



# LÉMAN MANHATTAN

PREPARATORY SCHOOL



Each student,  
future prepared.

**2019-2024**  
Strategic Plan



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## FROM THE HEAD OF SCHOOL

Dear Léman Manhattan Community,

Léman celebrates its 15th academic year in 2019-20, to be marked by a number of festivities and reflections across our school. We all take great pride in Léman's mission and philosophy – to provide a dynamic, international learning environment for day and residential students. As an International Baccalaureate World School, a Léman education fosters a global mindset and provides opportunities for students from PK to 12th grade to become open-minded and collaborative individuals sought after by top universities and employers.

The importance of the global citizenship cultivated at Léman each day – particularly in today's complex society – cannot be overstated. As educators and parents, we share the great responsibility of preparing the next generation to thrive through the building of cultural understanding, empathy and sense of purpose.

Now well into our second decade, it is an opportune time to define the future vision for Léman and build upon our established academic program and strong community. In partnership with Brand Initiatives Group, a leading Manhattan-based consultancy with deep expertise in independent school strategic planning, and Léman parents, students and faculty, we recently embarked on a strategic planning exercise to reflect on and map our evolution, accomplishments, future goals and areas of opportunity.

Our objective was to define a five-year strategic plan that would:

- Enable Léman to fulfill its mission to equip talented students from PK-12 with the skills they need to thrive in a rapidly changing, interconnected world
- Attract, retain and inspire a world-class faculty to deliver on the school's mission and vision
- Expand Léman's deserved reputation, recognition and awareness to continue our growth towards enrollment capacity in the coming years
- Define a roadmap for the future to fulfill the school's academic, financial and community goals

I extend a sincere thank you to the Léman community who provided valuable feedback and insights through parent and employee surveys, focus groups and workshops to inform this plan for the future of our school. I was inspired by your commitment and dedication to Léman, and by your passion for sharing beyond the walls of our Broad and Morris Street campuses what we all know is so special about a Léman education.

Sincerely,

Maria Castelluccio  
Head of School



## Mission

Léman Manhattan is an International Baccalaureate World School that delivers an academically rigorous program and sets high expectations for students from early childhood through 12th grade. Serving our local neighborhoods and a diverse international community, we prepare students with the knowledge, confidence and fluency they need to engage in a rapidly changing world.

Léman challenges students' intellect and inspires their creativity. We encourage them to think critically and work collaboratively. Celebrating each student's individuality, we foster the skills they need to grow in mind, body and spirit. Our unifying mission is to instill a positive outlook in each of our students and a certainty for all they can achieve in life.

*Léman Manhattan. Each student, future prepared.*

## Vision

The greatest lasting impact of a Léman education will be the achievement of our students and the contributions they make to their communities and to the world.

Preparing each student for a future filled with personal growth, fulfillment and success defines, unifies and inspires everyone and everything we do at Léman Manhattan.





## Values

Our core values are the essential and enduring tenets of our school community. These principles, reflected in the Portrait of a Léman Manhattan Learner, guide all of our actions. At Léman, we firmly believe in the essential value of:

Thinking **critically** and working **collaboratively**

Achieving excellence through **academic rigor**

Respecting **diverse** opinions and cultures

Fostering meaningful student-teacher-parent **partnerships**

Addressing each student's **individual learning style**

Discovering passions and nurturing **creativity**

Serving our **local and global** communities

Encouraging **independent thinking** and decision-making

Cultivating **resiliency** and determination

Instilling **confidence** and optimism

Growing in **mind, body and spirit**

Recognizing the importance of **preparation for life**



## Inclusion Statement

Léman Manhattan Preparatory School is a community of diverse cultures, languages and countries of origin, which draws unity through the acknowledgment and celebration of our differences. As a mosaic of individuals who believe everyone should feel safe and respected, we strive to facilitate opportunities for meaningful engagement with openness and empathy. This process of communication is integral to fostering a just and harmonious place of learning.

Ours is an inclusive school where students, families, caregivers, faculty and staff are supported equally and where each unique identity, voice, ideological viewpoint and experience is valued. We honor all members of our community, diverse in: ability, age, appearance, belief system, citizenship, culture, family structure, gender, gender identity, language, learning style, national origin, political view, race, religion, sexual orientation, and socio-economic level and all other protected characteristics.

Committed to sustaining an environment free of harassment in any form, including bullying and discrimination, we maintain that the work of inclusion is a responsibility held by all and done for all, person to person. We embrace this challenging, yet rewarding opportunity and understand that this is an evolving work which enriches our lives.





**Goal:** Deliver a PK-12 academic program grounded in the International Baccalaureate (IB) philosophy that prepares students with the critical thinking and collaboration skills they need to meet their university and career endeavors with success in a rapidly changing global world.

#### STRATEGIES:

1. Provide students with a highly engaging learning experience that encourages creativity, compassion and advocacy, and inspires students to make meaningful contributions to their local and global communities.
2. Deepen the IB philosophy across PK-12 instruction, placing student inquiry at the center of our curricular approach to encourage curiosity, knowledge-building and resilience.
3. Offer expert college counseling services, focused on personalized guidance and best in class university preparation to support each student in reaching their desired goals.
4. Enhance interdisciplinary STEAM offerings to build technology fluency that supports student learning, fosters creative design thinking, promotes digital citizenship and prepares students for success in a technology-driven world.
5. Broaden partnerships with local business and cultural institutions to provide students with opportunities for real world learning experiences.

**Goal:** Continue to attract, support and retain a diverse faculty with exceptional qualifications, who bring passion, dedication and deep expertise to teaching and who are committed to realizing the personal best in each Léman student.

### STRATEGIES:

1. Establish Léman as an employer of choice across independent schools, offering competitive compensation and benefits, an engaging and transparent workplace and a compelling mission.
2. Uphold hiring, evaluation and recognition initiatives that attract, retain and elevate accomplished faculty and establish thoughtful succession plans.
3. Increase diversity among our faculty to reflect today's world and the various communities we serve.
4. Provide opportunities for ongoing and meaningful professional development that enable faculty to apply the latest research, innovation and teaching methods to their classrooms at Léman.
5. Foster a collaborative culture of professional inquiry across PK-12 to support the sharing of best practices and learning and growing together to best serve Léman students.





**Goal:** Invest in programming to support the continued growth of our school to capacity. Increase awareness and recognition of Léman’s program, attract academically qualified, mission-appropriate students and expand our program resources to support our ongoing growth.

#### STRATEGIES:

1. Implement comprehensive reputation-building admission and communications strategies that allow families and external stakeholders to appreciate Léman’s rigorous IB program, exceptional academic outcomes and strong community spirit.
2. Partner with parents, students and faculty to celebrate Léman’s successes and position Léman as a top-choice school for Lower Manhattan families and beyond.
3. Offer world-class classroom and extracurricular offerings across all academic disciplines, Technology, Fine Arts and Athletics that support the continued growth of our student body and differentiate a Léman education.
4. Utilize a multi-year enrollment and financial aid management plan that responsibly and equitably disperses tuition assistance to foster a socio-economically diverse student body.
5. Leverage our distinct resources as a PK-12 school to increase opportunities for students and parents to collaborate across academic divisions and best support students in their transitions across grades.
6. Consider institutional facilities needs through ongoing space and resource planning to provide the optimal learning environment for faculty and students.

**Goal:** Reinforce the connection between home and school and build pride for Léman's identity through partnership opportunities for students, parents and faculty that help us learn and grow together.

### STRATEGIES:

1. Cultivate a personal, community and institutional growth mindset across Léman that supports our mission.
2. Foster opportunities for parents and students to make meaningful connections with others across the school that encourage a sense of belonging and shared values.
3. Provide an inclusive learning environment for all students and families that leverages our unique position as a school that serves both our local neighborhoods and a diverse international community.
4. Celebrate and reaffirm Léman's identity through annual school traditions and community-building events that convey our leadership position among NYC independent schools.
5. Offer thought-provoking opportunities for parents, students and faculty to discuss issues that increase our knowledge, build shared understanding and support the student learning experience.





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