



**EXPANDING
OUR POSSIBILITIES**



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INTRODUCTION

Since 1969, George Walton Academy has established itself as a rigorous, balanced, caring K4-12 institution that prepares students for success in college and in life beyond their formal studies. As GWA nears its 50th year, we are grateful to all who have come before us and enthusiastically welcome the opportunity to build on their good work. This five-year strategic plan is designed to maintain George Walton Academy as a leader in the independent school community and an innovator in the field of education. It will guide us as we celebrate our past and inspire us to fulfill an even greater potential. As new technologies, moral dilemmas, and global realities emerge, George Walton Academy must evolve to ensure our students are prepared for the opportunities and challenges that lie ahead. This plan is structured around five themes: Faculty, Programs, Community, Facilities, and Sustainability. The goals and corresponding initiatives for each theme are the compass by which the school will gauge its progress and effectiveness.



MISSION

MISSION:

George Walton Academy is a college preparatory school that prepares students to become contributing citizens and leaders in a global society by promoting intellectual, physical, artistic, and ethical excellence.

WE BELIEVE...

- » In Judeo-Christian values while respecting the heritage and beliefs of others.
- » All students have the right to receive an education in a safe, supportive, and nurturing environment.
- » Each student is a valued individual with unique physical, social, emotional, and intellectual abilities.
- » In fostering students' critical thinking skills, academic talents, and creativity.
- » That promoting positive relationships and mutual respect is a responsibility of all students, staff, and parents.
- » Students should learn the value of taking personal responsibility for their work, actions, and educational development.
- » Students should demonstrate their understanding of essential knowledge and skills.
- » Instruction should reflect innovative teaching methods.
- » Learning is a lifelong process.

FACULTY



GWA is driven by an exceptional faculty who are knowledgeable, challenging, and nurturing.

VISION:

The unique educational and cultural experience of George Walton Academy attracts and retains innovative, collaborative, and dynamic faculty who...

- » Are passionate and knowledgeable about teaching, their students, and their discipline;
- » Excel in communicating with and inspiring students, parents, and colleagues; and
- » Hold values and display character aligned with the mission and beliefs of the school.



GOALS:

- » Establish a common culture that defines and distinguishes the George Walton experience
- » Develop faculty expertise in the use of innovative and evidence-based methods for teaching and learning
- » Develop a faculty culture that recognizes failure, troubleshooting, and problem solving as an integral part of learning and models that disposition for students
- » Promote collaborative, interdisciplinary, and cross-curricular teaching; and strengthen faculty and staff communication and collaboration across grade levels and departments
- » Recognize, reward, and promote faculty who are exceptional teachers, innovators, advisors, and mentors
- » Grow college counseling programing to be a nationally recognized model for other similarly sized premier college preparatory schools

PROGRAMS



GWA provides extraordinary programming to ensure a balanced, well-rounded student experience in academics, athletics, and the arts that encourages students to discover and pursue their many talents. We will continue to seek individual and institutional excellence that adheres to our Judeo-Christian values while recognizing the strength of our diversity and welcoming global perspectives.

VISION:

The GWA student experience is comprehensive and holistic, and it ensures each graduate has been...

- » Challenged intellectually;
- » Inspired artistically;
- » Engaged physically; and
- » Energized morally, ethically, and spiritually.

Upon graduating, GWA students will be prepared to excel in higher education as well as foundationally equipped to be engaged servant leaders who are ready to meaningfully contribute to their local, national, and global communities.



GOALS:

- » Analyze existing programs and recommend improvements that lead to greater academic enrichment and broader exposure to global cultures and challenges
- » Incorporate curriculum that leads to active and experiential learning such that students are encouraged to ask questions, solve novel problems, develop as critical and independent thinkers, take intellectual chances, and learn how to “fail successfully”
- » Further integrate technology, as appropriate, into the curriculum and learning experience to enhance student learning
- » Ensure that appropriate on-campus academic support is available to *all* students
- » Tailor the student experience to enhance competitiveness for the colleges of their choice
- » Enhance the college counseling experience such that students are able to identify colleges that are well suited to their unique gifts, interests, and long-term goals
- » Develop a plan for expansion of the fine and performing arts programs
- » Develop a long-term plan for competitive athletic programs
- » Develop a comprehensive service, character formation, and leadership program rooted in Judeo-Christian ideals and traditions on which GWA has been founded
- » Review graduation requirements, scheduling priorities, and calendars to ensure all align with GWA’s mission, vision, and strategic plan



COMMUNITY

GWA cultivates a cohesive community, one in which diverse stakeholders have opportunities to engage meaningfully in the educational experience. Our students, parents, faculty, staff, alumni, and local partners all contribute to a cherished feeling of “one GWA family.”

VISION:

Our entire community feels welcome and personally invited to participate meaningfully in the celebration of our gifts, talents, interests, diversity, and achievements.

GOALS:

- » Recruit and retain students, families, faculty, staff, and trustees who share our values, engage in our traditions, embrace innovation, and enrich our school culture
- » Improve communication among all constituencies, both internal and external
- » Re-engage alumni locally, nationally, and globally
- » Establish a singular parent organization whose mission is to build community, meaningfully involve volunteers in the life of the school, and ensure that each student's interests are equally valued and celebrated



FACILITIES



GWA facilities accommodate a dynamic range of academic, artistic, athletic, elective, and extracurricular offerings. We will embrace opportunities to respond to the changing physical needs of our programs, curriculum, and student population.

VISION:

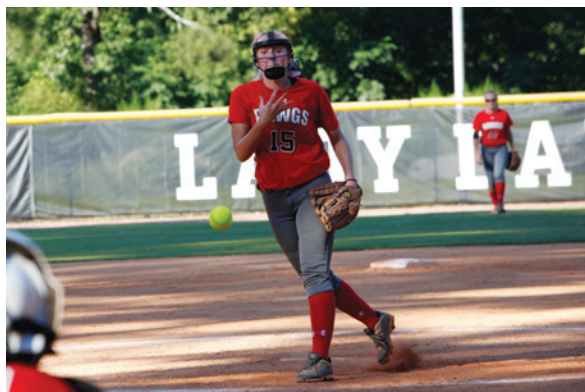
Our facilities reflect and support all aspects of a premier academic, artistic, and athletic college preparatory experience.

GOALS:

- » Provide the facilities, tools, and environment—both formal and informal—to maximize teaching and learning
- » Develop a plan for campus facilities that includes detailed timelines and budgets for renovation, repurposing, demolition, and new construction of buildings as well as uses of undeveloped land, both currently owned and identified for future purchase
- » Implement a multiyear facilities maintenance program that identifies, prioritizes, and anticipates needs



GWA deeply values processes of management and stewardship that ensure a secure vision for the school's future. We will continue building the foundation for long-term economic sustainability by garnering the financial support necessary to fulfill our mission.



VISION:

Our financial security will allow GWA to fully realize its mission and vision while maintaining access to GWA for all qualified students for generations to come.

GOALS:

- » Develop a financial management plan that is consistent with the guidelines recommended by the National Association of Independent Schools (NAIS)
- » Determine the optimal range of enrollment for existing facilities
- » Evaluate the mission, structure, efficiency, and effectiveness of the development, admissions, and communication offices
- » Ensure consistent messaging, branding, and coordination of campus-wide institutional advancement efforts
- » Create a budgeting process that is transparent, thorough, and available to interested parties well ahead of tuition decisions
- » Explore alternative revenue streams

SUSTAINABILITY



CLOSING STATEMENT

To ensure that this strategic plan truly reflected the insights of our entire community, over 1,400 students, parents, alumni, faculty, staff, administrators, trustees, and community leaders were involved in its development. In addition to an initial survey, the board held focus groups and sought feedback from several committees of stakeholders to inform their work. We extend our gratitude to all of those who helped develop this strategic plan and to those who will work to make its contents a reality that results in *Expanding Our Possibilities.*



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