

Somersfield Academy

Strategic Plan
2023-2027



■ Our Core Statements



Mission

To inspire socially conscious, independent thinkers.

Vision

We believe a Somersfield education is a student-centric journey that prepares learners to succeed with confidence, awareness and compassion. Our internationally recognized, future-ready education inspires our students to explore their unique potential and to positively impact local and global communities.

Values

- A diverse and inclusive learning community.
- Trust, independence, and authentic responsibility, resulting in:
 - Growth and personal achievement
 - Respect for self and others
 - Intellectual curiosity
 - The strength and courage to stand for what is right

■ Our Commitment to diversity & inclusion

We believe a diverse and inclusive community is the richest learning environment for young people. Our mission is to support teaching and learning within our community by initiating and sustaining activities and discussions that promote understanding and respect.

We believe that by creating a safe and nurturing environment, our staff and students will feel empowered to maintain this inclusive attitude in their interactions with the local and global community.

We are responsible for building an environment of trust where each individual feels safe and included. We are committed to the challenge of confronting issues of injustice, discrimination, and intolerance, and we encourage challenges to biases and assumptions.



■ Our Strategic Goals

1. The Somersfield Mission, Vision, and Values (MVV) are embedded in the school culture at all levels of the Academy.

Actions:

01

Ensuring all staff are committed to the underlying principles of the Academy.

02

Professional Development focuses on:

- a. Developing caring, supportive, and enduring relationships amongst staff, between staff and students, and between staff and parents.
- b. Implementing strategies for inclusion and differentiation within each class and subject area.

2. Somerfield's staffing structures are fit for purpose to meet its current and future needs.

Actions:

01

Ensure remuneration packages are competitive to attract and retain world class staff.

02

Ensure leadership and management structures maximize efficiencies and the needs of the school.

03

A comprehensive club, co-curricular and extracurricular programme is provided to our students.

3. Our families are engaged and aligned.

Actions:

01

Develop strategies to attract and retain students at traditional enrolment pinch points in:

a. Children's House

- i. Improve cottage programme through restructuring from six Children's House classes to five.
- ii. Develop a structure to incentivise continued enrolments from half day to P2.

b. Lower Primary

- i. Strengthen the commitment to Montessori Education through increased professional development, curriculum creation and clarity on the short- and midterm structure of the primary programme.
- ii. Review class makeup to maximise diversity within each classroom and optimise teacher capacity.

c. Upper Primary

- i. Strengthen the bridging programme between Lower Primary and Secondary through an inquiry-based approach to teaching and learning, transcending all subject areas.
- ii. Restructure the Innovations programme to ensure it is transdisciplinary, transcending all curriculum and teaching areas.

d. Secondary School

- i. Embed the travelling mentor programme, ensuring consistent pastoral care throughout the students' MYP journey.
- ii. Provide a comprehensive educational programme for both our incumbent, incoming, and potential families about the qualities and benefits of our MYP and Diploma Programmes.
- iii. Develop an educational exchange programme, allowing students the experience of attending schools abroad during the M4 and/or M5 year.
- iv. Provide a comprehensive marketing programme to promote the school to potential families and offer scholarships and bursaries to incoming students who embody the attributes of our Mission, Vision, and Values.
- v. Offer Diploma Programme options which incentivise continuity at the school beyond M5; for example, providing a comprehensive IB Diploma induction programme that includes preparing the foundations for the extended essay, focusing on TOK, and planning visits to post-secondary institutions abroad.
- vi. Increase our commitment to inclusivity by promoting the International Baccalaureate Certificate as a valid alternative to the full Diploma Programme.
- vii. Work with other schools in Bermuda to counter the aggressive promotion of boarding options amongst our Bermudian community.
- viii. Build strong relationships amongst teachers, students, and parents – particularly from M4 onwards.

4. Somersfield has the financial resources to continue its growth and development both now and into the future.

Actions:

01

Implement a comprehensive development programme that targets past, present, and future donors.

- a. Ensure the Somersfield Story and goals are clearly articulated and provide a convincing narrative towards a culture of giving.
- b. Implement the Fund Development Plan 2023-24 created in April 2023 based on:
 - i. Tier 1 – PTA – building community spirit.
 - ii. Tier 2 – Incumbent families who may not be able to provide financial support but can provide help and expertise.
 - ii. Tier 3 – Able, incumbent parents.
 - ii. Tier 4 – Corporate partnership.
- c. Ensure longevity in staffing in the development office to build, nurture and grow long term relationships with donors.

02

Develop a short-, mid- and long-term plan for capacity increases in the coming years.

- a. Define the optimal size of the school to ensure the realisation of our Mission, Vision, and Values and financially sustainable staffing allocation.
- b. Increase sports facility options.
- c. Resolve the pick-up and drop-off situation within the existing footprint.
- d. Explore the feasibility and interest in increasing the performing arts (drama, dance, and music) programme throughout the school.

03

Strengthen board systems to ensure long-term sustainability.

- a. Update Board Policy Manual based on sample policies provided by the Canadian Association of Independent Schools.
- b. Actively recruit new, independent members that reflect the diverse community that Somersfield serves.