

STRATEGIC PLAN

ADOPTED MAY 24, 2016

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In 2016 the Amos and Celia Heilicher Minneapolis Jewish Day School concluded a two-year strategic planning process that set out a roadmap for the school's future.

The strategic planning process deeply engaged our community. Hundreds of community members served on a task force, participated in a focus group, or responded to a survey or questionnaire. Heilicher is tremendously grateful to the entire community and especially to the volunteer leaders who worked so hard on this strategic plan.

The following are the strategic goals in each of four focus areas.

GENERAL STUDIES

Achieve excellence in an academic program that will develop and graduate rigorous thinkers who challenge conventional wisdoms, communicate powerfully and clearly, advocate for themselves and others, and are well prepared for the next stages of their educational lives.

1. Expand Heilicher's Science program across all grades, specifically introducing more technology and engineering into the curriculum.
2. Achieve greater rigor of thought and writing in the K-8 Language Arts program.
3. Design and implement a systematic program of enrichment in core academic subjects.

JEWISH LIFE & LEARNING

Strengthen our curriculum and identity as a pluralistic Jewish school, as well as our students' understanding and appreciation of Jewish values and practice and the significance and history of the State of Israel and Jewish peoplehood.

1. Establish Heilicher's Hebrew program as one of excellence, with enrichment opportunities, adaptability to all levels of learners, and expert instruction.
2. Increase the depth and breadth of Judaic Studies (*Limudei Kodesh*) for all students.
3. Advance the school's mission to embody Jewish pluralistic practice and teaching.

STUDENT PROFILE

Build and sustain a community of students who will benefit most from the rigor and nurture of Heilicher's academic program in an environment that is fulfilling to all who seek Jewish education and community.

1. Make Heilicher more affordable to Jewish families while continuing to advance excellence and achieve balanced budgets.
2. Define the behavioral and learning profile of the students the Heilicher School can support, and align resources, practices, and policies to best support our students.

FACULTY DEVELOPMENT

Promote faculty excellence through a strong focus on professional development and evaluation, creating a culture of collegiality, and raising and maintaining a high bar for curriculum and individualization in teaching.

1. Advance Heilicher as an "Employer of Choice" that attracts, develops, and nurtures the best teachers.
2. Implement a comprehensive teacher evaluation process that promotes excellence in teaching, strengthens classroom instruction, and ensures accountability.
3. Elevate professional development offerings, opportunities, and requirements for Heilicher staff.