years to come. We will...

Improve our financial model

Improve our tuition and financial model to provide more flexibility, become less tuition-dependent, and ensure expenditures are aligned to school values.

Assess the need and feasibility of facilities

Assess the need for and feasibility of facility improvements in order to enhance our offerings, improve our beautiful campus, and/or increase revenue.

Create a culture of giving

Improve our fundraising efforts to create a culture of giving at Park Day School while upholding our commitment to inclusivity and belonging, and enhance our relationships with alumni and the broader community.

Examine our marketing strategy

Revisit our marketing strategy to better address the changing needs and demographics of a post-pandemic Oakland.

Foundation





Thank You

Thank You, Task Force!

Our volunteer Task Force met throughout the school year to review community input, brainstorm ideas, conduct research and interviews, and made recommendations. We appreciate their commitment to the school and to our strategic planning process!

- Angela Taylor
- Arjuna Sayyed
- Becky Bob-Waksberg
- Bianca Salaverry
- Cornelia Sylvester
- Devin Homme
- Dina Wolkoff
- Jill Knowland
- Josie A.G. Shapiro
- Kaela Farrise
- Kate Sugarman
- Margaret Piskitel
- Paul Freedman
- Tiffany McNeil <- A special
THANK YOU to our
Strategic Planning Chair!

