



ONE CHILD AT A TIME

A Strategic Plan
for Matthews Hall
2015 – 2020





Since 1918

In 2018, Matthews Hall will celebrate 100 years of educating children, making our school the oldest elementary school of its kind in London, Ontario, pre-dating many of the most significant events of the last century.

A school with such a rich heritage requires a rich vision.

This strategic plan, entitled **“One Child at a Time”**, has a worthy goal – to identify and implement responsive and rich curricula, along with a renewed commitment to best practices throughout all of our classrooms.

The strategic planning process began a year ago with an idea. Our aspiration was to be known as the London school of choice with the most forward-looking academic and co-curricular program of its kind for children – a program that would demonstrate our priority for both depth and breadth of learning.

Community consultations among our stakeholders reminded us of two things 1) that we need to move forward and 2) our path forward must be built on an appreciation of our history and traditions, our people and our values – all of which have sustained us for a century.

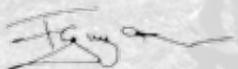
We are proud to celebrate our past successes and look forward to building on our strengths, as we work to advance the work started by Dr. Kate Matthews.

Education continues to be the only sure investment any of us can make to provide the best opportunity for our children and their families.

We believe we can best accomplish this **one child at a time**.



Ric Anderson
Head of School



Femida Gwady-Sridhar
Chair, Board of Governors



OUR VALUES

In 2018, we celebrate our centennial. At the heart of our school, there has always been a deep commitment to academic excellence, personal growth, and the enhancement of programs and facilities that support the development of character and self-confidence in our students.

Our values are the guiding beliefs and principles that inform our decision-making and behavior throughout Matthews Hall, from the boardroom to the classroom.

We did not invent these values. We inherited them from our school's founder, Kate Sotham Matthews, whose life's work was the education of children just like ours.

They are her values.

They are our values.

We are proud to uphold them.

COMMUNITY

We learn best by working together in a place where shared values and common interests shape the goals, hopes and dreams of children.

EXCELLENCE

We celebrate and support our students in their efforts to excel. We expect excellence in ourselves and actively encourage the pursuit of personal bests by others.

INCLUSION

We value the contributions of each member of our community reflected in our diverse Canadian family. We honour our similarities and differences and believe our strength comes from our united identity, as well as from our commitment to a safe and welcoming community for all.

JOY OF EFFORT

We respect one another for our unique talents. We want our students to understand that hard work should be a labour of love inspired by commitment and dedication.

PERSONAL GROWTH

We respect our students as individuals and work to preserve a learning environment that inspires them to set and achieve their goals.

RESPECT AND RESPONSIBILITY

We are accountable for our words and actions and we act with honesty, integrity, empathy and humility in our community relationships.

SPIRIT OF CARING

We are sensitive to the needs and feelings of each member of our community and seek to support and encourage each other's highest good.

OUR MISSION

To discover each child's potential, inspire them to learn, and prepare them for a successful future.





MATTHEWS HALL

THE MEANING BEHIND THE MISSION

To discover each child's potential.

Our teachers inspire our students to be the very best versions of themselves. Our teachers model a love of learning. Our teachers value the uniqueness of our students and appreciate their talents and perspectives.

Inspire them to learn.

Our programs ignite curiosity and creativity, foster international mindedness, and inculcate the values necessary for authentic international understanding and global citizenship.

And prepare them for a successful future.

We believe that children are successful and happy when their natural interests and talents are recognized and encouraged. Children discover their path to the future through the lessons taught by effort, perseverance, success, and failure. We believe that children will be successful when they learn to be inquisitive and creative in an environment that encourages initiative and responsibility while honouring childhood. We believe that the attitudes and skills learned now will prepare them for happiness and success later. We believe that the development of real expertise depends on collaboration.

I must, I can, I will!

Debeo, Possum, Volo!

Kate Matthews believed that it was a responsibility of her school to equip students to "face life bravely and with joy, no matter what it brings!"

Our school's motto accurately captures our founder's commitment to duty, self-confidence, and determination.

Our school will continue to evolve and respond to the needs of a changing world by working hard to instill citizenship qualities important since our school's founding in 1918 and no less important today.



Each graduate of Matthews Hall will aspire to be:

- Inquisitive, creative and collaborative
- Resilient and adaptable
- A person of strong character and moral conviction
- Kind, polite, welcoming and caring
- Internationally-minded
- Reliable and trustworthy
- Generous with time, treasure and talent
- A student of the world
- A difference maker
- A lifelong friend and loyal supporter of Matthews Hall



STRATEGIC DIRECTIONS 2015-2020

OUR PRIMARY GOAL

Prepare our students to excel in high school through hard work, determination and leadership

A strong focus of Matthews Hall has always been to ensure that our students are known, supported and appreciated. We believe that our founder's great gift to children was in the way she promoted excellence and intellectual development while still honouring childhood.

We are committed to preserving this legacy by sharpening our focus, challenging our faculty and inspiring our students in an environment where fundamentals matter.

Just like in the construction of a beautiful building, we believe that foundation is everything.

OBJECTIVES AND STRATEGIES

1. Renew and create learning spaces that inspire.

- Develop a plan to retire the “West Wing” and all portable spaces and construct new academic space under one roof, including a dining hall facility
- The investigation, planning and fund-raising for new construction will be our primary task throughout the current plan’s mandate

2. Tell our story in a way that honours our heritage and celebrates our independence.

- Introduce an outreach program at the school, local, national, and international levels that incorporates more community-based and global experiential perspectives and learning opportunities
- Plan and celebrate our 100th anniversary with enthusiasm and a “forward focus” to increase our profile within the London community and among the CAIS family of schools
- Develop a parent ambassador program as part of a comprehensive marketing plan
- Renew marketing initiatives around a comprehensive plan to articulate, secure and communicate our school’s brand and media presence in the local community





3. Excel, inspire and innovate in the classroom and beyond.

- Explore the benefits of the International Baccalaureate, Primary Years Program (IB PYP), as well as alternate curriculum models, and renew our academic program by focusing on deep learning and transdisciplinary collaborative skills
- Develop and implement a school-wide character education program from Early Years to Grade 8 with real-world engagement of our students in the school, community, and beyond
- Develop an innovation learning plan that balances foundational skills with the tools of technology
- Plan for the introduction of a pre-kindergarten program to enhance the scope of our overall program offering, as well as our application stream

4. Model a community of learners that shares, mentors and leads.

- Develop and refine a portfolio of administrative responsibilities consistent with the standards of CAIS leadership practices
- Implement an effective mentorship program for new faculty
- Align all professional meetings and discussions around strategic themes that promote a culture of delegation, collaboration, action and accountability
- Increase participation and representation in CIS Ontario network meetings, CAIS conferences and CAIS leadership institute events, as budget permits

5. Cultivate a Board of Governors that shapes and preserves our school's future.

- Improve our process to recruit mission appropriate, engaged and committed Board members who can devote the time and resources required to advance our strategic goals
- Educate, mentor and encourage Board member development
- Ensure that Board member recruitment and development aligns with both the mission of the school and CAIS standards of best practice
- Formalize a mentorship program for new and existing Board members



OUR ENABLING GOAL

Explore the world to discover the best programs and build a curriculum that fosters innovation, character, excellence and success.

To prepare our students to thrive and lead in a changing world, we must create and sustain a learning environment that nurtures innovation, character, and excellence. We believe this will lead to success for each student.

To accomplish this, we must engage the strengths and talents of our school and community partners. We must commit to attracting, recruiting and retaining creative faculty with the ability to inspire and collaborate.

Loyalty and commitment will be valued principles among all constituents as we forge ahead into our second century.

Our unique setting in London, Canada, provides us with access to local, national and global networks with a range of exceptional corporate, educational and institutional partners. We must renew and energize new and existing ties in the advancement of our school.

To achieve this, we count on the support and participation of each member of our Matthews Hall community.

OBJECTIVES AND STRATEGIES

- 1. Ensure a learning environment that inspires faculty and values collaboration and creativity.**
 - Renew a targeted professional development strategy and professional learning program that empowers faculty and staff to deliver inspiring programs and services to our students and families
 - Encourage a culture of collaboration, along with the necessary support systems, to energize faculty along a path to innovation
 - Support a commitment to best practice and research-based decision making with the aim of continuous school improvement
- 2. Focus on relationships and partnerships with our extended community.**
 - Enrich and enhance our programs by strengthening our connections with London's rich variety of cultural, educational and community institutions
 - Engage our alumni and parents to support our efforts and presence in the community, as well to bring learning and mentoring programs to our school
- 3. Enhance the engagement of our Matthews Hall community in the life and development of our century-old school!**
 - Develop an effective alumni engagement strategy that promotes lifelong relationships among alumni and with our school
 - Improve the culture of philanthropy among our constituents that will support the strength and sustainability of Matthews Hall for future generations of students



MATTHEWS HALL

since 1918

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