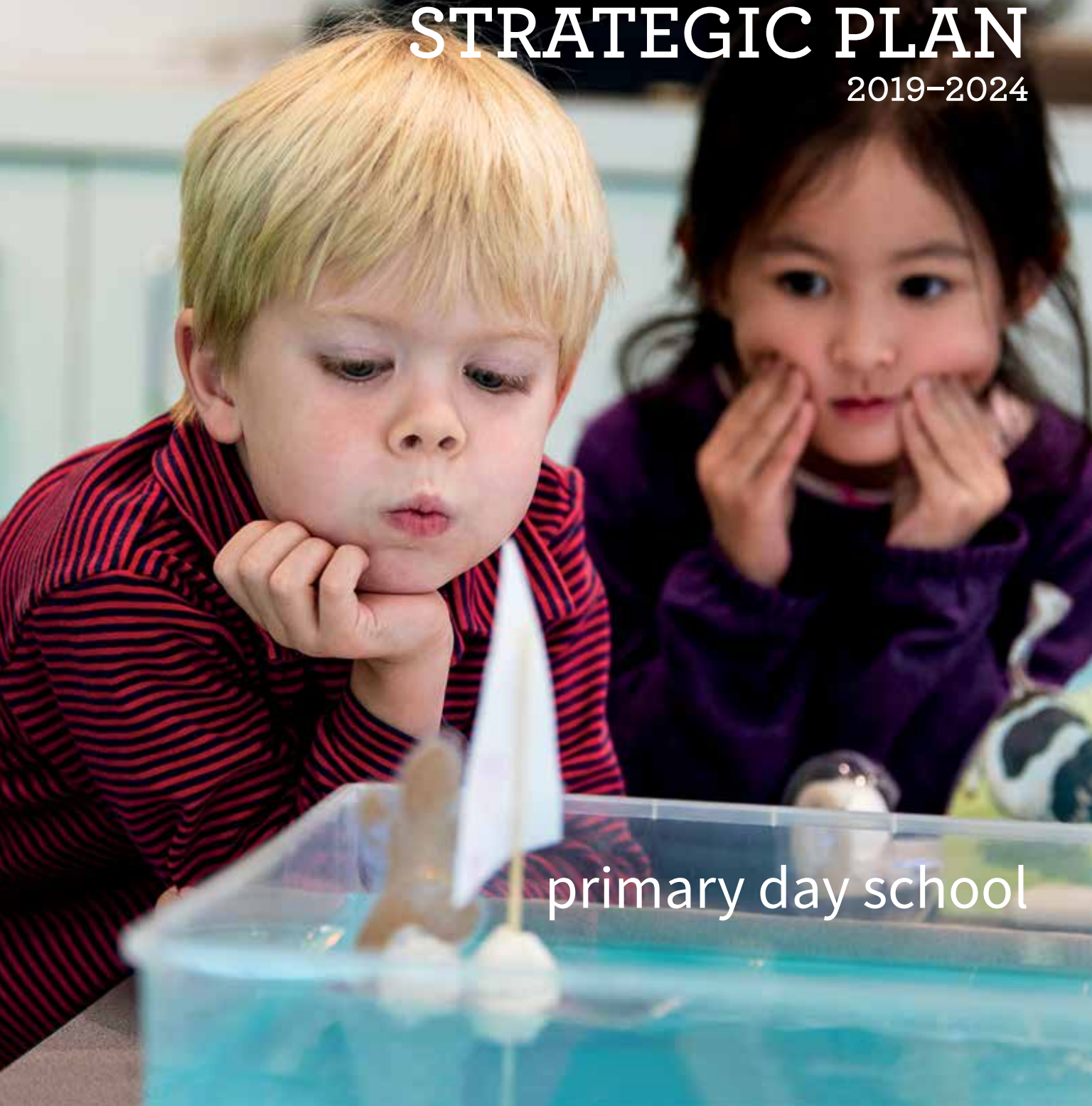


# STRATEGIC PLAN

2019–2024



primary day school



## MISSION STATEMENT

The Primary Day School provides young children with the finest education for the most important years. In a warm, embracing community where each child is known and understood, our rich, engaging curriculum is distinguished by academic excellence and designed to inspire curiosity, nurture young hearts and minds, and build strength of character. At Primary Day, we guide our students on their journey to a lasting appreciation of learning and exploration.

This is who we are.

*Approved by the  
Board of Trustees  
May 22, 2019*



**PILLAR #1:  
ACADEMICS**

**OUR  
PROGRAM**

**PILLAR #2:  
TEACHERS AND  
TEACHING**

**OUR  
EDUCATORS**

**PILLAR #3:  
SOCIAL-EMOTIONAL  
AND CHARACTER  
EDUCATION**

**OUR  
STUDENTS**

**PILLAR #4:  
CONNECTIONS AND  
ENGAGEMENT**

**OUR  
COMMUNITY**



## Enhance the Primary Day academic difference— the finest education for the most important years.



**AT PRIMARY DAY**, we are dedicated to the intentional, inspired education of young children from Pre-Kindergarten through Second Grade. Our robust academic program reflects a commitment to excellence and a profound understanding of, and appreciation for, the young learner. We seek to cultivate individual strengths and create curious, critical thinkers and problem-solvers.

Building on 75 years of success providing young children with the skills to embrace a lifetime of learning and exploration, Primary Day deepens its dedication to providing the finest education for the most important years.

### INITIATIVES

- Implement an ongoing, systematic review of our academic program to fuel continuous improvement and provide for cross-disciplinary and cross-curricular integration
- Enhance specialized instructional support to ensure differentiated and enriched learning opportunities
- Contemporize Phonovisual materials to ensure this cornerstone literacy program connects with tomorrow's students
- Consider and apply technology with purpose, based on current research and best practices, to enhance learning and to establish foundational skills and positive habits
- Strengthen awareness and appreciation of diverse peoples, perspectives, and cultures
- Create and enhance space within our child-centered building to improve the learning and teaching environment

**PILLAR #1:  
ACADEMICS**

**OUR  
PROGRAM**





Position Primary Day to retain, attract, and develop top early years professionals who embrace the immense potential of early childhood education and inspire a lifelong love of learning in their students.

**THE SUCCESS** of the Primary Day program depends on its extraordinary educators: Their passion for their craft, commitment to their young students, and expertise and thought leadership in their fields are vital to creating the Primary Day experience for the children. Our teachers build skills and confidence, forge positive, supportive relationships with students, and create a joyful learning environment, positioning students to thrive now and into the future.

#### INITIATIVES

- Retain, attract, and develop exceptional faculty and staff who embody educational excellence, possess a deep understanding of and dedication to the growth and development of young children, and reflect the diversity of our community
- Enhance competitiveness and consistency in faculty and staff compensation and benefits
- Develop and implement a comprehensive, research-based orientation, development, and evaluation system for all faculty and staff
- Expand professional development and diverse recruiting opportunities, including through partnerships with leading teacher education/early childhood education/research programs



PILLAR #2:  
TEACHERS AND  
TEACHING

OUR  
EDUCATORS





**PILLAR #3:  
SOCIAL-EMOTIONAL  
AND CHARACTER  
EDUCATION**

**OUR  
STUDENTS**



**Building on the legacy of Beako's Golden Rule, create an integrated early years curriculum for the development of character and foundational social and emotional skills.**

**OVER THE PAST** seven decades, our program has cultivated empathy, kindness, resilience, resourcefulness, respect, collaboration, and responsibility as part of our unique approach. Today's environment makes even more social and emotional demands on our lives and those of our children. Our enduring goal is to provide our young students with a foundational set of social and emotional skills and to support character development through all aspects of school life.

**INITIATIVES**

- Create and implement a comprehensive, integrated curriculum for the development of social-emotional competencies and character
- Develop customized strategies for our young students to cultivate kindness, social responsibility, and cultural competence



PILLAR #4:  
CONNECTIONS AND  
ENGAGEMENT

## OUR COMMUNITY



The Class of 2014  
gathers at a Primary  
Day reunion.

Strengthen our sense of connection with and among our current and extended Primary Day family and embrace opportunities to enhance diversity and inclusion and to connect with the broader community.

**THE FORMATIVE** experience and close-knit community at Primary Day create strong feelings of belonging among current students and families, leaving a lasting legacy. As the demands on family schedules grow, maintaining and strengthening these relationships for current families as well as for alumni families is of great importance. We also seek to expand student horizons by looking beyond our campus.

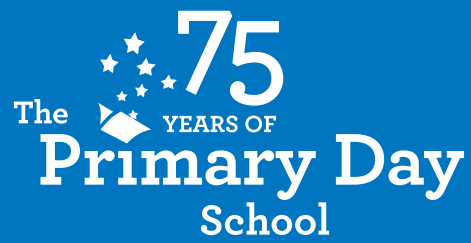
Primary Day is a place where differences are welcomed, diverse perspectives are respectfully heard, and every individual has a voice and feels a sense of belonging. As articulated in our mission and diversity statements, we strive to ensure that everyone in our community has the opportunity and support to succeed.

### INITIATIVES

- Strengthen connections, engagement, and communication between and among students, teachers, parents, and administrators
- Live our shared commitment to foster a nurturing and inclusive school environment where our young students can authentically explore, understand, and value the characteristics that make them unique
- Seek to create a diverse student community that reflects the mosaic of the community in which we live
- Provide expanded opportunities for alumni and their families—both recent and past—to maintain their bonds with each other and the school
- Seek ways to deepen connections with our local community and expand engagement in age-appropriate service opportunities
- Prioritize philanthropy to support the school's mission and strategic plan







The **75**  
YEARS OF  
**Primary Day**  
School

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