

# BALTIMORE LAB SCHOOL

THE DIFFERENCE IS EXTRAORDINARY

## STATE OF THE SCHOOL

May 2018



# STRATEGIC PLAN

## What is the BLS Strategic Plan?

The Strategic Plan is road map for reflection and continuous improvement for BLS and has six tenets that will be addressed over the course of the next five years. The six tenets are: **Program Development & Enhancements, Marketing & Communications, Development, Admissions & Financial Aid, Human Resources, and Finance & Facilities.**



## How does the BLS Strategic Plan work?

Our faculty, staff, Board members, and Parents' Association will continue to work together to achieve goals for each of these tenets through 2023 during the first five-year phase. The strategic plan will be (A) Reviewed quarterly through a progress monitoring protocol, (B) Updated quarterly by celebrating achieved goals and adding new goals for growth, (C) Shared quarterly with the Board by the Head of School, and (D) Shared twice yearly with our families through mid-year and end-of-year State of the School addresses. This is an actionable plan and evolves as BLS does. There are no static elements to this plan except for the six tenets.



# TENET 1: Program Development & Enhancements

- In Grades 4-HS, Maryland State Sexual Health Education standards have been fully integrated into our Health Education program.
- Our Teacher Mentor program continues to evolve to meet the needs of our newest team members.
  - Mentor-Mentee Luncheon is May 30
- Our Aspiring Leaders program is offered to support professional growth and opportunities for teachers and staff who have four or more years of experience..
- Our School Improvement Team (SIT) is preparing for our Middle States Accreditation review. BLS seeks accreditation from Middle States for the first time as a fully independent school in May 2019.
- Our SIT determined the following through the evaluation of 12 standards with 245 indicators for accreditation:
  - **Areas of Strength**- Strong Mission, Positive School Climate, Sound Financial Operations, Diverse Opportunities for Student Engagements, Efficacious Differentiation of Student Needs, Strong Organizational Structure
  - **Areas of Need**- Coherent Curriculum Standards from Grades 1-12, Clearly Defined Curriculum Sequence from Grades 1-12



# TENET 2: Marketing & Communications

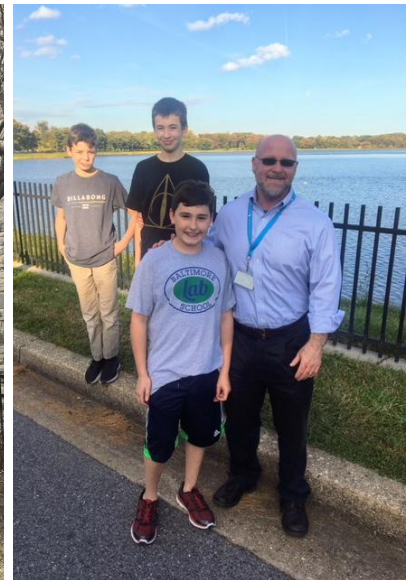


- The BLS brand continues to strengthen through use of our new school logo, new [website](#), and increased Mission signage throughout the building.
- Our school community has responded well to a shift in communication platforms for newsletters and other messages via RenWeb.
- Increased content and engagement have significantly grown Baltimore Lab School's following on social networks.



## TENET 3: Development

- The Development Committee continues to solicit charitable gifts from the BLS community in support of the Annual Fund, financial aid, and capital projects. Recent initiatives have included a corporate partner appeal and a spring Giving Day, scheduled for mid-May.
- The Alumni Committee continues to strengthen its outreach efforts to BLS alums while stewarding and educating current seniors on the importance of being a BLS graduate.
  - Alumni Winter Social was successfully held in January 2018
  - 2nd Annual Senior Stewardship Luncheon took place in early May
  - Upcoming Alumni Event (All are invited!): July 15 BLS Orioles game (v. Texas Rangers)



## TENET 4: Admissions & Financial Aid

- Admissions are capped at an average of 137 students in order to support addressing full needs of students and maximizing our physical space capacity.
- The Admissions Committee continues to evolve in eliciting greater feedback from teachers and related service providers through our evolving vetting process.
- Financial Aid has reached over \$280,000, and our school continues to seek additional methods to increase this amount.

## TENET 5: Human Resources

- Established:
  - An employee perks program & survey for feedback
  - Competitive benefits packages
  - Tuition discounts for continuing and higher education
- Wrapping up our third year of our Teacher Mentor Program
  - 100% of mentees indicate the Mentor Program has had moderate to profound impact on professional growth (5/14/18)
- Support of Aspiring Leaders (to support seasoned educators) is in its second year.

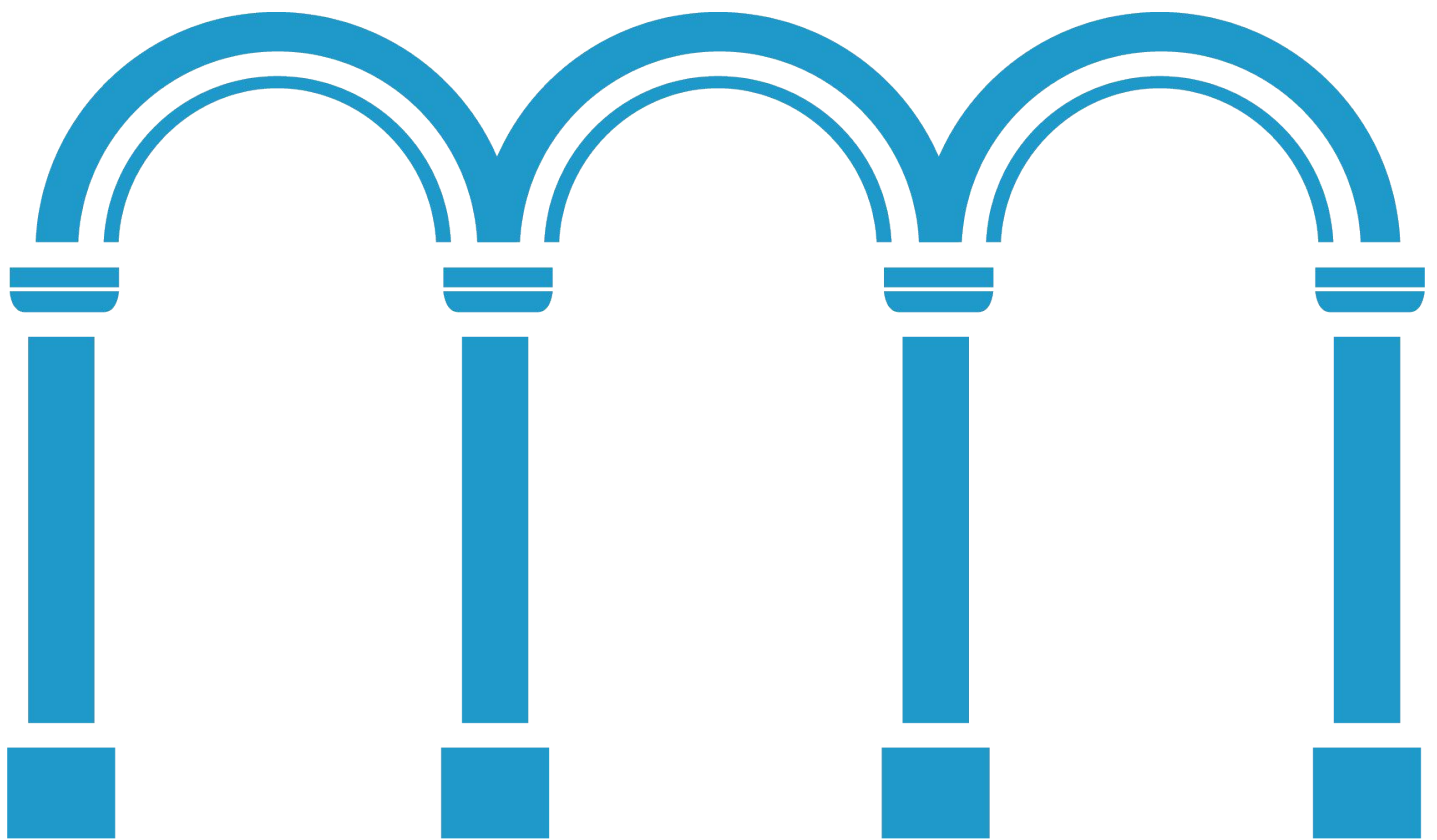


## TENET 6: Finance & Facilities

- Baltimore Lab School continues to improve its learning environment with the retrofit of new, energy efficient LED lights and dimmer switches throughout the school.
- In April 2018, BLS received a Certificate of Environmental Stewardship for natural gas with Bollinger Energy Corporation in recognition of our change to Net-Zero Carbon natural gas. Last Fall, BLS became 100% WIND-green E Certified with WGL Energy. Both of these changes in electric/natural gas distribution carriers support our endeavor to be recertified as a Maryland Green School by the Maryland Association for Environmental and Outdoor Education.
- The financial position of BLS remains strong, allowing us to provide our faculty and staff with the resources they need to move our school forward.

# BLS Mission

Baltimore Lab School is an innovative learning community fostering scholarship and creativity in students with unique strengths and diverse learning needs. In an environment of inquiry, hands-on exploration, and the arts, Baltimore Lab School students learn to advocate for themselves as they become engaged and compassionate members of a global society.



*Baltimore Lab School's logo - redesigned in January 2018 - features our iconic portico with arched columns, representing the four pillars of our beliefs. At Baltimore Lab School, we are rooted in **F.I.R.E.**: **F**ellowship, **I**nnovation, **R**igor, and **E**nlightenment. In our historic castle-like building, we inspire our FIRE breathing dragons.*