

Strategic Planning for Long Term Sustainability at **Frankford Friends School**

Strategic thinking and planning is an iterative process, baked into the work of many who are involved in the life of Frankford Friends School. In 2015, we achieved accreditation by the PA Association of Independent Schools (PAIS). The accrediting team shared areas for improvement to move FFS towards best practices in school administration and school programming. This strategic plan distills discussions that have taken place at the School Committee level over the past year. Its outcome will define organizational goals and strategies which will provide direction for the future of FFS, centered around our students' academic, social, emotional, and safety needs. Additionally, the work of the strategic plan will result in clarification and renewal of Frankford Friends School's core mission.

Programming Creating and implementing a student-centered, inquiry-based curriculum for students in grades Pre-K through eight, including STEM and programming for the NEST, as well as implementing an expeditionary learning program and enhancing the Middle School experience, are all part of the strategic work to make Frankford Friend's academic and social curriculums more child-centered. Focusing on diversity, equity, and social justice is also a core initiative as we strive to create a truly inclusive school.

Maintaining and Growing Our School Campus Our Campus Master Plan Committee (CMP) has partnered with DIGSAU Architects to assess and evaluate our current facilities and potential for growth in the surrounding neighborhood. Attention will be given to the condition of our properties, the code and safety needs that may need to be addressed, and the long and short term improvements that may be needed as a part of the ongoing care and beautification of our campus.

Faculty Excellence & Compensation Identifying, recruiting, retaining, and compensating an outstanding and diverse faculty, providing support and funds to promote excellence, and providing opportunities for leadership are at the heart of this initiative.

Quaker Spirituality Strengthening and renewing our commitment to the Quaker identity of FFS, and partnering with Frankford Monthly Meeting are essential to our school's health as we develop programs and materials which will deepen and enrich the entire FFS community's understanding of the school's Quaker roots and testimonies.

Governance The triad partnership - Frankford Monthly Meeting, the School Committee, and the School - is charged with assessing and defining their inter-relationships. As recommended by our accrediting body (PAIS), exploring the separate incorporation of the school and the Meeting is also a part of this initiative.