

2018 STRATEGIC PLAN

Enhancing, Strengthening, and Illuminating the Lamplighter Experience



Our Mission

Dedicated to igniting the potential of each child, Lamplighter engages children in the joy of learning through intellectual discovery in a creative, inclusive, and collaborative environment.

Core Commitments

Lamplighter promotes **academic excellence** through an innovative curriculum and teaching that cultivates the potential in each child in an ever-changing world.



Lamplighter actively engages young children in the **joy of learning**, teaching them to be tomorrow's problem solvers and laying the foundation for lifelong learning.



Lamplighter develops **character, confidence,** and **collaborative skills** through social and emotional curriculum.

Lamplighter embraces diversity in all its facets, striving to be a genuinely **inclusive community**, respectful of social and cultural differences and seeking broader understanding of the world.



Lamplighter encourages **curiosity** and **creativity** through hands-on learning, prizing and preserving the **discovery** and wonder of childhood.



“The rich and vibrant history of Lamplighter continues. This strategic plan places our aspirations for the School on a timeline that is achievable and will benefit future generations.”

- Dr. Joan Buchanan Hill, Catherine M. Rose Head of School

Dear Lamplighter Community,

Thriving schools simultaneously plan for the future while celebrating the present. With the recent additions of the Eastin Family Innovation Lab and the LPA Barn, the first significant campus improvements in more than 20 years, Lamplighter has had a lot to celebrate. Using the completion of these campus enhancements as a marker, the Strategic Planning Steering Committee began the process of charting the path forward.

Over the past 18 months, a broad group of dedicated community members worked thoughtfully to gather praise and concern, considerations and questions from the extended Lamplighter community. Enlightened by the results and themes identified in a community-wide survey, four large work groups identified and discussed in depth all potential opportunities for growth and improvement within the School. We are so grateful for the dedication of the 60 work group volunteers who worked tirelessly on behalf of Lamplighter and who are committed to its continued excellence.

Throughout this learning journey, three important threads emerged from the discussions: (1) the need to define, refine, and support Lamplighter’s curriculum, programs, and traditions; (2) a desire to strengthen the ability of Lamplighter faculty and staff to support this enhanced Lamplighter experience; and (3) an aspiration to illuminate Lamplighter’s unique qualities and strengths by fostering an inclusive school community that supports both those directly involved with the School as well as those seeking to learn from our expertise.

The backbone of our 2018 Strategic Plan was formed from these themes voiced by you, the Lamplighter community. Over the life of this plan, the Lamplighter team will Enhance Learning, Strengthen Leadership, and Illuminate the Lamplighter Experience. With your collective guidance and insights, the plan provides the drive for new innovations and propels Lamplighter towards an even brighter future.

Our Head of School, Dr. Joan Buchanan Hill, as well as members of the Board of Trustees will be meeting in the coming months with parents at every grade level to share details of the plan and answer your questions. We look forward to continuing the conversation.

Sincerely,

Jenney Gillikin
Strategic Planning Committee Chair

Linda Hodgson
Chair, Board of Trustees

Sarah Weinberg
Immediate Past Chair, Board of Trustees



Enhance Learning through Program and Environment

Cultivate emotionally, academically, and culturally literate students through optimal use of our innovative and integrated curriculum and campus.



Review array of current programming in the context of the Lamplighter Mission and Core Commitments.

Using the School's Core Commitments as our guide, we will review the integrated curriculum to ensure mission alignment. This will include academic and social-emotional programs and school-wide traditions.



We will enrich the curriculum to promote global citizenship, world language exposure, cross-cultural awareness, and inclusion.

Position Lamplighter for long-term sustainability by developing a revised Master Plan.

Conduct a comprehensive audit of educational and administrative spaces to maximize the use and efficiency of the expanded campus.



Use the audit findings to inform and methodically update the Master Plan, including technology, security, classroom capacity, and administrative functions.



Strengthen our Expertise and Leadership

Enrich the faculty’s teaching and learning framework to advance student learning.



Develop strategies to help teachers pursue mastery.

We will deepen faculty enrichment, expertise, and support in alignment with our mission. This will include formalized onboarding of new teachers. We will increase opportunities for teachers to pursue and share lessons learned from advanced degrees, certifications, and other professional development opportunities.



Optimize Lamplighter’s recruitment and retention of faculty and staff.

Outline the key characteristics of a mission-aligned faculty recruit and delineate the unique benefits of teaching at Lamplighter in order to better target, attract and retain optimal candidates.

Building on our recent success, we will continue to creatively and diligently seek to hire more faculty and staff of diverse backgrounds and experiences.





Illuminate the Lamplighter Experience

Enhance the experiences of all constituencies by fostering inclusivity and improving communication within our internal and external communities.

Encourage diversity in the student body.


We will encourage and increase diversity in the student body by enhancing the admissions process, including taking a renewed look at our recruitment process and communications, as well as examining potential barriers to enrollment through the lens of broad inclusion. We will explore creative solutions for achieving a broader reach in the community.

Assess and design communications for maximum impact, consistency and mission alignment.

With a comprehensive communications evaluation, we will re-envision and revise communications and messaging to Lamplighter's various constituencies. Desired improvements include updated outreach methods and tools, consistent emphasis of our Core Commitments, and the creation of a fresh framework for parent education and development.

Explore ways to share Lamplighter's leadership and expertise in early childhood and elementary education.

Broadening the reach of Lamplighter's sixty-five years of early childhood and elementary expertise, we will explore training, certifications, and other concepts for sharing our lessons learned, both internally and with the greater community.

A photograph of a playground scene. In the foreground, two young girls are sitting on a yellow seesaw, smiling and holding the handles. The girl on the left has long brown hair and is wearing a red t-shirt and denim shorts. The girl on the right has dark hair and is wearing a red t-shirt and patterned leggings. They are both wearing white sneakers. The seesaw is mounted on a black spring. In the background, other children are playing on various equipment, including a slide and a small wooden house. The ground is covered in dark mulch, and there are trees and a building in the distance.

“Lamplighter is a magical place where creativity, curiosity, and exploration in every subject and field are fostered. Children develop a love of learning that continues throughout their education and adult life.”

*-Kathey Tobey Beddow '63,
Lamplighter Teacher since 1982*



Strategic Planning Steering Committee

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Linda Hodgson, Chair, Board of Trustees
Sarah Weinberg, Immediate Past Chair, Board of Trustees

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