



2021 VMS Rolling Strategic Plan

Approved by the Vail Mountain Board of Trustees September 27, 2021

ACADEMICS

- Clarify and communicate educational philosophy based upon our mission, traditions, and core values to the external community, current families, faculty, staff, and prospective families.
- Educate the community about the unique cultures of each division while adhering to the mission and vision of the school.
- Examine programming for our highly motivated students and consider new resources.

STUDENTS

- Prioritize student wellness through a review of behavioral health support.
- Expand enrollment of students with values as set on the Portrait of a VMS student from different socio-economic, racial, and ethnic backgrounds.
- Continue to welcome and provide a climate of acceptance for a diverse student body in accordance with NAIS definitions of diversity.

- Develop our students as defined by the Portrait of a VMS Student.

FACULTY/STAFF

- Hire and transition a new Head of School.
- Create more opportunities for faculty and staff input in the school's programs and decision-making process.
- Review faculty and staff compensation with a particular focus on transparency and fairness.
- Identify opportunities to increase faculty and staff access to housing.
- Focus on faculty and staff wellness through a review of behavioral health support.

FACILITIES

- Evaluate the best use of our physical space and opportunities for additions to our current campus.
- Resolve the Conditional Use Permit (CUP) agreement with the Town of Vail.
- Launch our Rolling 5-year Facility Maintenance Plan.

CULTURE

- Explore the ideal size of school based on our programming and physical space.
- Provide increased student and parent education to reinforce the responsibilities and commitments each makes as a community member of VMS.
- Review the impact of the VMS partnership with Ski and Snowboard Club Vail on all aspects of the school.

- Research enrollment accessibility with regard to transportation, scholarship, and tuition assistance across divisions.

INCLUSION & BELONGING

- Prioritize Inclusion & Belonging initiatives within the VMS community.
- Ensure compliance with the NAIS and ACIS Diversity, Equity, and Inclusion standards.
- Establish an operational Inclusion & Belonging committee.
- Secure permanent funding for Inclusion & Belonging consulting, staffing, and programming.
- Increase the diversity of the members of the VMS Board of Trustees, board committees, and faculty and staff to ensure it reflects the community as a whole.

ECONOMIC SUSTAINABILITY

- Add at least \$10M to our existing endowment in order to support the legacy of VMS in perpetuity.
- Update our Rolling 5-year Financial Plan.
- Secure permanent funding for the VMS Speaker Series.
- Create a more robust culture of philanthropy in the VMS community.