

Phillips Academy Strategic Plan

CONNECTING OUR STRENGTHS



THE ANDOVER ENDEAVOR • UPDATE AND LOOK AHEAD

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STRATEGIC PLAN



**EQUITY
&
INCLUSION**



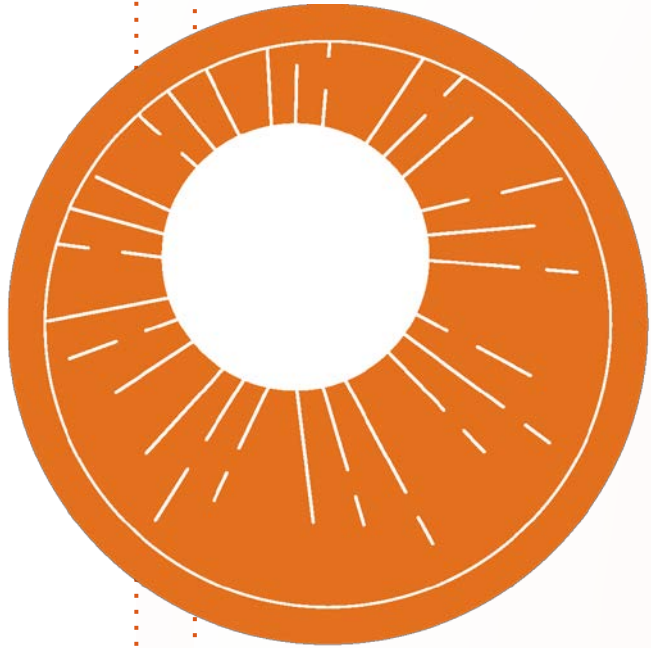
**CREATIVITY
&
INNOVATION**



**EMPATHY
&
BALANCE**

INSTITUTIONAL DIRECTIVES





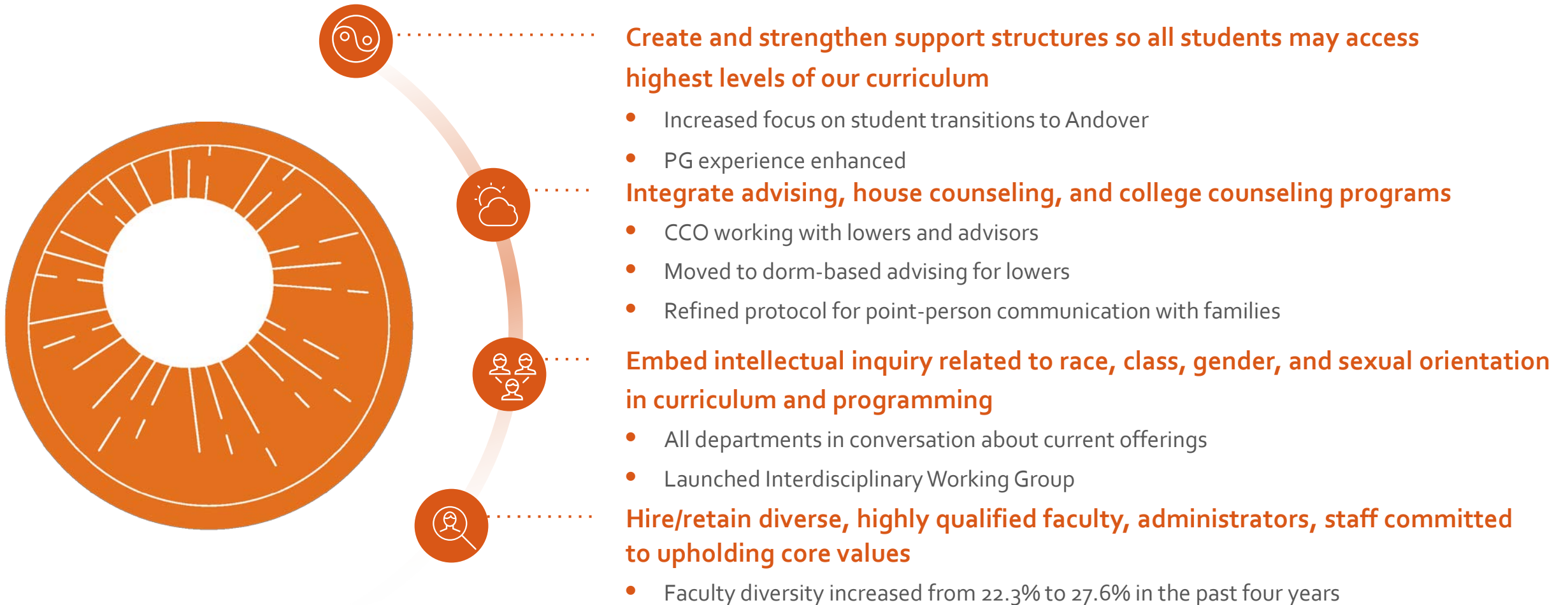
EQUITY & INCLUSION

GOAL

Nurture the academic and personal growth of all students as they navigate a complex, intentionally diverse learning community.



EQUITY & INCLUSION: INITIATIVES





CREATIVITY & INNOVATION

GOAL

Implement new ideas in teaching and learning informed by the global dialogue on education.



CREATIVITY & INNOVATION: INITIATIVES



Launch the Tang Institute, a collaborative effort to test, assess, and share new teaching methods and learning tools

- 17 total fellows to date
- 16 Learning in the World programs and 10 affiliate programs (began with six in 2014)
- 4 hybrid and online courses offered during Summer Session

Devote professional development to the exchange of effective pedagogical practices

- Increased sharing of effective pedagogies on and off campus

Develop more experiential, interdisciplinary, and multidisciplinary courses

- Hub for interdisciplinary instruction in development
- Off-campus learning opportunities more closely aligned with on-campus curriculum

Support teachers in integrating appropriate technologies as part of their classroom practice

- Educational Initiatives office supporting faculty in incorporating classroom technologies
- Faculty teaching classes in “The Nest” (OWHL makerspace)





EMPATHY & BALANCE

GOAL

Prioritize mutual understanding and individual well-being
as essential to a thriving community.



EMPATHY & BALANCE: INITIATIVES



Create comprehensive, multi-year health curriculum; further incorporate social-emotional learning into our educational program

- “Foundations” pilot launched for 9th graders in 2016–2017 and will continue in 2017–2018
- “Endeavors” pilot for 10th graders will be launched in 2017–2018
- Pilots taught during periods released by other courses to prevent “add-on” for students



Open the Rebecca M. Sykes Wellness Center for health care and education

- Opened Fall 2015



Update the scope and philosophy of our athletic program

- Core principals for Andover athletics endorsed by Board
- Expanded activities that count towards athletic requirement



Provide opportunity for every student to study off campus, experience a different culture

- 219 students participated in Learning in the World in 2016–2017





INSTITUTIONAL DIRECTIVES

GOAL

Our goals, ambitious in scope, depend on the implementation of certain institutional directives. More logistical and operational in nature, they must be considered and carried out with reference to each other.



INSTITUTIONAL DIRECTIVES

- ✓ Communicate our **NEED-BLIND ADMISSION POLICY** widely as a defining characteristic of Phillips Academy
- Build a **STUDENT-CENTERED DAILY SCHEDULE** and annual calendar
- ✓ Develop a **CAMPUS MASTER PLAN** that encompasses renovation of our athletic facilities
- Create a **CLIMATE ACTION PLAN** that advances sustainability on campus
- Compose a succinct and current expression of the **ACADEMY'S MISSION AND PURPOSE**
- ✓ Perform **REGULAR ASSESSMENTS OF EQUITY AND INCLUSION** on campus, considering the interests of all students, staff, faculty, and administrators



WORKING GROUP PROGRESS

✓ EMBEDDED

- ✓ Postgraduate program
- ✓ Transitions (support structures)
- ✓ Equity & Inclusion assessments
- ✓ Advising/house counseling/college counseling
- ✓ Athletic philosophy
- ✓ Social emotional learning/health
- ✓ Learning in the World
- ✓ Campus Master Plan
- ✓ DELTA

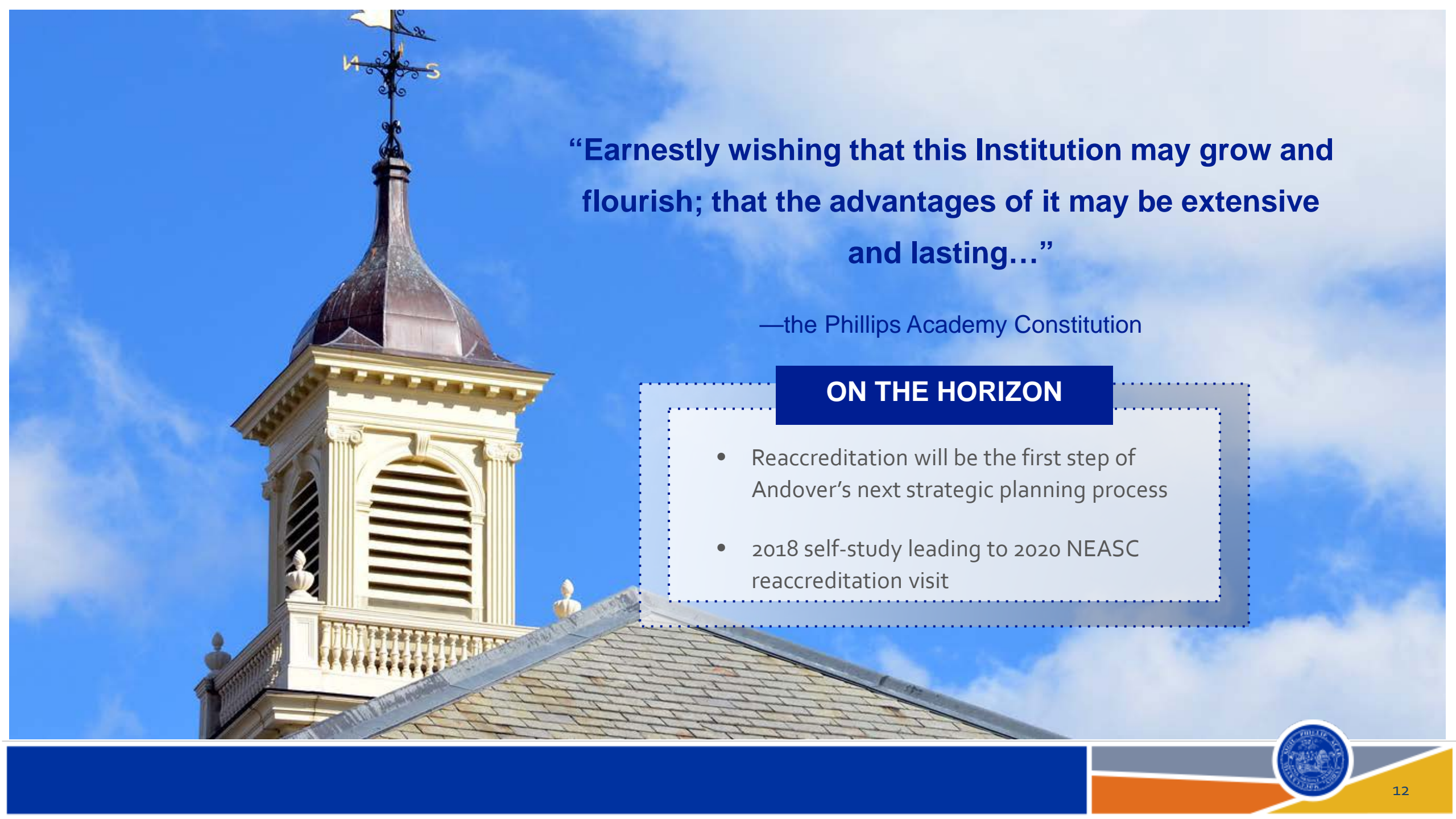
□ IN PROCESS

- Climate Action Plan
- Intellectual Inquiry -> Interdisciplinary
- Schedule/calendar

➤ FUTURE WORK

- Develop current statement of the Academy's mission and purpose





“Earnestly wishing that this Institution may grow and flourish; that the advantages of it may be extensive and lasting...”

—the Phillips Academy Constitution

ON THE HORIZON

- Reaccreditation will be the first step of Andover’s next strategic planning process
- 2018 self-study leading to 2020 NEASC reaccreditation visit

