

RANDOLPH TODAY & TOMORROW

Randolph School Strategic Plan & Priorities ♦ 2022

*A vibrant school community,
providing a place of genuine belonging,
unparalleled learning opportunities,
and a strong foundation for life.*



HUNTZVILLE ALABAMA
RANDOLPH SCHOOL
DILIGENTES AD VERITATEM QUARENDAM
FOUNDED 1959



Randolph School's last strategic plan was established in 2016. Since that time, much has happened. The School has added new people and programs to include faculty, counselors, coaches, a Learning Center at the Upper School, and learning specialists on both campuses beginning this year. Randolph merged with Greengate School in 2018, expanding the opportunities for every student to succeed at the highest levels of academic achievement. We celebrated our 60th anniversary. We've navigated the challenges of a global pandemic with the full commitment of our faculty and families. This fall, we will welcome our first classes of prekindergarten to our school. Along with the new people and programs, we have experienced a corresponding growth in enrollment expanding by nearly 100 students in the past two years. To me, the message is clear — Randolph is on the move. Not satisfied to rest on our impressive past accomplishments, we have spent the past year carefully laying out our plans for the future.

Randolph today and tomorrow...

Our new strategic plan reflects the thoughts, ideas, and inspiration of our entire community. Through surveys, focus groups, and a planning committee comprised of trustees, parents, faculty, and staff, our new strategic plan articulates a compelling vision for the future that addresses the needs of our students and how best to prepare them for success in college and beyond. The plan is divided into three parts, each with overlapping priorities and initiatives:

One Randolph: Strengthen our community of belonging and support

Prepare for More: Prepare, support, and inspire students through life-changing learning experiences

Build for the Future: Enhance our learning environment to support student needs for current and future generations



Each of these initiatives reflects the voices of our many constituents and the mission of our school — Seeking Truth, Building Character, Nurturing All. Work has already begun on our plan and I'm excited to share updates as we make progress and accomplish goals. Just as our past successes have required the involvement of our entire community, we are counting on the active involvement and support of our community!

Adam Dubé
HEAD OF SCHOOL

STRATEGIC PRIORITY

One Randolph

Strengthen our community
of belonging and support



*Our school community and culture
are strengthened when we acknowledge
that we are all connected.*

ADAM BERNICK
Assistant Head of School for Advancement and Strategy

Strengthen partnerships between the School and our Families

- ◆ Establish expectations for effective communication
- ◆ Strengthen orientation for incoming community members
- ◆ Increase opportunities for families to be involved
- ◆ Deepen our culture of belonging, and support students and families throughout their experience



Foster a sense of belonging

- ◆ Create opportunities for community building
- ◆ Identify areas of improvement for community belonging
- ◆ Develop a plan to advance diversity and inclusion efforts based on survey findings
- ◆ Communicate community expectations and values

Cultivate a culture of connection and support among PK-12 faculty and staff

- ◆ Create opportunities for colleagues to connect
- ◆ Prioritize common and collaborative spaces for teaching and learning
- ◆ Support professional collaboration
- ◆ Celebrate the interdependence of our school community

STRATEGIC PRIORITY

Prepare for More

Prepare, support and inspire students through life-changing learning experiences



Teaching and learning is at the heart of what we do every day and our students are the reason why.

JERRY BECKMAN
Assistant Head of School for Academic Affairs

Enhance the school experience to support each student's success in academics, arts and athletics, as well as their physical and emotional well-being

- ◆ Strengthen the culture and systems of support for all learners
- ◆ Refine social and emotional learning programs to meet the needs of all students
- ◆ Enhance our curriculum and programs in academics, arts and athletics
- ◆ Meet students where they are and create plans for students with learning differences
- ◆ Expand Greengate Services to include after school tutoring and support students moving out of Greengate



Foster a culture of innovation and growth that encourages critical thinking, problem solving, collaboration, and creativity, preparing students for a rapidly changing future

- ◆ Implement a cohesive STEM curriculum
- ◆ Provide dedicated facilities that inspire and nurture discovery
- ◆ Support technology skills to learn, create and engage
- ◆ Equip Randolph students to make a meaningful impact on the greater community
- ◆ Increase experiential learning opportunities

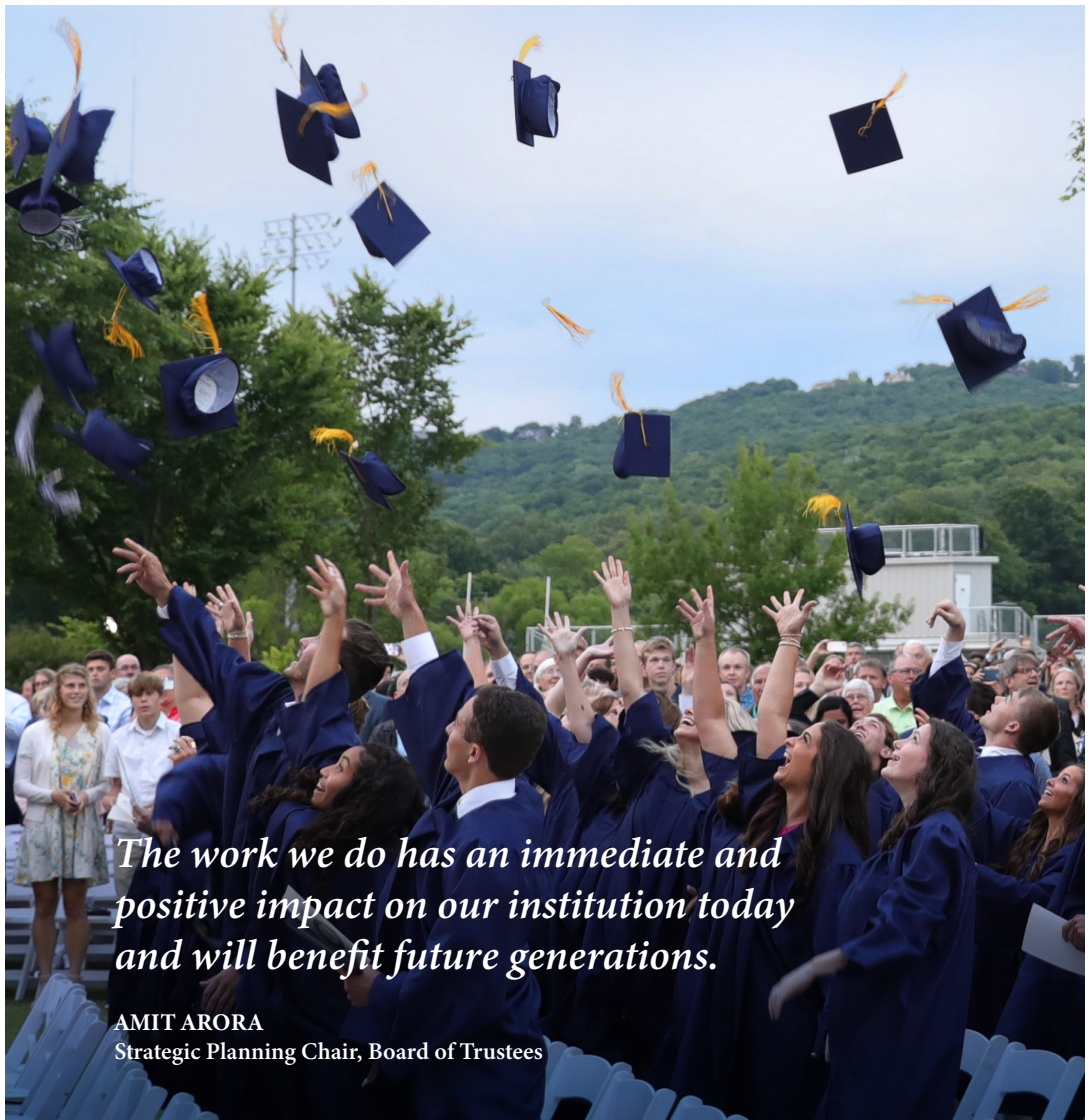
Develop effective strategies to attract, nurture, and retain highly qualified faculty and staff that represent an increasingly diverse school community

- ◆ Review employee compensation, benefits and faculty culture
- ◆ Improve employee acclimation to Huntsville
- ◆ Elevate Randolph as a center for teaching and learning excellence
- ◆ Enhance the professional growth experience

STRATEGIC PRIORITY

Build for the Future

Enhance our learning environment to support student needs for current and future generations



The work we do has an immediate and positive impact on our institution today and will benefit future generations.

AMIT ARORA
Strategic Planning Chair, Board of Trustees



Design, upgrade and build campus spaces that inspire learning, community and belonging

- ◆ Engage a campus master planning partner
- ◆ Develop a campus master plan
- ◆ Implement building and modifications in a phased approach

Enhance technology to engage students in innovative and engaging learning experiences

- ◆ Form groups of faculty and staff members to review educational technologies
- ◆ Identify areas where learning and operational needs are being met and where there are opportunities for improvement
- ◆ Establish a plan to identify resources and actions to address technology needs



Strengthen the School's long-term financial sustainability to support future generations of learners

- ◆ Support strategic initiatives and create sustainable resources for the School's long-term needs
- ◆ Develop a plan for renewal and replacement of equipment and facilities
- ◆ Expand the School's auxiliary program offerings and services for Randolph families and the wider community



OUR MISSION

Randolph School provides a rigorous and well-rounded PK-12 college preparatory education within a nurturing community. Through a commitment to excellence in academics, the arts, and athletics, the School's program and its faculty demand diligence and discipline while encouraging creativity and discovery. Above all, the School emphasizes honor, integrity, and character so that all in partnership with Randolph are elevated and inspired to enrich their families, communities, the nation, and the world.

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2022 STRATEGIC PLAN WORKING GROUP

| | |
|---|--------------------------------|
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Randolph School is an exciting and energetic place for students to learn, teachers to thrive, and families to be embraced. A Randolph education is challenging, individualized, and unique. The Randolph Difference is more than a tag line; it's an unwavering commitment to help students learn how to think, lead, and reach their full potential.





RANDOLPH SCHOOL
HUNTSVILLE, AL 35802

Drake Campus (PK-8)
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RANDOLPHSCHOOL.NET