



**2019 STATE OF
THE SCHOOL**







Vision

Inspiring every child to discover meaning and purpose in a life of learning



Mission

Epiphany School challenges and supports all students to become confident, curious, and courageous learners through innovative teaching in a caring and inclusive environment.

Values

Epiphany School actively cultivates an awareness and respect for diversity in all forms. We strive to create a positive, joyful, and inclusive community by embracing the following values:

- **Respect:** We encourage empathy through the strength of our differences, awareness of our global surroundings, and adherence to high standards of conduct.
- **Responsibility:** We build integrity and trust by understanding our choices and owning our actions.
- **Resourcefulness:** We foster resilience and expect all to search and find, to fail and learn, to risk and succeed in a changing world.

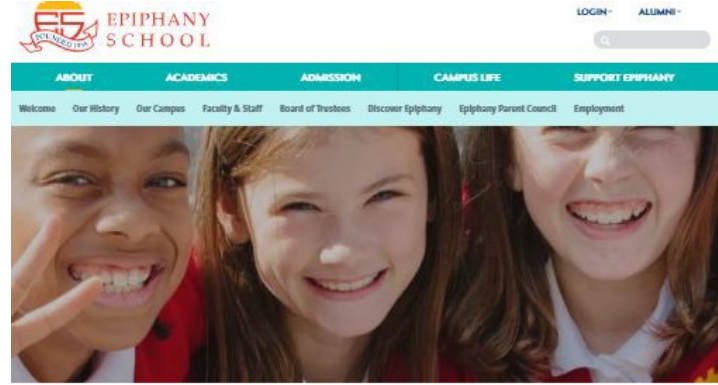
EPIPHANY SCHOOL 2024: STRATEGIC PLAN OVERVIEW



A LEGACY OF EXCELLENCE

WITH MORE THAN 60 YEARS OF HISTORY AS A BELOVED SEATTLE INSTITUTION, EPIPHANY SCHOOL IS WELL POSITIONED TO THRIVE FOR THE NEXT 60. OUR NEW STRATEGIC PLAN BUILDS ON THE SCHOOL'S MANY STRENGTHS: A LEGACY OF INNOVATION, HIGH ACADEMIC STANDARDS, AND A WARM, FAMILY-FRIENDLY ATMOSPHERE IN WHICH EVERY CHILD IS TRULY KNOWN.

Learn more at
epiphanyschool.org/strategic-plan



STRATEGIC PLAN

Epiphany School 2024: Leaders In Seattle Elementary Education

With more than 60 years of history as a beloved Seattle institution, Epiphany School is well positioned to thrive for the next 60. Our new strategic plan builds on the school's many strengths: a legacy of innovation, high academic standards, and a warm, family-friendly atmosphere in which every child is truly known.



Guidepost #1: Innovative and Individually Responsive Teaching and Learning

Leveraging our legacy of innovation to foster a culture of educational growth and further tailor instruction to meet students' needs and faculty professional goals.

Epiphany School will...



Guidepost #2: An Authentic and Welcoming Community

Enhancing the welcoming and inclusive culture within Epiphany School through actionable diversity, equity, and inclusion initiatives, extended day expansion, and broader and more diverse volunteerism opportunities.

Epiphany School will...

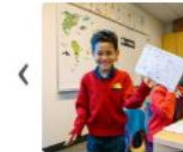


Guidepost #3: The Future: Growth and Reach

Enhancing and investing in our school's programming and campus to maintain our position as a leader in Seattle elementary education and deliver on our vision, mission, and values.

Epiphany School will...

Strategic Plan Perspectives



"We are proud to be leading the work of providing a tailored learning experience for Epiphany students. An experience that is founded on knowing students deeply and shifting instruction to meet their needs. We have partnered with talented faculty to expand on our solid foundations."

—LEADERSHIP TEAM AND STRATEGIC PLANNING TASK FORCE MEMBERS

NEW: epiphanyschool.org/strategic-plan

GUIDEPOST #1

INNOVATIVE & INDIVIDUALLY RESPONSIVE TEACHING AND LEARNING

**LEVERAGING OUR LEGACY OF INNOVATION
TO FOSTER A CULTURE OF EDUCATIONAL
GROWTH AND FURTHER TAILOR
INSTRUCTION TO MEET STUDENTS' NEEDS
AND FACULTY PROFESSIONAL GOALS**

GUIDEPOST #2

AN AUTHENTIC AND WELCOMING COMMUNITY

ENHANCING THE WELCOMING AND INCLUSIVE
CULTURE WITHIN EPIPHANY SCHOOL
THROUGH ACTIONABLE DIVERSITY, EQUITY,
AND INCLUSION INITIATIVES; EXTENDED DAY
EXPANSION; AND BROADER AND MORE
DIVERSE VOLUNTEER OPPORTUNITIES

GUIDEPOST #3

THE FUTURE: GROWTH AND REACH

ENHANCING AND INVESTING IN OUR
SCHOOL'S PROGRAMMING AND CAMPUS
TO MAINTAIN OUR POSITION AS A
LEADER IN SEATTLE ELEMENTARY
EDUCATION AND DELIVER ON OUR
VISION, MISSION, AND VALUES

GUIDEPOST #1

INNOVATIVE & INDIVIDUALLY RESPONSIVE TEACHING AND LEARNING



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INNOVATIVE & INDIVIDUALLY RESPONSIVE TEACHING AND LEARNING

- Knowing and meeting the needs of all students
- Innovative curriculum
- Faculty professional growth



Literacy Collaboration

Anne Van Cleve, Lower School

Language Arts Specialist

Scott Starkoski, Kindergarten Teacher

INNOVATIVE & INDIVIDUALLY RESPONSIVE TEACHING AND LEARNING

- Knowing and meeting the needs of all students
- Innovative curriculum
- Faculty professional growth



Mathematics Collaboration

Celia Russo, Math/Professional Learning

Instructional Coach

Jess Carley, Second Grade Teacher

INNOVATIVE & INDIVIDUALLY RESPONSIVE TEACHING AND LEARNING

Summer 2019 Professional Development

Summer Institute on Academic Diversity

Math Plus Conference

Mindfulness Educator Essentials, Mindful Schools

National Summit for Courageous Conversations

Independent Study: Number Talks and Enrichment Materials

Independent Study: Kindergarten Math Assessments

Independent Study on Responsive Classroom for Specialists

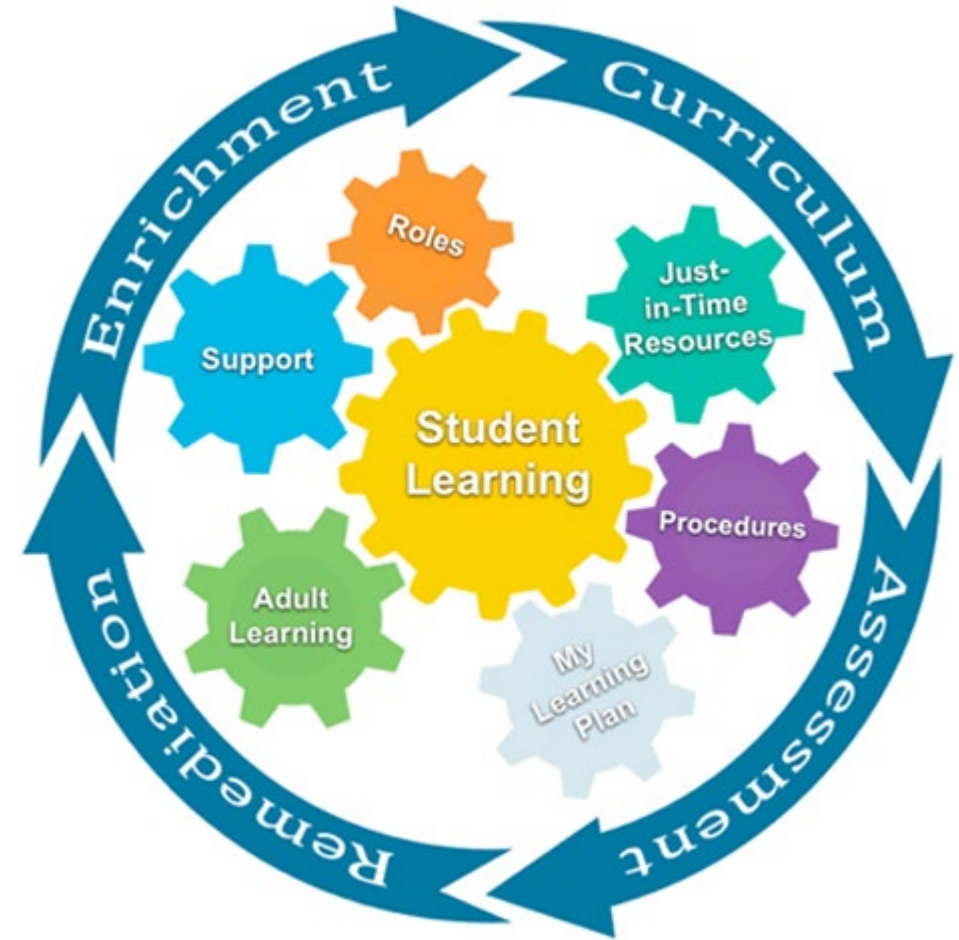
Independent Study: Number Talks and Enrichment Materials

Professional Learning Communities at Work Institute

Bringing Theater Into the Classroom

Learning Ally Spotlight on Dyslexia Conference

Responsive Classroom: Elementary Core Course and Elementary Advanced Course



GUIDEPOST #2

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DIVERSE VOLUNTEER OPPORTUNITIES

AN AUTHENTIC AND WELCOMING COMMUNITY

Admission and Onboarding

- Inquiry/explore
- Tour w/students, parents, admin
- Frequent/consistent communication
- Parent Interviews
- Student Assessment
- Committee
- Personal decision letters
- Re-visit Day
- New Family Night
- Moving Up Coffees
- Host families
- Play dates
- Summer Socials
- Grade Level Potlucks
- Open Classrooms

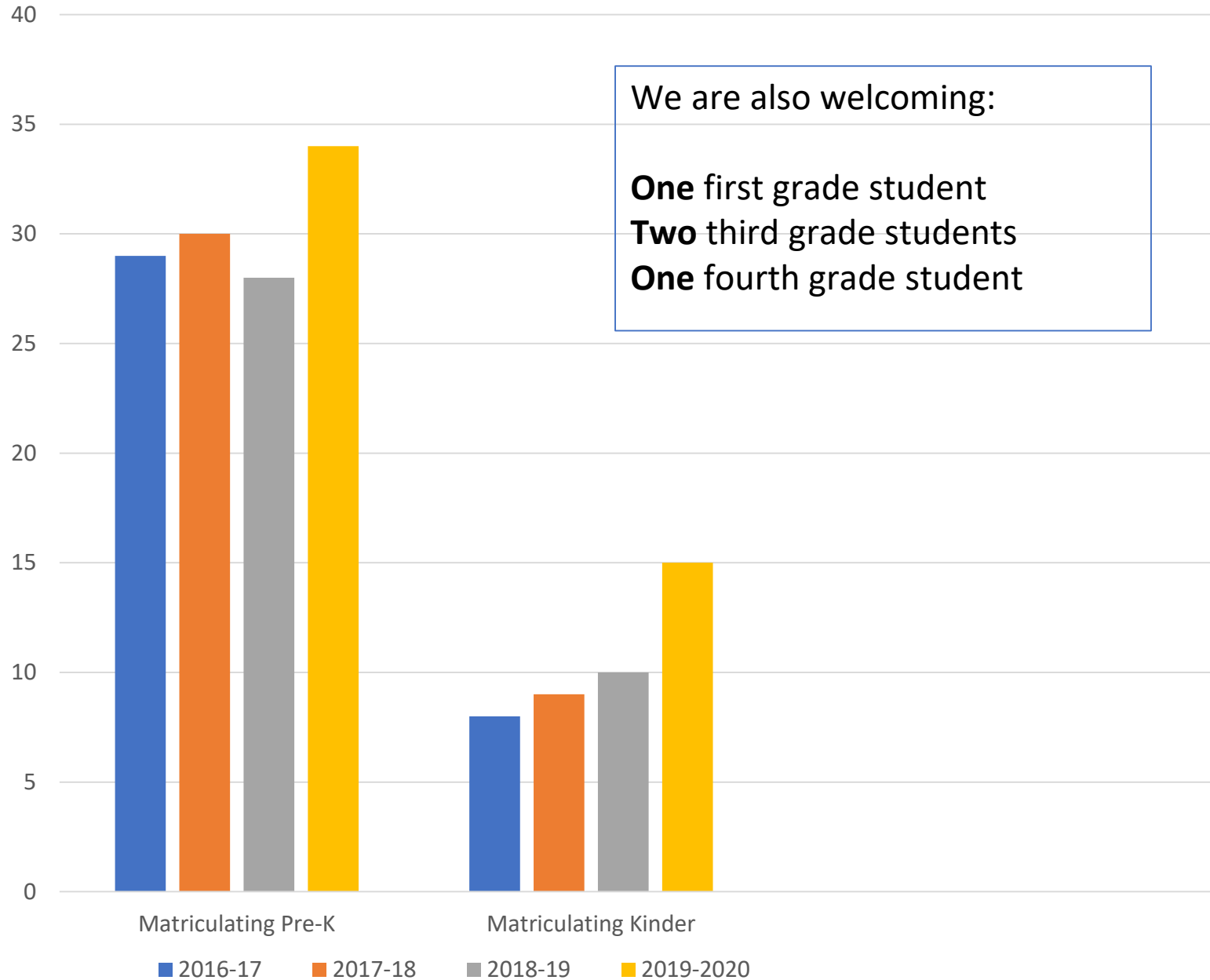


Outplacement

- Moving Up coffee
- Spring SSAT/Test Innovator Info Night
- Ed. Consultant workshop
- Middle School Heads Panel
- Individual Parent Conferences
- Test Prep
- Onsite test for ES students
- Review decisions—advocate and support

AN AUTHENTIC AND WELCOMING COMMUNITY

High number of families chose our school over others—enrollment picture is excellent.



AN AUTHENTIC AND WELCOMING COMMUNITY

Retention / Attrition

Communication, Marketing, Reminding

- Coffees: fall, winter, grade-level, new family, moving up
- Academic / SEL program
- Strategic Plan -- Guideposts
- Communication Strategies
 - Clear and consistent
 - Advancement and Division Heads—knowing parent needs
 - Weekly newsletter
 - Classroom letter
 - Instagram, Facebook, website



Epiphany School Attrition 4%

Northwest Average is 11%

National Average is 10%

AN AUTHENTIC AND WELCOMING COMMUNITY

Outplacement

Middle School Placements--Class of 2019

- Assumption St. Bridgitt (1)
- Billings Middle School (1)
- The Bush School (5)
- Blaine Public School (1)
- Eastside Preparatory School (1)
- Odle Middle School (1)
- Lake Washington Girls Middle School (1)
- Lakeside School (2)
- The Northwest School (1)
- Seattle Academy of Arts and Sciences (7)
- Seattle Country Day School (1)
- University Prep (7)



Middle School Acceptances



Middle School Placement



Outplacement Plan

ES students well prepared, integrate seamlessly, and thrive in area middle schools

AN AUTHENTIC AND WELCOMING COMMUNITY

Epiphany School Diversity Statement

Epiphany School **promotes and cultivates a diverse community as essential to academic success, social and emotional growth, and the development of good character.** Engaging diverse perspectives stretches the mind and requires critical thinking, intellectual courage and creativity. It takes careful listening and thoughtful expression and manifests itself in cultural competency. Thinking beyond oneself and seeing the world through the eyes of other is the foundation of fairness and empathy, and thus prepares our students to live respectfully and lead responsibly in our pluralistic democratic society.

2019/2020 New Enrolled Families

WELCOME
TO EPIPHANY SCHOOL!

60% Households with two working parents

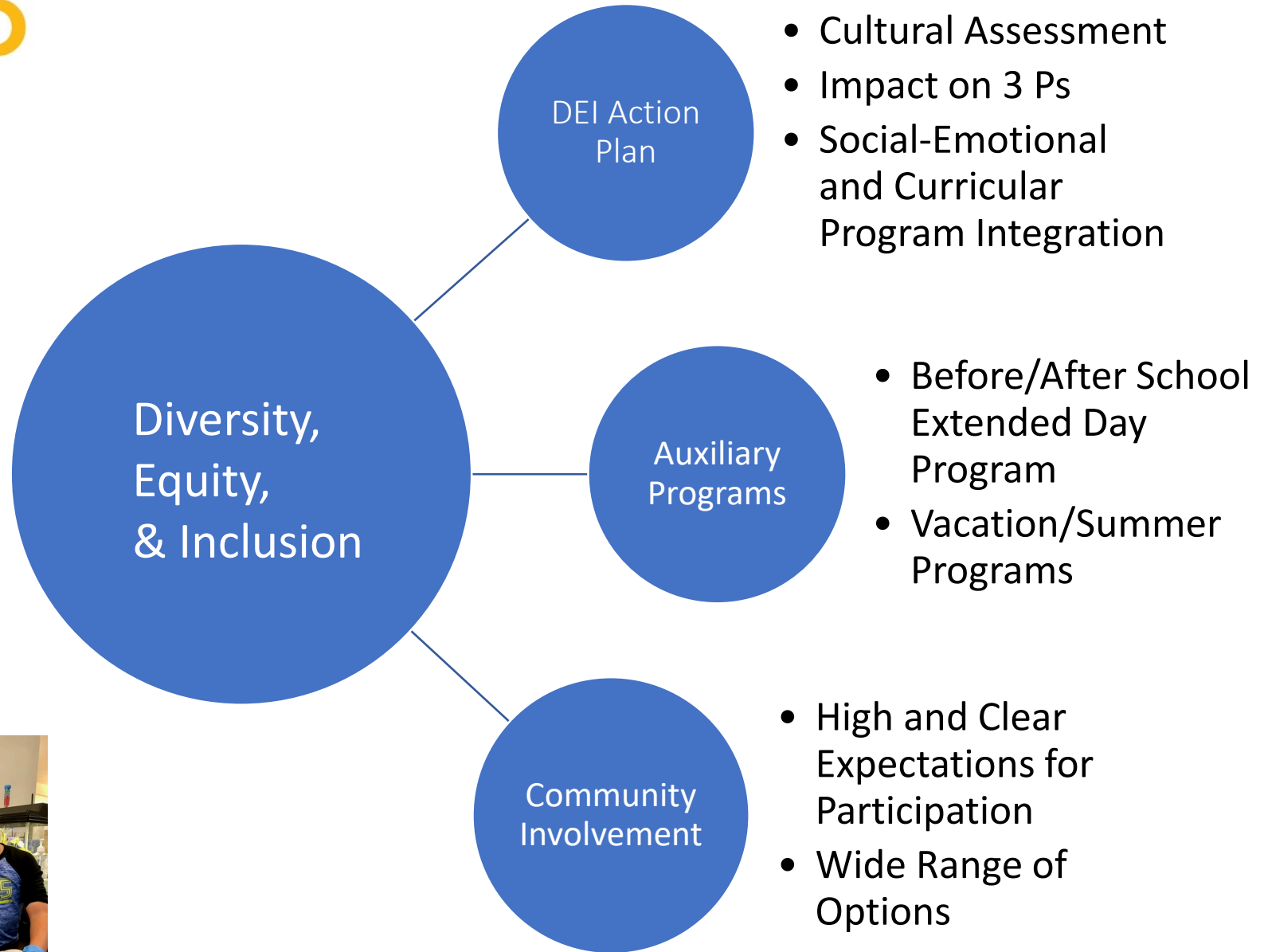
Ethnic, racial, and family structure
40%

Gender balance

Socio-economic

Zip Codes—25

AN AUTHENTIC AND WELCOMING COMMUNITY



AN AUTHENTIC AND WELCOMING COMMUNITY

DIVERSITY, EQUITY, INCLUSION TEAM

Current Practice and Plans:

Anthony McGrann, Fifth Grade Teacher

Sara Tebeau, School Counselor



AN AUTHENTIC AND WELCOMING COMMUNITY

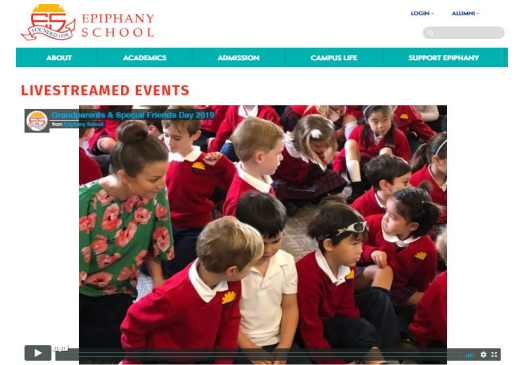
SOCIAL MEDIA



Epiphany School Communication Channels

- Varied, multi-platform (print, digital, social)
- Flexible, customizable (push/pull communication)
- Evolving, progressing (new approaches, new technologies)

NEW:
LIVESTREAM



GRADE-LEVEL PHOTO GALLERIES



AN AUTHENTIC AND WELCOMING COMMUNITY

Enhancing the welcoming and inclusive community within Epiphany School...

- Broadened range of opportunities for family involvement, volunteerism, and partnership
- Intentional EPC focus on inclusivity
- Thoughtful integration of new families into community (ie: new family night; host family match; student interviews in ES Weekly)



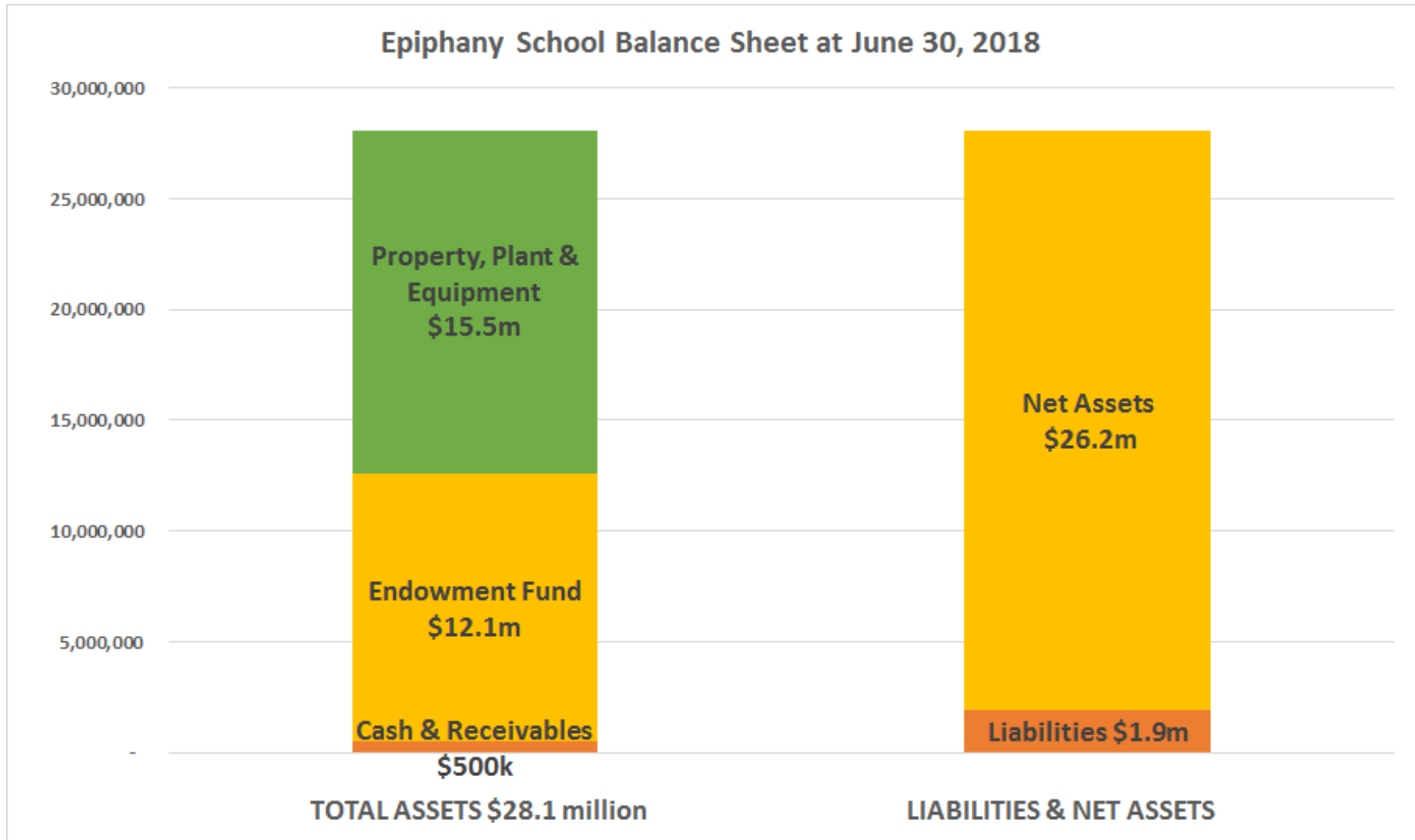
Hello New Students

We continue to highlight four new students each week in the ES Weekly. Our goal is to help people put names to faces and hopefully deepen the connection new students and families have with the Epiphany School community at large. If you see them on campus, please say hello!



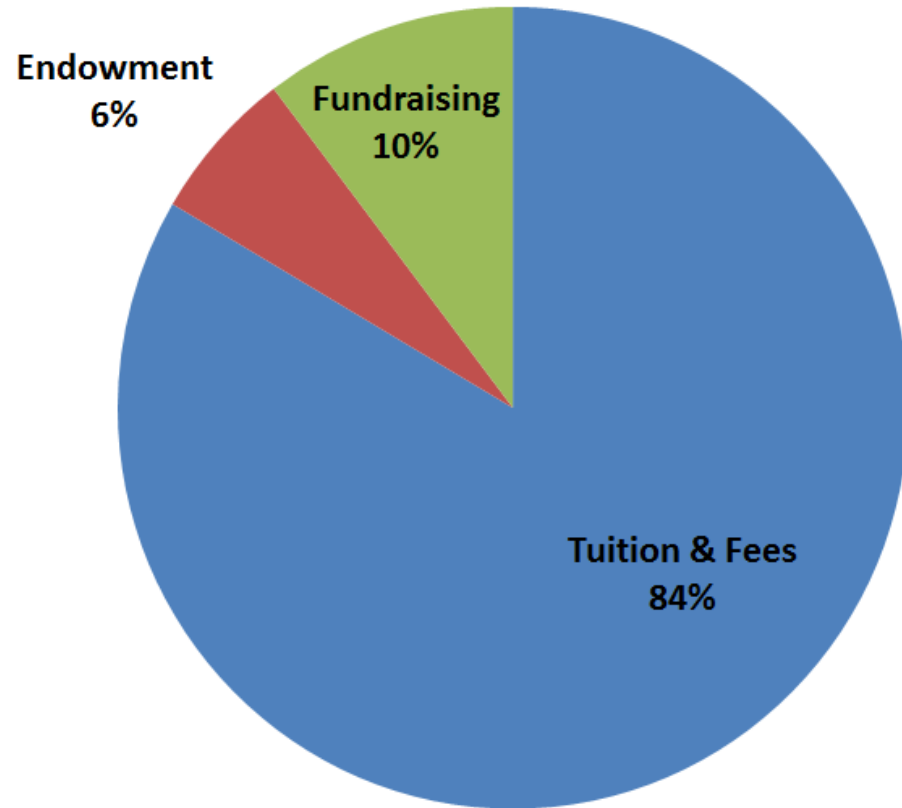
THE FUTURE: GROWTH AND REACH

Epiphany School is in a strong financial position to implement strategic plan initiatives.

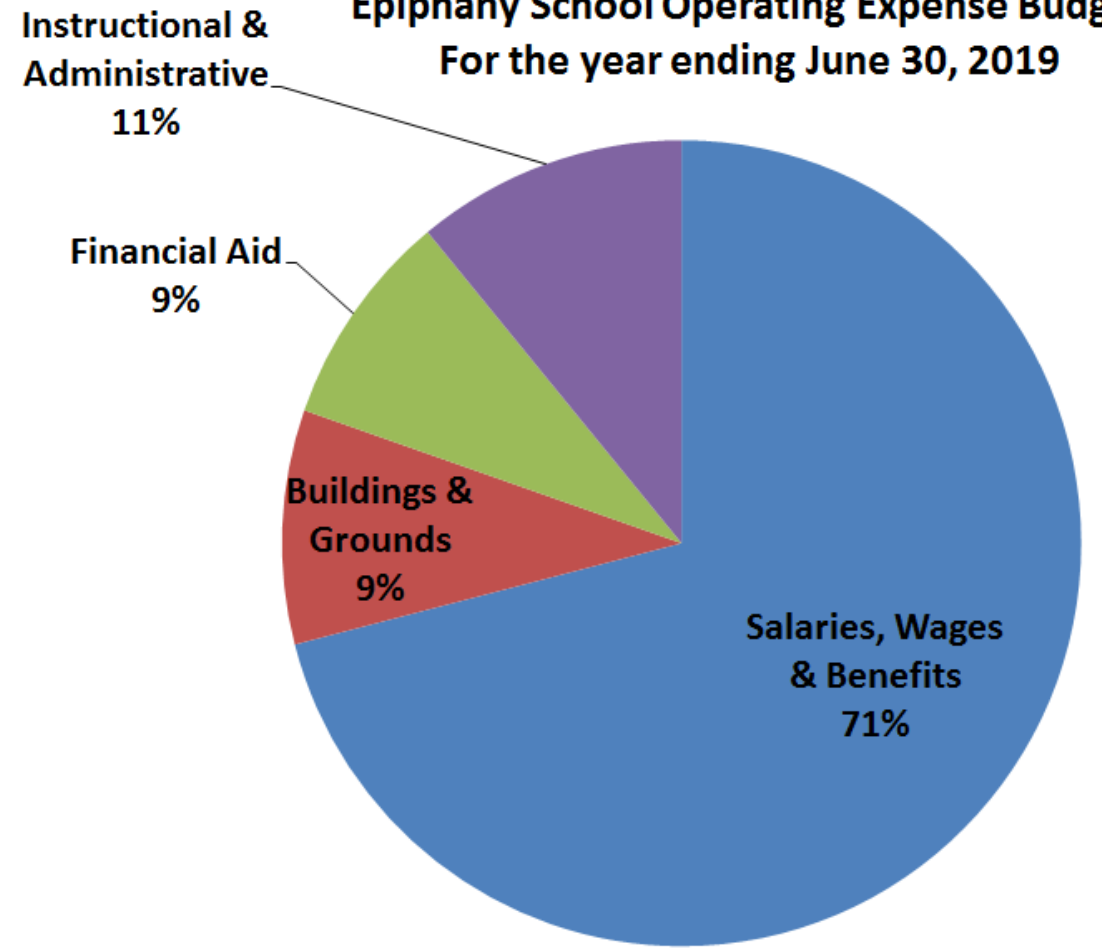


THE FUTURE: GROWTH AND REACH

Epiphany School Operating Revenue Budget
For the year ending June 30, 2019
\$ 6.8 million



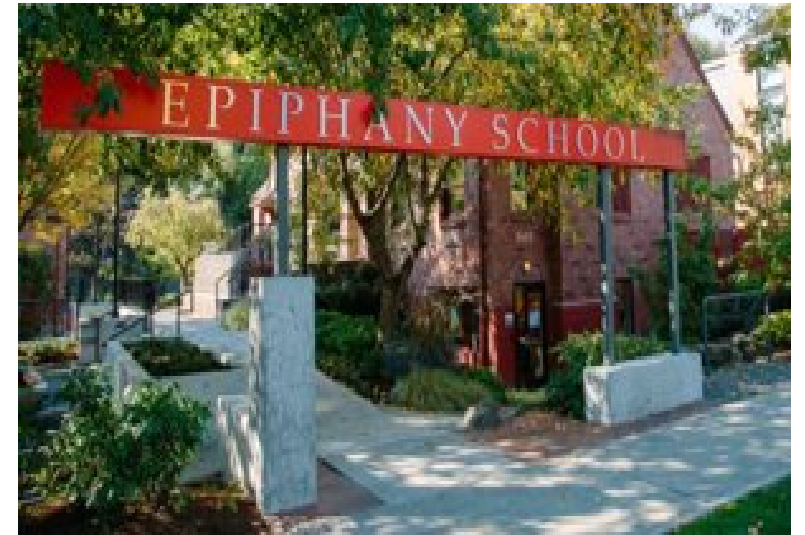
Epiphany School Operating Expense Budget
For the year ending June 30, 2019



THE FUTURE: GROWTH AND REACH

We will seek opportunities for further growth and development to sustain the school's legacy long into the future by...

- **Investing in campus/programming to thrive in current marketplace**
 - Increased STREAM/Makerspace integration/location
 - Flexible classroom environments
 - All-community gathering /multi-use space
 - Dedicated Extended Day Program location
- **Investing in developing our school as regional educational leader**
 - Pre-service teacher residency program/advanced teacher training
 - Strategic partnerships within and outside our community, e.g., for/non-profit community members, educational alliances
 - Expanded leadership pathways for faculty
- **Assess Epiphany School's brand in Seattle's future educational marketplace**
 - Develop clear, well-defined and highly-recognized position in Seattle educational landscape





2019 STATE OF THE SCHOOL

Thank you!

Any questions?