



MENLO 2020 STRATEGIC VISION

Educate Today. Lead Tomorrow.

At Menlo, we know the world our students will graduate into is rapidly changing, increasingly global and interconnected, and requires creative and critical thinkers to solve complex problems. We want our students to thrive in this world. Their Menlo experience is a crucial time of growth and self-discovery. As educators, our challenge is to continue to enhance our program today so that our students are prepared to lead lives of meaning and fulfillment tomorrow.

Menlo's mission, values, and commitment to excellence provide the foundation for all that we do. Our strategic vision builds on these strengths in four key areas: student experience, faculty, community, and endowment.



MENLO 2020 STRATEGIC VISION



TRANSFORMATIVE STUDENT EXPERIENCES

Create an even more engaging, relevant, and globally aware student experience to advance learning while preserving balance and joy.

Priorities

- ▶ Revise the 6–12 curriculum to introduce more **interdisciplinary, project-based, experiential, and skills-focused courses** throughout the program to complement content-focused coursework and build knowledge.
- ▶ Develop new ways for students to pursue areas of interest and align studies to **promote more integrated learning and depth of study**.
- ▶ Refine the all-school schedule to accommodate new curricula, encourage faculty collaboration, and promote greater **balance, well-being, and joy** for all students.
- ▶ Offer more opportunities for **immersive global experiences and studies** to expand and enlighten our students' views of the world and their role in it.
- ▶ Continue to refine our **distinctive arts and athletics** programs to complement the core academic program and promote a well-rounded education.



FACULTY EXCELLENCE

Develop, grow, and retain exceptional faculty and staff with the skills and resources to support the mission, values, and academic initiatives of the school.

Priorities

- ▶ Enhance recruitment processes to increase **ethnic diversity**, foster a welcoming environment for applicants, and improve efficiencies.
- ▶ Expand **housing assistance** to promote recruitment and retention, including financial planning, realtor assistance, rental opportunities, and a housing loan program.
- ▶ Promote **professional growth** through individual development plans, annual evaluations, more time for peer collaboration, and a sabbatical program for experienced faculty.



DIVERSE AND INCLUSIVE COMMUNITY

Build a community more reflective of the broader world into which our students will graduate to help them become ethical, responsible, and engaged citizens.

Priorities

- ▶ Work towards creating a Menlo School environment in which all students feel a **sense of belonging**.
- ▶ Respond effectively to the **diverse needs of our families** who come from various cultural backgrounds and encourage their participation in the life of Menlo School.
- ▶ Expand our current efforts to **recruit students of color** and ensure their **successful transitions** at the sixth and ninth grade levels.
- ▶ Provide ongoing **opportunities for teachers** to engage in critical self-reflection and to explore the cultural backgrounds of their students.
- ▶ Hire, develop, and grow teachers of color and educators who **reflect and value** other forms of diversity.



ENDOWMENT FOR SUSTAINABILITY

Mobilize and focus resources to ensure continued excellence.

Priorities

- ▶ **Grow our endowment** to fund initiatives, financial aid, and programs.
- ▶ **Develop and implement** the master plan for the current campus and facilities.

As we enter our second century, we remain committed to the clear and consistent articulation of our identity, our core values, and **our mission to empower students** to explore and expand their interests, reach their fullest potential, develop the skills necessary for success in college, and become ethical, responsible, and engaged members of ever wider communities.

Educate Today. Lead Tomorrow.

Challenging. Engaging. Joyful.



**Menlo
School**

50 Valparaiso Avenue • Atherton, CA 94027 • www.menloschool.org