



KBS STRATEGIC PLAN

2023-2028

ADVANCING TOGETHER.

THE FUTURE OF KEMPENFELT BAY SCHOOL

INTRODUCTION FROM THE HEAD OF SCHOOL

“*We have never been more excited about the future of our school.*”

On behalf of the full Kempfenfelt Bay School community, it is my pleasure to share with you *Advancing Together*. This plan has been established based on the collective input and shared aspirations of the KBS community. This input was gathered over several years through community surveys done in 2019, 2021, and 2022, Faculty and Staff work in June 2022, five parent focus groups in 2022, and a Board led Faculty and Staff focus group in 2023.

From this emerged the themes and goals that are the focus of this plan: expansion, programming, and supporting our people. This plan reflects these priorities and ensures we are fully preparing our students for the next steps on their journey.

The goals in this plan reflect not only community input, but they also reflect that which we believe will be the most impactful in supporting our students and advancing our school. By expanding our facility we enable our continued growth and lay the foundation for our subsequent growth into a high school. Our curricular and co-curricular program continues to expand and this plan allows for that innovation to continue while supporting and developing the talented faculty and staff who enable our students' journey.

We have never been more excited about the future of our school. We value and embrace our meaningful work and know that this plan delivers the next iteration of our unmatched learning journey.

CHRIS

CHRISTOPHER WHITE
HEAD OF SCHOOL

THE FUTURE OF KEMPENFELT BAY SCHOOL

INTRODUCTION FROM THE CHAIR OF THE BOARD OF DIRECTORS

It is hard to believe that we have been at our "new" home for more than 5 years. Time goes so quickly – it seems like only yesterday that we last released our 5-year strategic plan.

I am very excited about our new Strategic Plan and the future direction of Kempenfelt Bay School. While we retain our fundamental culture and values, we want to ensure that KBS will grow and continue as Simcoe County's leading educational experience. We need to continue to ensure we attract and retain the best teachers, staff and leaders. We must invest in our existing programs and thoughtfully reflect on how we can further enhance the educational experience that is vital to our students. And, of course, we must grow our facility to allow for the continued, strategic growth in enrolment.

As you read through this Plan, I invite you to imagine where KBS can and will be in 2028. The Strategic Plan should be viewed as our guide, not a blueprint. It will help lead us toward a future that sees stronger and deeper programs, continued excellence in teaching, and more opportunities for our students, all while ensuring we do not forget our roots or our values embodied in the 4C's: Character, Community, Competence and Confidence.

I hope you will see the thoughts and comments of our community reflected within this Plan. We are very excited for the future of our school and look forward to seeing the results of everyone's efforts.

SHAMUS

SHAMUS RASK
CHAIR OF THE BOARD OF DIRECTORS

PEOPLE

PROGRAM

PLACE



OUR MISSION

To provide an exemplary education that empowers students to embrace their personal potential as productive and responsible, global citizens.

OUR VISION

As Simcoe County's leading educational journey, our commitment to school community inspires independent, life-long learners by building competence, confidence, and character in every student.

OUR VALUES

Competence, Confidence,
Character, and Community.

OUR EDUCATIONAL JOURNEY

Aligned with our Mission, Vision, and Values, Kempfenfelt Bay School establishes future ready competencies by creating the conditions that allow for the harmonization of achievement and wellness. This research-based approach is facilitated through our definition of teaching excellence, and reflected in our reports and family communications.

OUR KBS VALUES: OUR 4C'S

KBS's 4C's: Confidence, Competence, Character and Community. The 4C's are guiding principles which support the school's mission, and are now the cornerstone of our quarterly goal setting, learning and future-ready competencies. On our report cards, you can see that the reporting of learning skills reflects the future-ready skills within the definition of our 4C's. This structure empowers teachers to advance and reflect on the development of the future-ready skills we know students will require.



CONFIDENCE

Setting goals, reflecting on strengths and needs, persevering and identifying learning opportunities.



COMPETENCE

Learning independence, completing and submitting work to be proud of, working on critical thinking skills, following instructions.



CHARACTER

Taking responsibility for their own behaviour, taking responsible risks, demonstrating an understanding and appreciation of diverse cultures and perspectives.



COMMUNITY

Fulfilling responsibilities in the learning environment, responding positively to others, working cooperatively, completing acts of community service.



PEOPLE:DEVELOP and SUPPORT

OUR GOALS

- Ensure that our students experience the best possible educational journey.

OUR PRIORITIES

- Enhance professional development opportunities for faculty and staff.
- Attract and retain the best faculty and staff.
- Cultivate an intentionally diverse and inclusive community.
- Engage intentionally with our alumni.

PEOPLE

- Align our professional development plan with an updated definition of excellence in teaching.
- Create a timetable that provides additional time for teacher collaboration and supports faculty, staff, and family developmental time.
- Align our annual teacher goals and growth plans with our definition of teaching excellence, pedagogical innovation, and professional development plan.
- Continue to increase salaries and compensation packages to remain competitive.
- Utilize new and creative sources for finding talent.
- Develop a long range people and culture plan.
- Create an alumni engagement plan that includes events, consistent communication, and involvement opportunities.





PROGRAM:EXPAND and CREATE

OUR GOALS

- Develop the student experience.

OUR PRIORITIES

- Develop our existing school culture, curriculum, foundational skills development, and future ready competencies.
- Expand and develop the learning and educational support services available to our students.

PROGRAM:EXPAND and CREATE

OUR ACTIONS

- Backward design of STEAM curriculum including logic and reasoning skills development.
- Develop the KBS model which harmonizes achievement and wellness in each student's educational journey.
- Enrich the curriculum with the exploration of tailored high school credit offerings.
- Increase opportunities for students to participate in academic, art, and athletic competitions.
- Create new field trip opportunities.
- Create a speaker series program of innovators, entrepreneurs and other community leaders.
- Create a full-time Learning Strategist role.

PROGRAM





PLACE:GROW and CONNECT

OUR GOALS

- Invest in and inspire our students through thoughtful learning spaces.
- Elevate our philanthropy with an enhanced advancement program.
- Reinforce our market resilience through strategic enrolment management practices.
- Expand our community partnership program.

OUR PRIORITIES

- Develop a Campus master plan that supports each student, teacher and staff member.
- Support advancement strategic priorities with gifts received.
- Develop a sound business model with sustainable financial practices.
- Strengthen our Town and Gown relations.

PLACE:GROW and CONNECT

OUR ACTIONS

- Expand our facility by building new athletic and performance space, classrooms, offices, and storage space.
- Determine what in the current facility can be renewed.
- Revise and update giving/stewardship processes and documents.
- Review administrative staffing models and tools to enable advancement program support.
- Create a flexible annualized marketing plan for all grade levels.
- Generate 2 classes per grade.
- Focus on building a strong enrolment base in our Kindergarten program while growing our upper grades.
- Embrace new processes that create efficiencies and greater tuition increase predictability.
- Seek recommendations on how KBS can build more connections within the community.
- Develop an environmental responsibility plan.
- Increase community events and involvement activities.

PLACE





FOLLOW ALONG.

www.kempfenfeltbayschool.ca/advancing-together

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