

Strategic Plan 2026-2031





WHEATLEY SCHOOL

STRATEGIC PLAN 2026-2031

AT-A-GLANCE

MISSION: To nurture curious and compassionate learners who develop confidence, a lifelong love of learning, and the ability to reach their full potential.

OUR GUIDING PRINCIPLES



Child-Centered Learning and Respect for the Child

We nurture the academic, social, and emotional growth of every child. Every child is seen, heard, and supported as an individual learner.



Trust, Relationships, and Family Partnership

Strong relationships between students, staff, and families are the foundation of our community. Families are active partners in learning.



Joyful and Engaged Learning

Learning is engaging, meaningful, and rooted in curiosity, creativity, and real-world experience.



Excellence and Character Development

We develop learners who are confident, accountable, compassionate, and prepared to make a difference.

OUR FIVE STRATEGIC PRIORITIES

1



STRENGTHEN OUR FOUNDATION

- Invest in our staff with competitive compensation and professional growth
- Strengthen leadership structure, role clarity, and succession
- Improve operational systems and organizational sustainability

2



ENHANCE THE STUDENT EXPERIENCE

- Maintain Montessori and IB alignment while evolving programming
- Expand experiential and enriched learning
- Ensure student wellbeing, belonging, and a high-quality experience for every student

3



THOUGHTFUL GROWTH

- Launch and develop after-school and summer programs
- Right-sized enrollment growth aligned with culture and quality
- Balance growth decisions with affordability, capacity, and community experience

4



DEEPEN COMMUNITY CONNECTION & ENGAGEMENT

- Grow Wheatley's visibility, reputation, and community presence
- Improve communication, transparency, and engagement with staff and families
- Build stronger relationships with alumni, community partners, and supporters

5



ENSURE LONG-TERM SUSTAINABILITY AND STEWARDSHIP

- Plan financially for long-term growth and organizational resilience
- Diversify revenue streams
- Invest in facilities to enhance the daily experience

WHAT SUCCESS LOOKS LIKE IN FIVE YEARS



Happy students who feel safe, connected, and inspired in their learning



Thriving educators who feel valued, empowered, and able to do their best work



Full classrooms and strong enrollment demand



Vibrant programming that enhances learning and supports whole-child development



An engaged community with strong relationships, partnerships, and shared commitment to the school's future



A financially resilient school with strengthened fundraising and enhanced learning environments



OUR VISION

A joyful and connected learning community where children thrive.

Together, we will carry this vision forward—ensuring that Wheatley remains a place of joy, excellence, and belonging for years to come.



The Wheatley Difference

Wheatley is a relationship-centered learning community grounded in a deep respect for the child and a commitment to whole-child development. Founded on Montessori principles and expanded through a vision of continuity and care, the school was built to nurture not only academic excellence, but confidence, creativity, and character.

At its heart, Wheatley is a place where children are known, families are welcomed, and educators are deeply invested in each learner's growth. The culture is defined by trust, connection, and a shared commitment to helping children thrive—socially, emotionally, and academically.

As Wheatley looks ahead, the focus is not on changing direction, but on strengthening the foundation and achieving our full potential—so that the school can grow thoughtfully, sustain its impact, and continue developing young people who are curious, capable, and ready to make a difference.



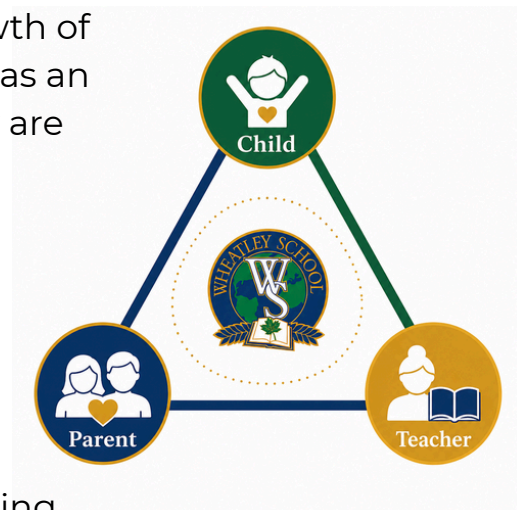
Guiding Principles (Values)

1 Child-Centered Learning and Respect for the Child

We nurture the academic, social, and emotional growth of every child. Every child is seen, heard, and supported as an individual learner, with care and respect for who they are and how they learn.

2 Trust, Relationships, and Family Partnership

Strong relationships between students, staff, and families are the foundation of our community. Families are active partners in learning, and the school fosters a close-knit, connected environment where people can experience a deep sense of belonging.



3 Joyful and Engaged Learning

At Wheatley, learning is rooted in inquiry, curiosity, and meaningful, real-world experience. We nurture a lifelong love of learning by encouraging wonder, exploration, and joy in discovery.

4 Excellence and Character Development

We develop learners who are confident, accountable, compassionate, and prepared to make a difference. We hold high expectations while supporting each learner to grow at their own pace, encouraging them to act with integrity and see themselves as leaders in a wider world.



Mission

To nurture curious and compassionate learners who develop confidence, a lifelong love of learning, and the ability to reach their full potential.

Vision

A joyful and connected learning community where children thrive.

Five-Year Success Metrics

1. Happy Children

- High levels of student wellbeing, belonging, and engagement
- Consistent, transparent approach to student behaviour and safety
- Strong evidence of whole-child development (social-emotional and academic)

2. Sustainable Leadership and Staffing

- Improved staff compensation structure
- High staff retention and satisfaction
- Strengthened leadership structure with defined succession planning



3. Enhanced Programming

- Expanded programming (after-school, experiential, community-based learning)
- Establish a sustainable model for summer programming
- Innovate educational offerings that strengthen Montessori and IB differentiation

4. Advancement and Community Development

- Right-sized growth: full enrollment across all classrooms (203 students)
- Established marketing strategy to develop brand
- Established fundraising plan: \$200k raised
- Active alumni engagement and community partnerships strategy

5. Financial Stewardship & Facilities

- Multi-year financial plan supporting sustainability and growth
- Increased financial resilience and diversified revenue
- Targeted facility improvements (including new playgrounds)
- Clear capital planning roadmap aligned with growth



Strategic Goals & Areas of Focus

The strategic priorities outlined below help anchor our direction for the next five years. Detailed implementation plans, timelines, ownership structures, and operational goals will be developed by school leadership. Progress toward these goals will be reviewed regularly through Board reporting and annual planning processes.

Strategic Goal #1: Strengthen Our Foundation

- 1.1 Strengthen leadership structure, role clarity, and succession planning
- 1.2 Invest in staff wellbeing, professional growth, and competitive compensation
- 1.3 Improve operational systems and organizational sustainability

Strategic Goal #2: Enhance the Student Experience

- 2.1 Strengthen and evolve Wheatley's Montessori and IB learning experience
- 2.2 Expand experiential and enrichment programming
- 2.3 Support student wellbeing, belonging, and a high-quality daily experience

Strategic Goal #3: Grow Thoughtfully and Sustainably

- 3.1 Pursue right-sized enrollment growth aligned with culture and quality
- 3.2 Explore sustainable program expansion opportunities
- 3.3 Balance growth decisions with affordability, operational capacity, and community experience

Strategic Goal #4: Deepen Community Connection and Engagement

- 4.1 Strengthen Wheatley's visibility, reputation, and community presence
- 4.2 Improve communication, transparency, and engagement with staff and families
- 4.3 Build stronger relationships with alumni, community partners, and supporters

Strategic Goal #5: Ensure Long-Term Sustainability and Stewardship

- 5.1 Strengthen long-term financial planning and organizational resilience
- 5.2 Diversify revenue through fundraising, partnerships, and expanded programming opportunities
- 5.3 Invest in facilities, campus improvements, and long-term capital planning that support student experience and future growth

Moving Forward

This plan is a shared commitment to strengthening Wheatley's foundation while growing thoughtfully into the future. It reflects what we value most—and the kind of school we are committed to building together.

Bringing this plan to life will take collaboration, care, and a willingness to keep learning along the way. As a community of educators, families, and learners, we each have a role to play in shaping what comes next.

May we all contribute to ensuring Wheatley continues to be a place where children feel known, learning is joyful and meaningful, and every student is supported to grow into a confident, compassionate leader ready to make a difference in the world.

