



2022-2027 Strategic Plan



OUR VISION is to ensure each student, family, staff member, and inquirer feels fully known and fully loved while nurturing each child academically, emotionally, socially, and spiritually.

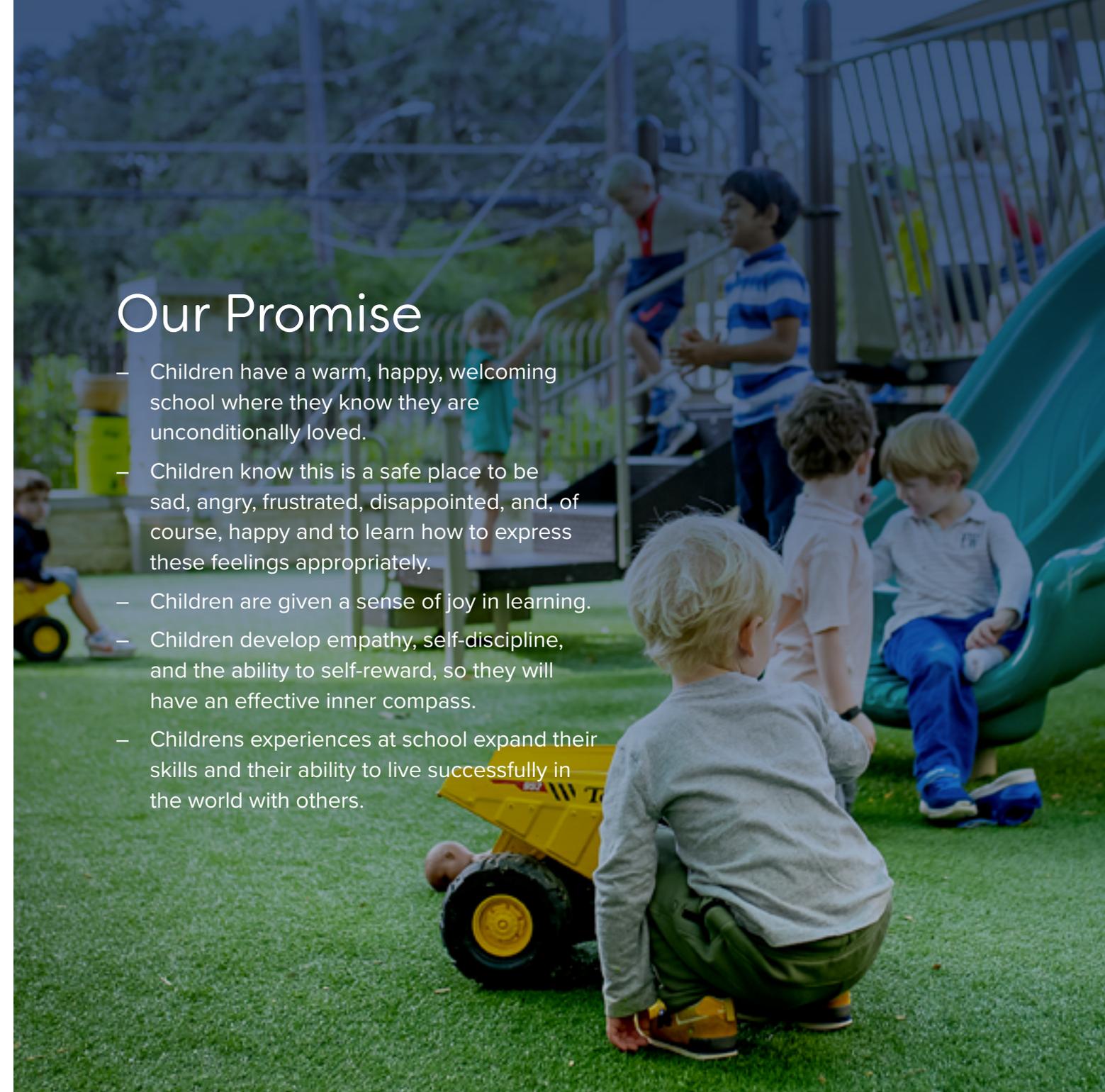
OUR MISSION: Within a nurturing Christian community, Good Shepherd Episcopal School builds in each child the foundation for good character and a lifelong love of learning.

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Our Promise

- Children have a warm, happy, welcoming school where they know they are unconditionally loved.
- Children know this is a safe place to be sad, angry, frustrated, disappointed, and, of course, happy and to learn how to express these feelings appropriately.
- Children are given a sense of joy in learning.
- Children develop empathy, self-discipline, and the ability to self-reward, so they will have an effective inner compass.
- Children's experiences at school expand their skills and their ability to live successfully in the world with others.





Message from the Board President

On behalf of the Board of Trustees, I am pleased to present the five-year Strategic Plan for Good Shepherd Episcopal School.

The purpose of the Plan is to set our ambition for the future and determine how to achieve it. Over the past two years, the Board, along with our faculty and staff, has worked to identify our guiding principles and create action steps to strengthen them.

In the Plan, you will find familiar topics as well as new ones. The foundation of our school is strong; for over 75 years, Good Shepherd Episcopal School has succeeded in its mission to build in each child good character and a lifelong love of learning.

However, now is not the time to take the success of our past for granted. In an ever-changing environment, it's important to step back and ensure we are following our mission and serving our community.

Now that the Plan is complete, the real work begins. It will take community-wide involvement and commitment to accomplish our goals. I hope you will join us.

A handwritten signature in black ink, appearing to read 'Kirk Goehring'.

Kirk Goehring



Message from the Head of School

We are deeply committed to our school's traditions, our Episcopal identity, our mission, our unique history, and our outstanding program developed over time that honors each child where they are on their developmental journey. We value our emphasis on play-based education in a Christian environment, and we recognize the amazing teachers who have brought the program to where it is today. Our dedicated teachers have developed and delivered a curriculum that has been created to nurture every child. Together with our families, we understand how important these early childhood years are in the development of the whole child. We have a few precious years to provide an environment of unconditional love and absolute acceptance of each child in our care.

Together, we can accomplish goals that will continue to provide a solid foundation for strong character and to prepare young children for a lifelong love of learning. The Plan serves to make sure we are taking the steps needed to preserve the Good Shepherd Episcopal experience for today and for years to come.

The process began in January of 2021 with a survey that was sent to all school constituents. In April 2021, the Board of Trustees along with the Administrative Team embarked on a retreat with a consultant from SAES (Southwestern Association of Episcopal Schools). Guiding Principles and Objectives in 4 areas were identified. Throughout the 2021-2022 school year, Board Committees met regularly to identify specific action steps for each initiative. Our next steps involve forming focus groups of board members, parents, faculty, and staff who will meet throughout the 2022-2023 school year to solidify action steps and assign timelines for targeted accomplishment of goals.

We invite each of you to join us as we plan for the preservation of our school's unique mission, history, and programs.

Faithfully,

A handwritten signature in black ink, appearing to read 'S. Abio'.

Sheila Abio



1 Initiative I:
Financial Stability

We will...

Prioritize our financial stability to account for long term facility needs, capital needs, upgrading playgrounds, and adjusting the tuition/cost ratio to relieve the pressure on fundraising. We will update and optimize all other aspects of our financial situation and policies.

Review the “giving” culture/trends in our community over the last 5 years and identify/establish updated institutional advancement practices that support the Mission, Philosophies and Episcopal Identity of the school.

Update methods for providing transparent communication and information to the entire community regarding fundraising needs, goals, and how fundraising dollars are being utilized.

Make charitable giving information and opportunities available on the website and to the community.



2 Initiative 2:
Church & School Relations

We will...

DIVERSITY

Ensure that the GSES community is exposed to diverse perspectives to lead to more positive outcomes in school and life. We will promote diversity through existing programs, including library and music, and create additional programming in the form of a guest speaker series.

OUTREACH

Ensure that GSES strives to share the love of Christ through serving and connecting with new communities. We will seek outreach opportunities through the Windsor, Hill, and Hillside programs as they relate to at-risk children and their families, and we will seek outreach opportunities through other non-profit organizations.

AFTER SCHOOL ENRICHMENT

Ensure that after school programs have diverse and robust offerings available to students, while continuing to develop, promote, and potentially expand the existing after school classes.



3 Initiative 3:
Enrollment Management
& Programs

We will...

Serve the Good Shepherd community through program development and enrollment opportunities. We will determine the viability of expanding enrollment by increasing class sizes and/or adding new classes. The primary focus is on the increasing demand from church families at the 2s' level. A later focus is to determine the viability of expansion into 1st - 5th grades.



4 Initiative 4:
Leadership & Governance

We will...

PROFESSIONAL STAFF

Ensure that GSES continues its tradition of having professional, prepared, happy, well-trained staff, teachers, and administrators. We will ensure the high retention of teachers and staff, strong morale, and children who are well prepared for the next level in all areas of development.

SUCCESSION PLANNING

Ensure that GSES programs and departments are prepared for expected and unexpected turnover and staffing changes in order for the school's programs and operations to continue to function efficiently and successfully.

RECRUITMENT & PREPARATION

The Trustees and the Head of School will successfully and effectively govern all areas important to the school. We will ensure the smooth transition of roles and responsibilities and make sure that trustees are prepared for the tasks at hand.

POLICIES & BYLAWS

The Trustees and the Head of School will ensure that the board policies, procedures, and bylaws accurately reflect current board practices to have unified and efficient systems for successful school board governance.

Acknowledgments

We are grateful to all those who have worked to create the 2022-2027 Strategic Plan. We look forward to our continued work together to accomplish the goals ahead of us. We welcome our larger community of families, staff, and teachers into this next phase of planning for the future of Good Shepherd Episcopal School.

2021-2022 BOARD OF TRUSTEES

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SCHOOL LEADERSHIP TEAM

Sheila Abio
Head of School

Carrie Paschal
Director of Business & Operations

Catherine Granger
Director of Admissions & Student Life

Courtney Hill
Director of Development & Events

Charlotte Trafton
Chaplain

Rachel Duree
Director of Special Programs

Hayley Withers
Office Manager & Communications Coordinator



Notes





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