

Community Partnership School
2018-2021 Strategic Plan
The Blueprint: CPS' Plan for the Future

Community Partnership School has embarked on a vital chapter in our inspiring and evolving story. Since opening our doors in 2006, we have grown into a thriving, fully operating elementary school poised to more broadly engage our immediate neighborhood and beyond.

Over the past several years, we have reaffirmed our core purpose, strengthened governance practices, and initiated a number of exciting program initiatives in successfully achieving the goals set forth in our Growth Plan adopted in 2013.

More recently, we have completed the long-awaited and mission-critical construction of our new home at 3033 W. Glenwood Ave, about a half mile away from our previous location in Project HOME's Honickman Learning Center and Comcast Technology Labs. In rehabilitating an abandoned warehouse that had been dormant for decades, this newly renovated, state-of-the-art campus further establishes a stable foundation that secures a sustainable future for CPS.

Alongside all the above-mentioned efforts, we completed a strategic planning process during the 2017-18 fiscal year to clarify our way forward and provide form and structure for our aspirations relative to our mission. Its goals, recommendations, and program of action represent the collective work of many committed individuals across constituent groups.

Many thanks to our Board of Trustees, Faculty and Staff, Parents and Guardians, and various partners and friends for their significant contributions to this work. We are especially grateful for our consultant, Edith G. Arrington, who skillfully facilitated such a careful and comprehensive strategic planning process and Katie Greenbaum Neff who provided additional planning and administrative guidance.

So while the future is necessarily unpredictable, this strategic plan — Community Partnership School's blueprint for the future — defines our framework for navigating what's ahead and positions CPS for broadened impact and success. We emerge from our strategic planning and relocation processes that much stronger, and we're excited to share the results with you.

Eric Jones
Head of School
January 2019

STRATEGIC PLAN

<i>Overarching Themes</i>	<p>Commitment to living out CPS's mission to serve low income and low wealth families while partnering with the community in which we reside</p> <p>Commitment to addressing race, equity, diversity, and inclusion throughout all of CPS's work</p> <p>Acknowledging the creative, responsible and flexible ways CPS allocates and develops the resources needed to do its work</p>			
	Communications	Compensation & Evaluation	Financial Sustainability	Infrastructure
<i>Strategic Goals</i>	<ul style="list-style-type: none"> CPS will develop and employ a communications strategy that is responsive to, and engaged with, CPS's partners and also ensures equitable access to the information CPS wants to convey. 	<ul style="list-style-type: none"> CPS will attract and retain a skilled and innovative faculty and staff that reflects the diversity of our students and broader community in which we reside. CPS will support faculty and staff in their workspaces and classrooms by assisting them in their pursuit of professional development. Faculty and staff will become empowered in their roles and in their commitment to equity and justice. 	<ul style="list-style-type: none"> As CPS strives to achieve financial sustainability, it will remain committed to its mission to serve low income and low wealth families while partnering with the community in which we reside CPS will identify revenue sources, as well as expenses that can be curtailed, in order to promote financial sustainability CPS will commit to building its endowment so that it allows the school to be as viable and sustainable as possible CPS will be responsive in our approach to philanthropic relationships so that they are dynamic and build on sustained investments. 	<ul style="list-style-type: none"> Given the growth and change that CPS is facing with its move to the new building, staffing should reflect both current and projected program needs in order to enable CPS to effectively deliver on its mission at full scale while working within appropriate resource constraints. CPS will continue to live into our mission of maximizing opportunities for horizon-broadening experiences that are characterized by authentic engagement as a core element of what we provide our children and their families. CPS will continue to live into our mission of meeting the needs of our alumni. CPS will maximize potential from our building by partnering with mission aligned organizations and identifying ways that the building can be used to promote community access and engagement.

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Closing Thoughts

We thank all the members of the CPS community who so generously shared their time and perspective with us throughout the 2017-18 strategic planning process. We could not have crafted this vibrant blueprint for CPS' future without all of the CPS faculty, staff, and administration, CPS family members, neighborhood friends, Board members, and other key stakeholders who participated in the process.

In particular, we acknowledge and extend our gratitude to the following Steering Committee and Sub-Committee members:

Steering Committee

Co-Chairs: Eric Jones, Head of School and Jocelyn Hillman, Board Chair

Members:

- Otis Bullock, *CPS Board*
- Emily Cavanagh, *CPS Head of School Advisory Council*
- Sean Dowling, *CPS Board*
- Trina Gary, *CPS Board*
- Meredith McCormick, *CPS Board*
- Katie Greenbaum Neff, *Strategic Initiatives Officer*
- Justin Reed, *CPS Board*
- Kristin Smith, *CPS Board*

- Jeffrey Sultanik, *CPS Board*
- Stephanie Taylor, *CPS Community Connections Committee*
- Anne Wilmerding, *CPS Board*

Communications Sub-Committee

Co-Chairs: Otis Bullock and Meredith McCormick

Members:

- Michael Coleman, *Head of School Advisory Council*
- Tyler Conway, *3rd Grade Lead Teacher*
- Katie Lieberman, *Assistant Director of Development*
- Debra Malinics, *Head of School Advisory Council*
- Starr Osborne, *CPS Board*
- Linn Vaughters, *Director of Enrollment & Placement*
- Kim Wilson, *CPS Parent (Child in 2nd Grade)*

Compensation and Evaluation Sub-Committee

Co-Chairs: Kristin Smith and Jeff Sultanik

Members:

- Nicky Charles, *CPS Board*
- Charley Muir, *Administrative Advisor*
- Beth Vaccaro, *Director of Curriculum and Instruction*

Financial Sustainability Sub-Committee

Co-Chairs: Justin Reed and Anne Wilmerding

Members:

- Jermaine Brockington, *CPS Parent (Children in PK and 5th Grade)*
- Rebecca Cain, *Director of Philanthropy*
- Teri Dodaro, *1st Grade Lead Teacher*
- Lynn Gadsden, *CPS Board Chair Emeritus*

Infrastructure Sub-Committee

Co-Chairs: Trina Gary and Sean Dowling

Members:

- Joseph Hale, *CPS Parent (Child in 3rd Grade and graduates in classes of '17 and '14)*
- Adam Lamay, *CPS 4th Grade Lead Teacher*
- Kristina McCausland, *CPS Board*

- Tom Needham, *Head of School, Hill Top Preparatory School*
- Erich Smith, *Manager for Adult Learning and Workforce Development, Project HOME*
- Troy Thomas, *CPS Assistant Director of Enrollment and Alumni Support*