



GOAL A:

DELIVER A STRONG & BALANCED EDUCATION THAT PREPARES BOYS FOR THEIR FUTURES

NORTHMOUNT SCHOOL STRATEGIC DIRECTIONS

2017 to 2022

GOAL C:

ENSURE THE SCHOOL'S LONG TERM STRENGTH AND SUSTAINABILITY

GOAL B:

PROVIDE A HIGH QUALITY SUPPORTIVE LEARNING ENVIRONMENT

A STRATEGIC PLAN FOR NORTHMOUNT SCHOOL

INTRODUCTION

In 2016 the Board and Head of School initiated a process to review and renew our Strategic Plan. This renewed Strategic Plan will guide Northmount School forward over the next five years. In preparing this document we reviewed our progress in recent years, examined trends influencing independent schools, and conducted surveys as well as focus groups with our Board of Governors, parents, faculty, staff, alumni, older students, and other invested stakeholders. Collectively, this document reflects the many voices of our community, and we look forward to continuing to engage our community as we implement the plan over the next five years.

OUR MISSION

Inspire boys to explore and achieve their greatest potential.

Northmount's supportive environment helps boys achieve their greatest potential by emphasizing academic excellence, character development, values, and service, which lead to a meaningful, balanced, and fulfilling life.

PHILOSOPHY

Northmount School provides a sound, stimulating and coherent education to prepare boys in their development as responsible citizens. The School helps each student to reach his greatest potential, develop critical thinking skills, self-discipline, a respect for others, and a strong moral character. We recognize that the parents are the boys' first teachers and thus we enter into a partnership between parents, students, and the School to establish a rich and vibrant community life.

We deeply respect and are guided by our tradition, its spirituality, appeal to the common good, and its values. We are multi-cultural and our students come from a wide variety of backgrounds. Our Catholic roots encourage a belief in the dignity of every person and a respect for a variety of faith traditions.

Our boys learn to support one another in a nurturing environment; one that is made possible by our superior and highly committed staff who are dedicated to implementing Northmount's goals.



Inspire, Explore, Achieve

NORTHMOUNT SCHOOL

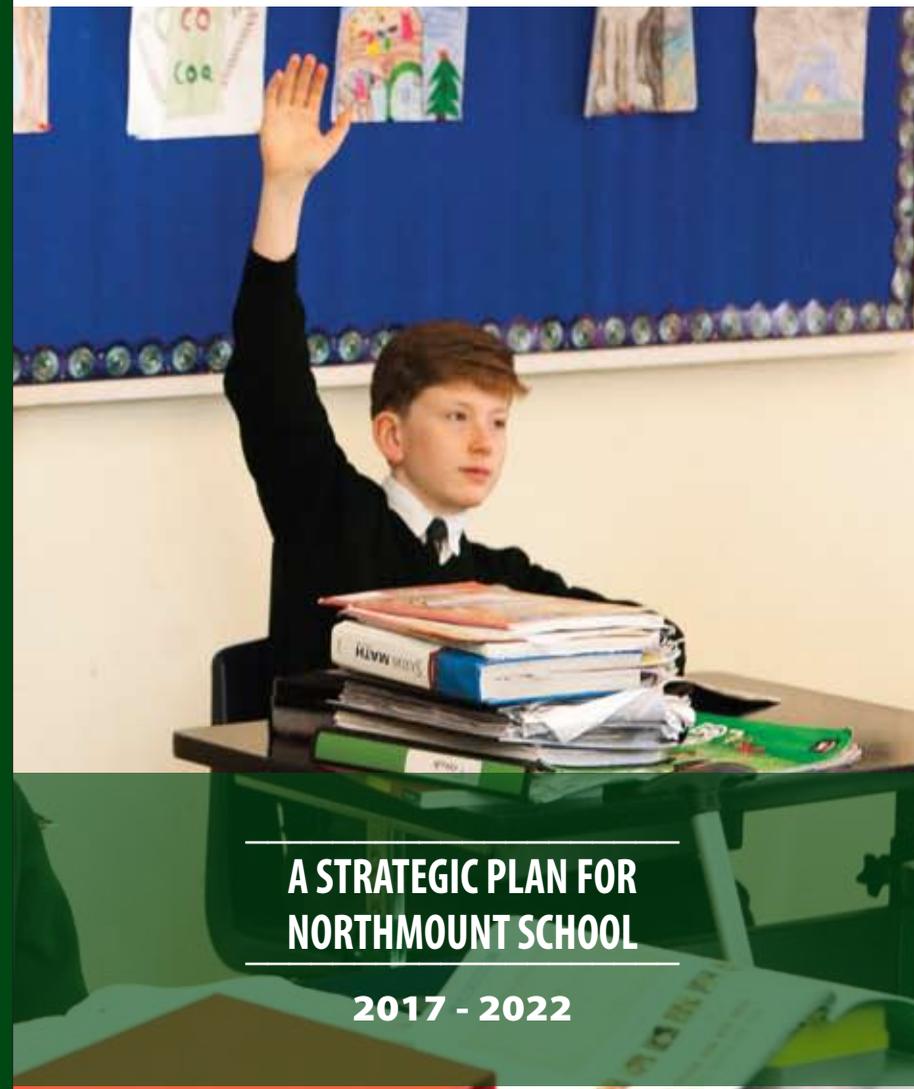
Toronto's only Independent Catholic Boys' Elementary School (JK-8)

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NORTHMOUNT SCHOOL



A STRATEGIC PLAN FOR NORTHMOUNT SCHOOL

2017 - 2022

GOAL A:
DELIVER A STRONG AND BALANCED EDUCATION THAT PREPARES BOYS FOR THEIR FUTURES

STRATEGIC OBJECTIVE 1:

Ensure consistently strong academic preparedness across all disciplines and grades

HIGH-LEVEL STRATEGIES:

1. Explore and implement the beneficial elements of a Catholic Liberal Arts Education Program
2. Formalize and implement Northmount School's developmental pathway – articulating expectations and curriculum at each grade level
3. Stay current with emerging research on boys' education and implement appropriately
4. Increase focus on cross-curricular learning (e.g. language arts and social sciences)
5. Enhance the technological literacy of the boys at all levels (in an age-appropriate manner) – including appropriate and ethical use of technology
6. Implement the Excellence in Writing Program

STRATEGIC OBJECTIVE 2:

Deliver an effective Character Education Program (in partnership with families)

HIGH-LEVEL STRATEGIES:

1. Review and refine our advisory program to ensure proper communication with parents and age appropriate support for each boy
2. Increase social justice/ community action programming throughout the school (e.g. visits to retirement homes, environmental clean-ups)
3. Enhance parent education – (see B4.1)

STRATEGIC OBJECTIVE 3:

Enhance co-curricular programs which contribute to the well-roundedness of the boys

HIGH-LEVEL STRATEGIES:

1. Review after school programs and explore opportunities to enhance offerings in consultation with parents (fee-based and partnership opportunities)
2. Develop an outdoor education and experiential field trip strategy for all grades
3. Explore and implement opportunities to enhance athletic skill development (especially in younger grades)
4. Promote and celebrate co-curricular opportunities at Northmount

STRATEGIC OBJECTIVE 4:

Enhance Catholic education formation

HIGH-LEVEL STRATEGIES:

1. Enhance opportunities for Christian service (see A2.2)
2. Work with the Archdiocese of Toronto and religious communities to establish a more formalized chaplaincy program
3. Implement curriculum materials that have a faith-based lens (see A1.6)

GOAL B:
PROVIDE A HIGH QUALITY SUPPORTIVE LEARNING ENVIRONMENT

STRATEGIC OBJECTIVE 1:

Attract, retain, and develop top quality faculty and staff

HIGH-LEVEL STRATEGIES:

1. Continue to review compensation packages so that they are competitive with the public and private educational markets
2. Develop a targeted professional development strategy that supports Northmount's goals
3. Support individual professional growth plans and increase compensation for such course fees that may be contained within them
4. Identify appropriate and varied approaches to support the spiritual development/journey of staff and encourage team building
5. Develop a formalized orientation mentorship program for new teachers, including clear expectations of curricular and co-curricular responsibilities
6. Explore the potential development of an associate/ internship program for faculty and staff positions

STRATEGIC OBJECTIVE 2:

Enhance the integration of technology into the academic and co-curricular programs

HIGH-LEVEL STRATEGIES:

1. Implement strategies to ensure acceptable and appropriate use of technology
2. Evaluate and procure a technology platform to support administration, especially in the areas of admissions, advancement, and alumni relations
3. Develop appropriate technology units for each grade level
4. Explore the potential to add Makerspace technologies in the school
5. Explore opportunities for dedicated IT support
6. Establish an IT staff committee to share internal expertise for professional development

STRATEGIC OBJECTIVE 3:

Enhance the facilities to accommodate the student body and enrich academic and co-curricular programs

HIGH-LEVEL STRATEGIES:

1. Renovate current facility in the short term to:
 - Accommodate separate JK and SK classes
 - Establish a new computer lab
 - Add an additional mudroom entrance
2. Establish and implement consistent design and furnishing standards (increased functionality, consistent look and feel)
3. Develop a facilities master plan to address school's longer term needs
4. Enhance facility cleaning and maintenance

STRATEGIC OBJECTIVE 4:

Support parent education and community-building

HIGH-LEVEL STRATEGIES:

1. Work with the Parents' Association to offer a mutually defined and planned parent education and community building program
2. Develop and implement a social media strategy to support internal and external admissions and advancement initiatives
3. Enhance relationships with alumni and alumni parents (e.g. quarterly newsletter)

GOAL C:
ENSURE THE SCHOOL'S LONG TERM STRENGTH AND SUSTAINABILITY

STRATEGIC OBJECTIVE 1:

Enhance awareness of the School and its strengths

HIGH-LEVEL STRATEGIES:

1. Develop and implement a targeted marketing and outreach strategy, with a particular focus on nursery schools and preschools
2. Improve Northmount's brand image
3. Enhance communications with the extended Northmount community (e.g. alumni, past parents, grandparents)

STRATEGIC OBJECTIVE 2:

Ensure the School is in a position of fiscal strength and security

HIGH-LEVEL STRATEGIES:

1. Explore the feasibility of an enhanced camp program (e.g. after school, PD days, summer)
2. Work with the Northmount Foundation to develop a viable path for the future strength of the school
3. Develop a campaign plan to secure the necessary funds to enhance Northmount's facilities and programs
4. Develop a long term plan to create an enhanced bursary program

STRATEGIC OBJECTIVE 3:

Enhance relationships with key partners, including the Archdiocese of Toronto

HIGH-LEVEL STRATEGIES:

1. Establish and maintain relationships with the broader Catholic community (e.g. Catholic organizations, parishes, and other Catholic independent school)

