



MISSION

Step One School nurtures children's love of life and learning in a community rooted in respect for self and humanity.

VISION

Step One's vision is to be a model of excellence in early childhood education, thus inspiring our larger society to an elevated commitment to its young children. The vibrant educational community of Step One provides the healthy foundation children need to reach their full potential as learners and human beings.



Step One School

2010-2015 Strategic Plan

Core Values

At Step One School we:

Foster

children's learning
by encouraging and
guiding without undue
pressure or inappropriate
expectations

Nourish

children's innate curiosity
and champion their need
for exploring the world
around them through
hands-on interactions
with people and their
environment

Enhance

children's grounding
in the natural world
by allowing them to
experience it firsthand



AREA I: Educational Program

A developmental, play-based program that stimulates all areas of children's development — social, emotional, cognitive, physical, and aesthetic — is one cornerstone of a Step One education.

Goals

- > Sustain a well rounded program that serves and stimulates the healthy development of its preschoolers and kindergarteners

AREA II: Faculty

Excellence in teaching at Step One, also a cornerstone, arises from the combination of experience, reflection, knowledge, intuition, and institutional support. A stimulating collegiality has been forged at this school which is reinforced by the long tenure of many teachers and the diversity within the faculty. We want to continue to invest in our teachers and ensure their careers are rewarding both in the classroom and financially.

Goals

- > Promote the ongoing education and professional development of the Step One faculty
- > Continue to develop a supportive and encouraging workplace environment that enables the faculty, staff, and administration to excel in their jobs
- > Continue to enhance teacher wages and benefits to the best of our fiscal ability

AREA III: Leadership and Administration

Step One School embodies strong and inspiring leadership which supports and guides the faculty, the administrative staff, and a community of parent volunteers, all of whom are committed to providing a stimulating and nurturing experience for the children.

Goals

- > Step One commits to being an exemplary model of teaching in the early childhood community
- > Step One School is committed to enhancing the relationship between parents and teachers, as well as parents and administrative staff, and parents and the Board
- > Step One will engage in best practices in the areas of operational efficiency and nonprofit risk management



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Core Values

At Step One School we:

Encourage

children to develop confidence and pride in their unique strengths and abilities as well as recognizing the strengths and abilities of others

Teach

young children through varied pedagogy, with the understanding that each child learns uniquely, while recognizing that play is the primary framework for learning in early childhood



AREA IV: Parent and Community Relations

Step One has a vibrant, diverse, curious, caring and committed parent community, dedicated to the well-being of their children, the partnership between home and school, and an inclusive spirit which includes faculty and staff. Step One School is rather unique in being both a nursery school program and a full day child care program, and its parent population represents a variety of scheduling, programming, and family needs.

Goals

- > Support community involvement as a cornerstone of a quality, Step One, preschool experience
- > Improve the communication infrastructure among the school's constituents on matters of interest and concern
- > Engage in the activities of the broader early childhood community in a meaningful and effective way

AREA V: Diversity and Inclusion

Step One School has always been committed to valuing, supporting and recruiting a diverse community of teachers, staff and families at Step One. Step One's philosophy and pedagogy are rooted in respectful anti-bias and inclusive practices. There is a need to reach out to parents in a variety of ways to maximize parent involvement, volunteerism and a sense of inclusion for all families in the Step One community.

Goals

- > Continue Step One's commitment to diversity and inclusion among families, staff, and the Board of Directors
- > Continue funding the tuition assistance program





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Core Values

At Step One School we:

Support

teachers to encourage lifelong learning, become advocates for young children and their needs and establish a deep practice of teaching through mentoring, collaboration and a long tenure at the school

Strengthen

collaborative relationships with our families as partners

Examine

our relationships and behavior with the intent of ending bias (isms), enhancing equitable and inclusive practices, and becoming allies for one another



AREA VI: Financial Sustainability

Step One School operates in a stable financial state, but the school has a set of strategic objectives that will draw on the financial strength of the school and our community. Over the 5-year plan horizon, we are seeking to achieve a cash flow neutral position, while allowing for years in which Step One would accept negative cash flow in specific years as we dip into reserves for strategic projects.

Goals

- > Continue providing tuition assistance to families in alignment with the school's value of an economically diverse community
- > Establish a review of the financial viability of all programs on an ongoing basis, as needed
- > Implement a strategic budgeting process focused on budget-related matters that extend beyond our annual operating budget process

AREA VII: Site

Step One rests in the Berkeley hills and offers its students, teachers and parents a safe and nurturing environment. The school was built in 1957 and has received minimal renovations since that time. By investing in Step One's facilities, we enhance all the activities which take place within the school community

Goals

- > Ensure the execution of delineated phases of the site Master Plan
- > Ensure the continued maintenance and improvements to the Step One infrastructure in accordance with the Master Plan
- > Ensure a safe environment for all involved with the School
- > Work towards designated safe gathering and talking spaces for parents and children

