

Strategic Plan for Sweetwater Episcopal Academy

This strategic plan establishes a direction for Sweetwater Episcopal Academy for the next 2 & 5 years and guides the school towards its long-term vision of becoming the premier private elementary school in Central Florida.

Mission Statement

The SEA Family delivers academic and enrichment excellence in a loving environment guided by Christian values.

Primary Objectives of the Strategic Plan

- Academic Excellence: Ensuring we prepare students to navigate the complexities of the 21st Century
- Financial Sustainability: Ensuring we build a financial foundation capable of withstanding any economic downturn
- Physical Plant: Ensuring we invest in the existing campus and proactively plan for the future

2 Year Plan:

Ensure we prepare students to navigate the complexities of the 21st Century.

- Focus on teaching crucial critical thinking and problem solving techniques.
- Develop and implement a school wide writing program.
- Strengthen fine arts and language programs.
- Include requirements for the use of technology for instruction and assessment, increased discovery method activities and increased peer collaboration techniques.
- Integrate field experiences to enrich standard curriculum.
- Improve parent awareness of curriculum topics by requiring teachers to provide parents with a syllabus at the start of the school year.
- Increase project based assessments to demonstrate master of knowledge of the subject area.
- Provide “real life” experiences with extension opportunities such as Investment Club and Student Entrepreneurship.
- Expand internal professional development instruction for teachers.
- Coordinate consistency in teacher pages on our website as a resource for parents and students to view lesson content and requirements.
- Streamline the student data base to be used by school staff and families for grades, communication and student profile details.
- Provide continued instruction and support for teachers to ensure technology use is optimal and efficient.
- Establish a tech team to complete a technology audit to determine the current and future needs of the school.

Ensure financial sustainability.

- Develop a budget for SEA reserves to be set aside for capital improvements, repairs and replacements.
- Construct a baseline assumption for each student in which we could assume a certain contribution above and beyond tuition as a goal.
- Evaluate the various SEA fundraising campaigns to determine their success and profitability based on benchmarks used by other successful area private schools.
- Strengthen generational and alumni giving through soft reminders to current grandparents and alumni parents.
- Ensure that fees for after care and extracurricular activities are appropriately set.

- Identify ways to make the lunch program self-supporting by reviewing food costs and associated expenses along with enhanced promotion.
- Return the parishioner discount to 10% for ECR church members who meet the criteria, after the 2014-15 school year.
- Continue to evaluate all financial aspects of the School to identify ways to further ensure financial sustainability, including evaluating current financial policies, operating practices and organizational capacity.

Maintain and enhance our physical plant.

- Form a buildings and grounds committee comprised of members from both SEA and ECR that will meet quarterly to review our campus and prioritize repairs and projects.
- Review the safety and security of our campus starting with the easement that runs along our southern border.
- Plan a yearly campus beautification event which would bring SEA and ECR families together to tackle necessary campus projects.

5 Year Plan:

Ensure the long term success of the school by providing the best in private education in Central Florida.

- Adjust curriculum areas to ensure standards remain current, especially in Science and Technology.
- Incorporate additional electives and enrichment alternatives.
- Increase student participation in extension programs such as Odyssey of the Mind and Model UN.
- Develop and implement ways for students to explore areas of personal interest.
- Increase opportunities for students to be the instructor for peers, parents, or younger students.
- Continue teaching students the skills of collaboration and brainstorming as problem solving techniques.
- Promote and reward the desire of faculty members to expand personal knowledge.
- Continue technology training of faculty and staff to correlate with current advancements.
- Review curriculum material and alignment, instructional strategies, and student learning outcomes to ensure creative ideas continue to emerge.
- Maintain capital reserves funding.
- Have an active principle repayment plan for the Gray Hall debt.
- Create an overall campus plan based on full capacity.
- Continue to review campus structures to determine remodel/replacement priority.