

Grace Episcopal Day School

Strategic Plan

2026-2030





OUR MISSION

Grace Episcopal Day School's mission is to develop engaged learners and confident leaders who sincerely model the love of Christ.

We are guided by our core values:

Our belief in Christ and our relationship with Him shapes our words and actions.

His love motivates us to serve and treat others with empathy and respect.

- We believe in authentic relationship and creating an environment that is welcoming, kind, and inclusive.
- We believe that education is meaningful work and are deeply committed to developing the whole child.
- We embrace a community in which every person is seen, heard, safe, and supported.

5 Year Vision

Grace is a joyful environment where students are eager to learn, and Christ-like values are lived. Our campus fosters a sense of wonder through hands-on exploration and discovery, with a special emphasis on the beauty of our outdoor spaces. By nurturing the mind, body, and spirit of each student, we deepen the connections that positively impact our community.

STRATEGIC PLAN OVERVIEW

1

Growth and
Enhancement

2

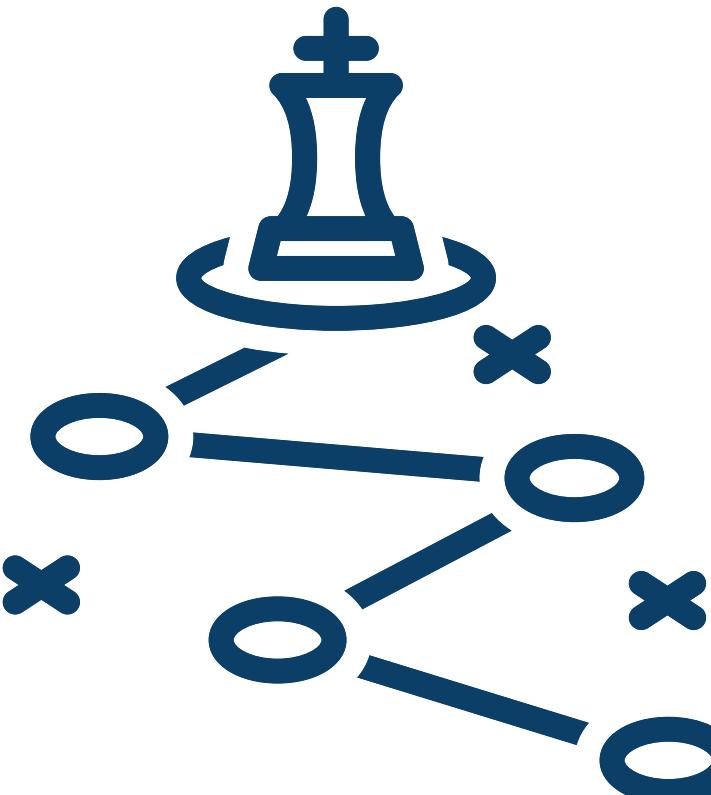
Campus and
Facilities

3

Middle School
Strategy

4

Fund Development



Growth & Enhancement

How do we continue to enhance the Grace experience to meet the evolving needs of students, faculty, and families while maintaining the core pillars of our mission?

- Sustain healthy enrollment through meaningful engagement and mission-aligned messaging.
- Ensure a well-structured, clearly communicated curriculum that supports student growth.
- Expand value through thoughtful enrichment opportunities and supplemental offerings.
- Invest in ongoing professional development to support faculty/staff excellence.
- Strengthen the diversity of the student community in alignment with the school's values.
- Maintain optimal student-teacher ratios that support individualized attention.
- Monitor school culture through periodic feedback tools to ensure alignment with mission and community expectations.



Campus & Facilities

How do we ensure that Grace has the campus & facilities (or access) to support current and future program needs and provide lasting value to our school community?

- Strengthen access to appropriate facilities and spaces through mission-aligned partnerships.
- Complete long-range campus planning to guide future development and investment.
- Maintain strong staff and faculty satisfaction related to the learning and working environment.
- Support positive parent and student perceptions of campus experience through ongoing feedback.



Middle School Strategy

What is needed to offer a sustainable, high-quality middle school that attracts and retains the ideal enrollment staying true to our identity and attract parents and students aligned with our mission?

- Define a clear, mission-aligned direction for the middle school that reflects community needs and long-term priorities.
- Establish an implementation pathway that provides structure, clarity, and measurable milestones.
- Strengthen middle school program quality to support strong retention and ideal enrollment.
- Ensure offerings, culture, and communications appeal to families aligned with Grace's mission and values.
- Maintain a sustainable model that supports staffing, curriculum development, and program continuity



Fund Development

How do we build a multi-faceted, sustainable, forward thinking, and diverse funding model that ensures a strong and stable financial outlook?

- Maintain healthy enrollment levels that support long-term financial stability.
- Strengthen diversity of revenue streams to reduce reliance on any single source.
- Expand overall funding capacity through strategic initiatives and community engagement.
- Establish a clear pathway toward growing and sustaining an endowment.
- Ensure tuition remains competitive within the market while supporting institutional priorities.



Acknowledgements

Our five-year plan represents our ongoing commitment to Grace and to providing a high-quality, faith-centered education. It charts a path for growth, sustainability, and excellence that benefits students, families, and the entire school community.

Board of Trustees:

Angela Bast, DeAnn Dockery, Susan Hoffman, Ray Forbess, Jason Hitt, Carrie Kissinger, Sharon Chapman, Caleb Holman, Kyla Jenkins-Griffin, Susan Lindholm, Susan Morgan, Karen Otto, Michelle Quinones, Michael Vallencourt, Bella Zumot

Strategic Planning Committee:

Susan Lindholm, Angela Bast, Caleb Holman, Emma McCabe, Leslie Bransford, Aaron Smith, Melanie Carvell, Brad van Horn, Regan Dewey, Laura Veal, DeAnn Dockery, Elizabeth Zank, Kate Fox

