



BISHOP SEABURY
ACADEMY

STRATEGIC PLAN

2020

2024

Introduction



VISION

Bishop Seabury Academy will educate, inspire, and empower confident individuals who are ethical leaders, socially-engaged citizens, and innovative problem solvers, working to create a more equitable global community.

Bishop Seabury Academy is the only school of its kind in Lawrence, Kansas.

It was conceived as an independent Episcopal college-preparatory school to serve students who wanted to be academically challenged in a supportive environment with high expectations for personal conduct. In a little more than two decades, Seabury has grown and prospered, proving itself to be a leader in education in the state of Kansas.

Central to the success of Bishop Seabury Academy is its culture. Seabury is a school of energetic relationships, enthusiastic traditions, integrity, kindness, and a totally invested faculty and staff. It is a school without locks on lockers, where students hold doors open for others and are compulsively driven to support one another. At Seabury, students throw themselves without reservation into games, competition, and celebrations. It is a school where, famously, "It is cool to be smart."

As the growth of the student body has prompted the largest campus expansion in its history, the Seabury community has come together to chart the larger development and future progress of the school with a new strategic plan. At the beginning of the 2019-20 school year, the Head of School and the President of the Board of Trustees organized a Strategic Planning Task Force composed of representative trustees, teachers, and administrators, most of them also Seabury parents. The Task Force utilized data from the fall 2019 ISACS Constituency Survey as

well as an assessment of school values as articulated by trustees, faculty, and staff.

For the first time in 16 years, the mission was reviewed and revised to more accurately capture the Seabury ethos, emphasizing the academic and moral development at the heart of the school while also capturing the essential roles of community, personal exploration, and global citizenship that uniquely characterize our school. At facilitated retreats, the board, the faculty and staff, the administration, and representative students explored the school's strengths and challenges, giving voice to their aspirations for the future of Bishop Seabury Academy.

The results of this year of work are published in this document.

Founded on a vibrant mission and powerful school values, the 2020-2024 Bishop Seabury Academy Strategic Plan focuses on key issues for growth organized under four headings: A Healthy Community, A Thriving Culture, An Excellent Education, and A Powerful Future. This plan is not a static checklist but is an aspirational and evolving roadmap for a changing terrain. In the coming years, the school's board, administration, faculty, parents, alumni, and student leadership will depend on this plan to guide their efforts as they prioritize school resources to realize a commanding vision of our school's future.

Sincerely,

The Strategic Planning Task Force



MISSION

Bishop Seabury Academy offers a college-preparatory education in a diverse and enthusiastic learning community, promoting academic excellence and moral development while empowering students to explore their potential and to become engaged citizens of the world.

VALUES

Academic Excellence

Our rigorous curriculum, grounded in the arts, humanities, mathematics, and sciences, encourages students to develop their potential and a global outlook. Emphasis on critical thinking and a deliberate habit of inquiry prepares students for college and a meaningful life.

Community

Students feel safe, known, and valued in a diverse school community whose culture and traditions intentionally support relationships inside and outside the classroom. Equity and justice are central to a community that reinforces the dignity of every human being.

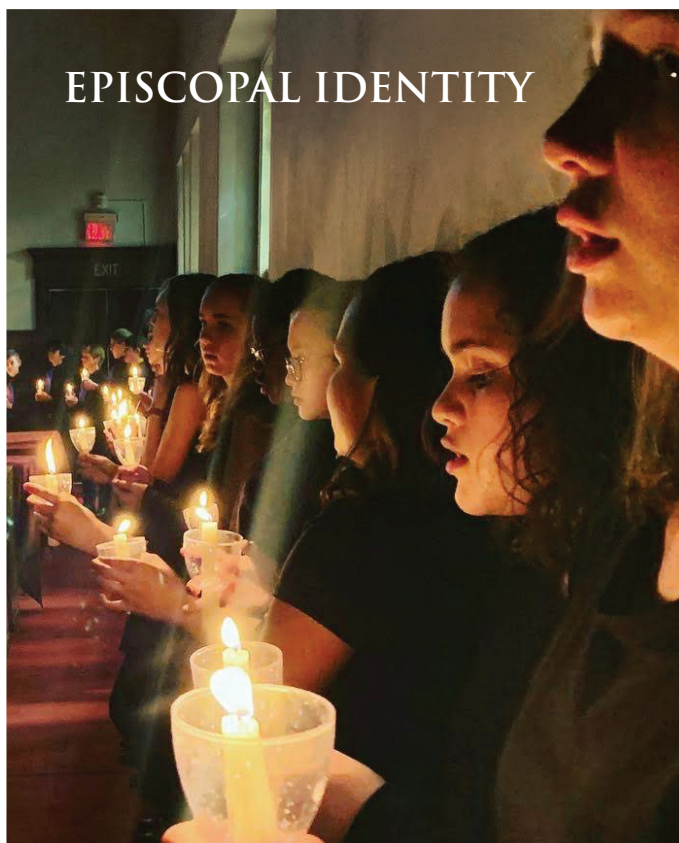
Character Development

Good character is demonstrated through kindness and respect for others, personal responsibility, resilience, and integrity. Moral development and ethical awareness are essential to a flourishing human life.

Personal Exploration

In a supportive environment, students explore their potential through the pursuit of academic, artistic, athletic, and service opportunities, developing confidence about who they are.

EPISCOPAL IDENTITY



As an Episcopal school, Bishop Seabury Academy values the inherent dignity of every person and promotes ethical inquiry, equity and justice, prayer, service, and fellowship within a safe and diverse community. Our Episcopal identity is realized in curriculum, programs, and traditions that help every student set the foundations for a meaningful life.

Strategic Initiative 1



A HEALTHY COMMUNITY

where students and teachers have the necessary resources and support to achieve their potential.

- *Students will receive a solid foundation in organization & study skills.*
- *Teachers will receive administrative support and training to provide effective, mission-appropriate learning support to students.*
- *Students will have expanded access to mental health counseling and intentional strategies to promote social-emotional wellbeing.*
- *All students and teachers will thrive in a community that cultivates and supports diversity at all levels.*





Strategic Initiative 2



STRATEGIC PLAN

A THRIVING CULTURE

that supports, challenges, and empowers students and teachers to be their best selves.

- *The school will create a welcoming environment that promotes shared goals of equity, justice, and inclusivity.*
- *Students will receive intentional instruction in developing and maintaining a growth mindset.*
- *A culture of personal responsibility and resiliency will help students develop independence and life-readiness.*
- *The school will support the well-being and success of the faculty, staff, and administration.*

Strategic Initiative 3



AN EXCELLENT
EDUCATION
*that promotes
independence and critical
thinking in students and
inspires them to live
meaningful lives.*

- *An enhanced curriculum aligned with the school's mission, vision, and values will help students to be well-rounded individuals and confident problem solvers.*
- *Intentional inclusion of multicultural and global perspectives in curriculum development will promote civil and global engagement by our students.*
- *Faculty training, support, and collaboration will be critical to providing students with an exceptional education.*





A POWERFUL FUTURE

that is founded on healthy enrollment, strategic financial planning, and an invested alumni community.

- *In addition to maintaining healthy enrollment numbers, student retention strategies will be critical to the growth and stability of the student body.*
- *Alternative sources of revenue will be identified and will help to maintain affordable tuition levels for families.*
- *A timeline and plan for developing an endowment will support the school as it matures.*
- *A strong and invested alumni community will be instrumental to school decision-making, student mentorship, and organizational advancement.*



STRATEGIC PLANNING TASK FORCE

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