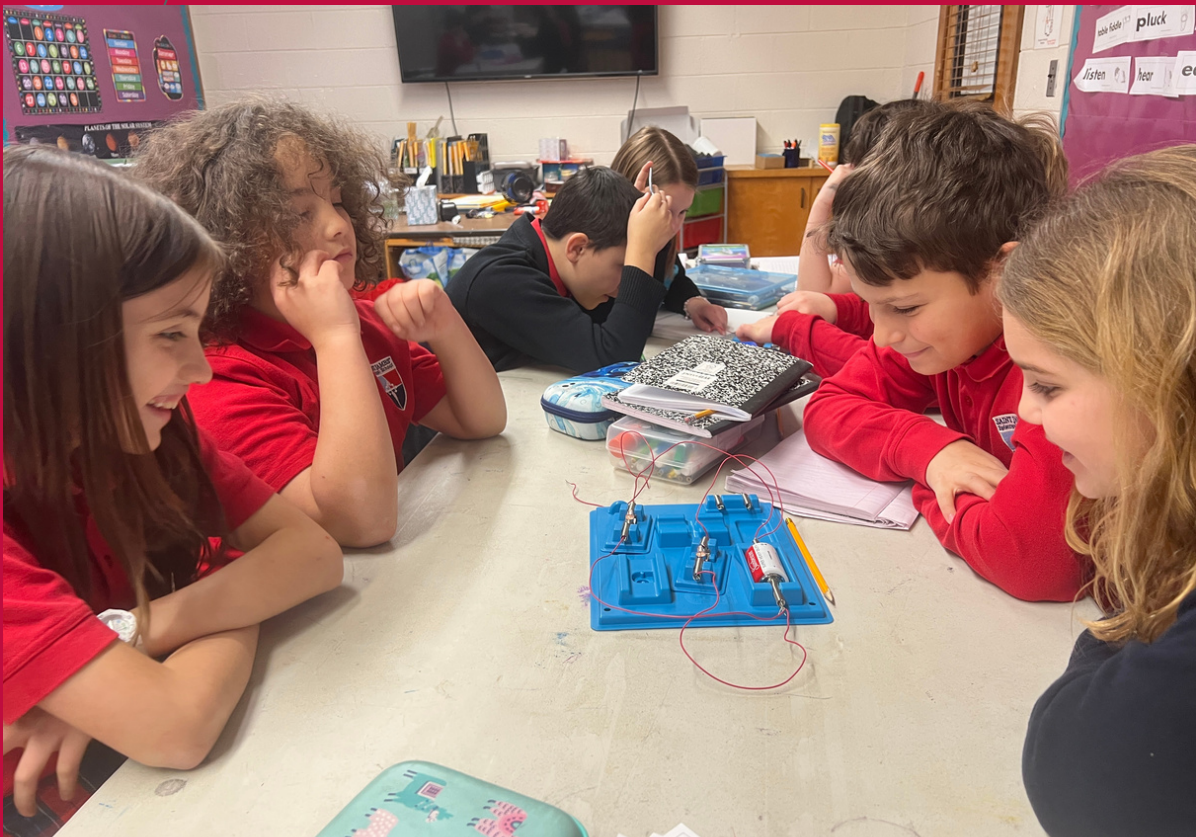


STRATEGIC PLAN

2024-2028





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Strategic Plan 2024-2028

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OUR STRATEGIC FOUNDATION

Saint James' is committed to fostering a culture where every member actively engages in acts of service, embraces compassion, and upholds mutual respect. Through close partnerships with our church and broader community, we enrich our collective experience, fostering growth and unity. Our holistic approach to education extends beyond academics, nurturing the joy of learning, creativity and faith in each student. Strategic investments in facilities, faculty and staff, and programs ensure a vibrant future, reflecting our commitment to excellence and embodying our Episcopal values of service, compassion, and respect for generations to come.

OUR BACKGROUND

Saint James' started as a preschool in 1982 with four classes and a staff of five. In 2007, we added our first Kindergarten class and officially became Saint James' Episcopal School (SJES). First grade was added in 2010 with an additional grade added each year. In 2015, SJES graduated our first Fifth Grade class and in 2018 our church and school communities enthusiastically supported our growing school by financing both preschool classroom renovations and new educational wing construction. The renovated preschool classrooms were ready at the start of the 2018-2019 school year and grades 1-5 moved into their new classrooms in January 2019.

Our first Strategic Plan in 2008 played a major role in our accreditation by the Virginia Association of Independent Schools in 2013. The next Strategic Plan led to the growth and development of our campus and this new plan aims to set the trajectory for the future.

The Story Behind THE PLAN

OUR VISION

FROM A SOLID CHURCH AND SCHOOL FOUNDATION OF VIRTUES AND SPIRITUAL FORMATION, SAINT JAMES' EPISCOPAL SCHOOL WILL BE A PREMIER STANDARD FOR FAITH-BASED, EARLY CHILDHOOD AND EARLY EDUCATION, INSPIRING WELL-ROUNDED, COMPASSIONATE AND ADAPTABLE STUDENTS TO ACHIEVE, SERVE, AND LEAD.



OUR MISSION

EXPERIENCE THE EPISCOPAL TRADITIONS OF SERVICE,
COMPASSION, AND RESPECT;

ENRICH THE WHOLE CHILD THROUGH THE JOY OF
LEARNING, CREATIVITY, AND FAITH;

EXCEL AND GROW IN GRACE.



EXPERIENCE. ENRICH. EXCEL.



EXPERIENCE & PARTNER

Our commitment to EXPERIENCE the Episcopal traditions of service, compassion and respect means fostering a culture where every member of our community, from students to staff to families, actively engages in acts of service, embraces compassion in their interactions, and upholds mutual respect in all endeavors.



ENRICH & CULTIVATE

Our commitment to ENRICH the whole child encompasses more than academics – it's about nurturing each student's joy of learning, fostering creativity, and deepening their faith. Through innovative educational approaches, extracurricular activities, and spiritual development, we aim to cultivate well-rounded individuals who are eager learners and compassionate community members.



EXCEL & EXPAND

To EXCEL in grace is to grow spiritually, individually, and collectively. At Saint James', we aspire to nurture personal growth and character development rooted in grace, empathy, and understanding. By fostering a culture of compassion and humility, we aim to cultivate resilient and empathetic leaders who excel not only academically but also in the virtues of kindness and integrity.

OUR STRATEGIC GOALS

Strategic Goal:

EXPERIENCE & PARTNER

OBJECTIVE

We will PARTNER closely with the Church and broader community, recognizing that collaboration enriches our collective experience. By forging strong ties with our Parish and extending our reach to local organizations, we will create opportunities to serve, learn, and grow together. This partnership will enhance the Saint James' EXPERIENCE, enriching lives and strengthening the bonds that unite us.

INITIATIVES



FACILITIES MASTER PLAN

Create a facilities master plan in conjunction with the Church in order to prioritize needs for both Church and School.



COMMUNICATION PLANS

Improve and expand on existing grade-level communication plans to create more consistency.

Strategic Goal:

ENRICH & CULTIVATE

OBJECTIVE

We will CULTIVATE our academic programs and prioritize staff satisfaction to create a thriving environment. Investing in professional development, curriculum enhancements, and a supportive workplace culture will empower our educators to excel, translating into richer experiences and greater achievements for our students.

INITIATIVES



FACULTY & STAFF

Redefine roles and hire additional staff, fostering a positive and productive work environment conducive to success and growth.

Advance our compensation package to attract and retain faculty, administrators, and support staff.



EPISCOPAL IDENTITY & DEIJB

Review and revisit DEIJB assessment results through the lens of our Episcopal identity.



CURRICULUM

Work to better align the Preschool and Elementary curriculum.

Broaden the Everyday Math Program and promote it to the School community.

Continue to re-imagine the science and outdoor education programs.

Strategic Goal:

EXCEL & EXPAND

OBJECTIVE

In our efforts to EXPAND, we are committed to strategic investments in facilities, technology, enrollment, and programs. By upgrading our infrastructure, embracing innovative technologies, and diversifying our offerings, we will expand access and opportunities for our community, ensuring a sustainable and connected future.

INITIATIVES



TUITION

Study mission-driven tuition concepts to chart the course for long-term viability.



LOYALTY

Maintain the loyalty of our preschool families through grade 5 by executing strategies that foster continued investment, engagement, and connection with the life of the School.



LEARNING TECHNOLOGY

Support the access and distribution of learning technology to advance our educational innovation throughout the school community.



FACILITIES

Evaluate and improve indoor and outdoor facilities to meet the needs of both the Church and School. Identify and implement fundraising capabilities, in partnership with the Vestry.

Secure the far field green space to ensure permanent space for outdoor education needs.

Finish the basement to facilitate class expansion and indoor multi-purpose space.



WE GREATLY APPRECIATE THE STUDENTS, FAMILIES, STAFF AND COMMUNITY MEMBERS WHO CONTRIBUTED THEIR TIME AND TALENT TO SHAPE AND INFORM THIS STRATEGIC PLAN.

STRATEGIC PLANNING COMMITTEE

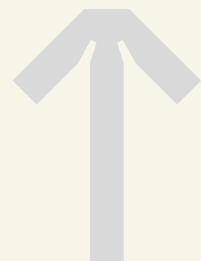
Caroline Riley, Chairperson
Stacey Irvin, Head of School
Mary B. Colville
Susan Scarborough
Mike Summers

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Lori Working, Vestry Liaison

By aligning our actions with these strategic pillars, Saint James' Episcopal School will continue to evolve as a dynamic educational institution and a beacon of Episcopal values, enriching lives, cultivating excellence, and expanding our impact within the community. Together, we will create a legacy of service, compassion, and respect that inspires generations to come.

The People Behind THE PLAN





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