



Bradley Hills Presbyterian Church Nursery School

Strategic Plan 2022-2027

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EXECUTIVE SUMMARY

Executive Summary



Founded in 1957, Bradley Hills Presbyterian Church Nursery School (BHCNS), a mission of Bradley Hills Presbyterian Church (BHPC), nurtures all aspects of a child's growth through an age-appropriate play-based program. Since our establishment, BHCNS has been guided by our mission, core values, and faith traditions, and balanced by our commitment to continual learning, innovation, and adaptation.

The BHCNS 2022-2027 Strategic Plan builds on strong adherence to our Play. Grow. Learn. philosophy, proven institutional strengths, and the support of our nurturing community. At the same time, it seeks to integrate new research, emerging best practices, and opportunities to better leverage our campus amenities, while responding to the dynamic environment.

In the fall of 2019, BHCNS embarked on a comprehensive planning process to further enhance our program and promote the value of the BHCNS experience. Led by the Long-Term Planning Committee, the development of the Strategic Plan was the result of a multi-year collaborative process to collect and consider feedback from current and past parents, administrators, faculty, and Board members. The strategic planning process coincided with the emergence of COVID-19 in March 2020, and as a result, the plan included strategies for the continued operation of the school, not only during the COVID pandemic but looking ahead to the future. In 2022, the Strategic Plan was finalized as BHCNS prepares to begin implementing the strategic goals and objectives during the 2022-2023 school year.

Our 2022-2027 Strategic Plan offers four strategic goal areas and supporting objectives to help us realize our five-year vision for the future.

- Creative, Safe & Healthy Learning Environment
- Top-Tier, Play-Based Program
- Welcoming, Inclusive & Diverse Community
- Comprehensive Communications Strategy

We are pleased to share our Strategic Plan as it transforms our shared vision for the future into results. Thank you to everyone who participated in the strategic planning process. As we look to the future with clear strategic direction and renewed energy, we are excited and confident that the 2022-2027 Strategic Plan will continue to move the school forward.

Long-Term Planning Committee Members

Missy Banashak, *Committee Chair, BHPC Member & Parent*

Jan Hauck, *BHPC Member & Teacher*

Brigitte Koch, *Parent*

Cathie Lutter, *BHPC Member*

Maggie Maloney, *Parent*

Katie Mense, *Parent*

Cindy Page, *BHPC Member & BHCNS Treasurer*

Liz Sobrino, *Director*



BHPCNS MISSION, VISION & PHILOSOPHY

Our Mission & Vision



Our 2022-2027 Strategic Plan is grounded by our mission and guided by our vision for the future.

Mission Statement

Bradley Hills Presbyterian Church Nursery School (BHPCNS), a mission of Bradley Hills Presbyterian Church, nurtures all aspects of a child's growth through an age-appropriate play-based program.

Our Five-Year Vision

Through the development and implementation of the BHPCNS Strategic Plan, we strive to maintain a welcoming, safe, and engaging environment by advancing our top-tier, play-based program supported by a nurturing community.

Our Philosophy: Play. Grow. Learn.



BHP CNS implements its mission through adherence to our Play. Grow. Learn. philosophy. We encourage children's growth in a community of inclusion and respect reflecting core values inspired by faith traditions. In this loving and caring community, children are encouraged to develop their own talents, individuality, and self-esteem.

Play.

BHP CNS believes that young children learn best through play. Our play-based early childhood education program provides hands-on, multi-sensory experiences both indoors and outdoors to foster a lifelong love of learning.

Grow.

Through our nurturing atmosphere and respect for each child's unique learning style and temperament, our children grow in resilience, confidence, and independence. Our classroom communities provide an environment where children learn to be kind, respectful, empathetic, and to develop relationships with both adults and their peers.

Learn.

Our program focuses on the whole child through social-emotional, physical, cognitive, and spiritual development tailored to each child's individual needs. Our children learn through free play, arts and crafts, individual and communal projects, dramatic play, literature, music, science, foreign language, and creative movement.

Portrait of a Graduate



The BHP CNS play-based program grows the whole child, individually balancing social, emotional, cognitive, and physical needs. A BHP CNS graduate is:

- **Independent** – A confident and competent child capable of taking care of themselves and others in a range of environments
- **Confident** – A self-assured individual that recognizes and harnesses their own strengths and abilities to advocate for themselves or others
- **Curious** – An inquisitive child who is driven by the desire to explore, learn, and acquire information about the world around them
- **Empathetic** – A kind and compassionate friend who understands, values, and respects all people and their feelings and perspectives
- **Resilient** – A flexible and persistent individual able to cope and adapt to change
- **Ready to Learn** – An enthusiastic and self-motivated student who welcomes opportunities to learn and practice new skills



BHPCNS

Strategic Goals & Objectives

Our Goals



- Goal 1: Creative, Safe & Healthy Learning Environment
- Goal 2: Top-Tier, Play-Based Program
- Goal 3: Welcoming, Inclusive & Diverse Community
- Goal 4: Comprehensive Communications Strategy

Goal 1:

Creative, Safe & Healthy Learning Environment



Maximize our use of the Bradley Hills Presbyterian Church's 6-acre campus to enable high-quality indoor and outdoor play-based programming in a creative, safe, and healthy learning environment.

Objectives to Realize Goal:

- Better utilize 6-acre campus
 - Integrate increased outdoor play into curriculum goals and lesson delivery
 - Transition to more natural playgrounds
 - Expand utilization of indoor space to maximize creative play and sensory-rich environments
- Enhance safety measures for physical campus and facilities
 - Provide enhanced safety training for all administrative professionals and teachers
 - Maintain enhanced video security and monitoring, door access, and global communications systems
- Develop policies to promote good health practices and to protect the facility and the people within it
 - Interpret and implement health and safety requirements as specified by state and local government standards*
 - Provide health/safety training for the BHP CNS community
 - Invest in equipment to promote health and hygienic practices

* Particularly in response to the COVID-19 environment.

Goal 2:

Top-Tier, Play-Based Program



Advance a play-based program of excellence designed to support a child's social, emotional, and academic developmental needs, laying the foundation for love of learning.

Objectives to Realize Goal:

- Utilize developmentally age-appropriate milestones to align curriculum guidelines, reflecting current best practices
- Promote student growth through methods of differentiated instruction to meet the varied needs of each child socially, emotionally, cognitively, and physically
 - Integrate with sensory and outdoor play
 - Strengthen enrichment opportunities
- Ensure a top-quality professional development program to provide faculty and staff the education, skills, and tools to achieve curriculum goals
- Continue to attract and retain outstanding staff by enhancing ways in which we cultivate and celebrate excellence
- Consistently articulate the importance and application of a play-based curriculum

Goal 3:

Welcoming, Inclusive & Diverse Community



Sustain a welcoming, inclusive, and diverse community dedicated to supporting the needs of the children, their families, and the BHP CNS faculty in a manner that upholds the values of Bradley Hills Presbyterian Church.

Objectives to Realize Goal:

- Recognize and celebrate diversity in our community
- Live our culture and values through organization of and participation in community service events
 - Partner with Bradley Hills Presbyterian Church and other building users
 - Partner with local charities
 - Promote hands-on activities for families
- Increase engagement with the community-at-large
 - Build a diverse pipeline for future students and faculty
 - Communicate and promote the value of the BHP CNS experience

Goal 4:

Comprehensive Communications Strategy



Invest in a comprehensive communications strategy to showcase the BHPCNS experience and promote connectivity and awareness within the school and broader community.

Objectives to Realize Goal:

- Develop and execute a broad-based communications strategy that appropriately plans frequency, mode, and messaging to communicate with current and prospective families
 - Refresh branding to promote a consistent “look and feel” and showcase the BHPCNS experience
 - Develop audience-specific communication methods and messaging
 - Determine resources for continued execution of communications strategy
- Revamp website and online presence to more accurately reflect the value and strengths of the BHPCNS experience to prospective families, as well as enhanced online capability to communicate information and updates to current families