

Westerly School

Strategic Plan

2025-2030

Vision, Mission, Values, and Statement of Diversity, Equity, and Inclusion

VISION

We envision a world where young people build impactful solutions for a better tomorrow.

MISSION

How we get closer to our vision

Westerly School empowers students to become lifelong learners who lead with curiosity, create with courage, and inspire with heart.

VALUES

The guiding principles we hold dear

Rise to the challenge
Imagine the possibilities
Stand together
Every voice is heard

DIVERSITY, EQUITY, INCLUSION STATEMENT

Westerly School fosters a culture of belonging by honoring all lived experiences and diversity of thought while inspiring leaders who think critically and challenge bias to affect positive change.

Strategic Plan Framework

	Curious Learners	Empowered Educators	Engaged Community	Lasting Legacy
We commit to:	Challenge students to invest in and steward their own learning journey	Foster an environment where teachers are equipped and supported in creating learning that is relevant, dynamic, and deeply engaging	Contribute to our school and broader community with empathy and responsibility	Build financial strength and long-term resilience to ensure Westerly School thrives for generations
So that:	Every student develops curiosity, critical thinking, and a love of learning	Every educator has the tools and inspiration to create transformative learning experiences	Every member of our community fosters meaningful connections and a culture of belonging	Every alum, family, student, and staff benefits from a strong, sustainable institution that provides an exceptional education for decades to come

Each of these commitments reflect our values

Rise to the Challenge
Imagine the Possibilities

Stand Together
Every Voice is Heard

Values Descriptions

Rise to the Challenge

We take ownership of our learning—asking questions, testing ideas, and pushing ourselves to think in new ways. Whether tackling a complex problem or trying something new, we see challenges as opportunities to stretch, grow, and shine.

Imagine the Possibilities

Innovation begins with imagination. We encourage bold ideas, creative thinking, and a sense of curiosity—because a better tomorrow belongs to those who envision it first.

Every Voice is Heard

We create space for honest dialogue, active listening, and diverse perspectives. By valuing each person's story and encouraging thoughtful expression, we foster a culture where everyone feels seen, heard, and empowered to make a difference.

Stand Together

We strengthen our community through empathy, responsibility, and collective action. By showing care for one another and working together, we build a more inclusive school—and a more just world.

We commit to challenge students to invest in and steward their own learning journey

Strategic priorities

- Define and articulate Westerly's unique educational philosophy and ensure it is consistently integrated into curriculum, pedagogy, and external communications to distinguish the school.
- Establish a cohesive framework for student learning outcomes and map expectations and goals for core courses and co-curriculars by grade and semester to provide families and students with clarity and purpose in their educational journey.
- Activate programming that supports our value of empowering students to lead, collaborate, and apply their learning.
- Invest in enhancing learning spaces and environments in which students create, collaborate, and innovate.



We commit to foster an environment where teachers are equipped and supported in creating learning that is relevant, dynamic, and deeply engaging

Strategic priorities

- Cultivate a unified and mission-driven professional culture that fosters alignment, shared purpose, and collaboration across all levels of the school.
- Ensure faculty have the time, resources, professional development, and support to design responsive and interdisciplinary learning experiences, advancing Westerly's educational vision.
- Elevate Westerly's educators as thought leaders in the broader education community to bolster the school's reputation and influence.
- Establish a sustainable and competitive compensation and benefits package to attract and retain high-quality faculty and staff.



We commit to contribute to our school and broader community with empathy and responsibility

Strategic priorities

- Leverage the richness of Westerly's diverse community to ensure all voices are heard, represented, and valued in shaping the school's culture.
- Develop signature experiences and traditions that strengthen school spirit and long-term engagement.
- Strengthen family partnerships through ongoing education, engagement, and collaboration opportunities that support student growth.
- Expand and formalize alumni engagement efforts to cultivate lifelong connections and deepen institutional support.



We commit to contribute to build financial strength and long-term resilience to ensure Westerly School thrives for generations

Strategic priorities

- Develop a mature financial model that ensures sustainability and the ability to invest in Westerly's long-term strategic goals.
- Strengthen middle school programming and identity to enhance retention, promote growth, and reinforce the value of Westerly's full K-8 experience.
- Develop and implement a strategic enrollment and marketing plan that clearly articulates the value of a Westerly education and attracts mission-aligned families.
- Establish a long-term facilities and resource plan that addresses infrastructure improvements, supports future growth and innovation, and incorporates outside revenue opportunities as part of a strategic approach to resource management.

