

## Mission

The Girls' School of Austin provides an academically challenging education for girls in a community that fosters creative learning and personal excellence. Our mission is to develop confident young women who lead intellectually vibrant and fulfilling lives.

## Our Community

- is respectful, inclusive, and supportive.
- celebrates the efforts and achievements of hardworking students.
- thrives under the guidance of dedicated, inspiring teachers.

## We Believe

- curiosity, creativity, diversity, and a willingness to take risks advance intellectual growth.
- a well-rounded education provides the foundation for scholarly and personal pursuits.
- service to others and self-awareness are essential to the learning experience.



## Strategic Plan

*August 2016*

The Girls' School of Austin opened in the fall of 2002 with five girls in grades 5 and 6 in a small house in west Austin and moved to the current location in 2003. The campus is located in a quiet neighborhood two miles west of the city's core, and is now an award-winning "green campus" that captures the sense of the school: welcoming, playful and inspiring. Our community of 150 students and more than 120 families comes from 26 surrounding zip codes representing a cross-section of the greater Austin population. The Girls' School of Austin's liberal arts program is bolstered by a community of talented educators and supportive families that provide the "village" in which our girls flourish.

The Board of Trustees initiated the strategic planning process in May 2015 at an all-day retreat. Parents and faculty participated in a community survey the next school year, and attended strategic planning meetings to identify their top goals. The Trustees met again to review the accumulated data and set five overarching targets to be met by Fall 2020.

The 2016 strategic plan seeks to take an already excellent school to the next level by further improving its financial reserves, diversifying the student body, enhancing communications, and developing a plan for growth while maintaining a high degree of student, parent and faculty satisfaction.

## Financial Stability

*Increase budget reserves to 25% of the 2020 operating budget and plan for an endowed fund.*

To ensure continued financial stability, we will take steps to increase our budget reserves to 25% of the 2020 operating budget. We will strive to grow the annual fund and explore planned giving to meet this goal. In addition, we will develop a plan for an endowed fund that will strengthen the school's financial future. 🌱

## Enrollment

*Maintain enrollment at 150 students and create a plan for future growth.*

We will continue focusing on our unique culture, community and excellence to maintain full enrollment of 150 students – the maximum accommodated by our Tarrytown campus. We will create a plan that considers options for expanding to two sections for every grade, K-8. 🌱

## Communication

*Maintain or exceed 90% satisfaction of parents and faculty with internal and external communications.*

Communication within our school community is fundamentally important. We are committed to maintaining or exceeding current levels of overall satisfaction with communication to parents, the GSA community and the public. The school will create an information management strategy that facilitates efficient communication and robust data management. 🌱

## Diversity

*Increase diversity among students to 25% of the student body and retain diverse students at a rate that is equal to the overall retention rates.*

The Board of Trustees recognizes that a more diverse student body benefits all students and families. In 2016 the Community Scholars fund was started to provide need-based scholarships for qualified students to attend The Girls' School through graduation.

We will expand recruitment from diverse pre-K schools, and we will seek diverse faculty when openings arise. Our goal of 25% diversity is ambitious, but it is consistent with GSA stakeholders' desire to build on our culture of inclusiveness that values the unique contribution each student makes to the community. 🌱

## Stakeholder Satisfaction

*Maintain or exceed 90% satisfaction among parents and faculty as shown on annual survey. Achieve 90% satisfaction among graduating students.*

The GSA surveys parent and faculty satisfaction on a regular basis and the percentage of satisfied or highly satisfied parents and faculty is consistently high. In order to ensure that we are gathering the most useful data, we will develop our own surveys to use in addition to already existing independent school surveys. We will also begin to collect exit survey data from graduating students. 🌱