

Little Blessings Preschool Committee

Mission and Vision Brainstorm Summary

October 2023

Key challenges in the next 3-5 years:

- Staff
 - Recruiting new staff
 - Retaining existing staff
 - Staff wages
- Director
 - Hiring one director whose skills and character align with the school
 - Allow director to generally be free from set classroom hours to have time for: recruiting, licensing details, GS staff meetings, supporting staff, and link to the GS congregation
- Students
 - Recruiting beyond “word of mouth” advertising
- Building
 - Upgrades to physical space?
 - Funding for capital improvements

Defining success:

- Gods love evident and visible in our school community
- Feedback
 - Positive feedback from parents
 - Positive feedback from students
 - Feedback from the community
 - Enrollment numbers – referrals and word of mouth parent endorsements
- Fiscal stability
- Student Development/Growth
 - Growth as measured through pyramid model
 - Growth as measured through feedback from parents/teachers
- Staff growth/professional development
 - Teachers have scheduled continuing education time
 - Teachers have time to prep, plan and re-energize
- Overall goals can be similar but how goals are met should/could be different across the two locations

Should the two locations be kept separate?

- Director
 - **One director:** Schools should remain under one director who works on behalf of the greater picture and honors the differences/dynamics unique to each location
 - **It depends:** Schools *could* go back to one director *if* there is the right candidate who can successfully work across and navigate the two environments.

- **Two directors:** Two directors is working well and allows each to focus on the nuances of each location to best serve the needs of that community.

What ages should be served by LBPS now and/or in the future?:

- Overwhelming support for keeping the current age groups and keeping care at age 2.5+.
- We could evaluate other options in the area and the needs of the surrounding community
- Explore adding a 4K class at Madison (would need to find the right staff to operate this program successfully)

Additional Notes/Comments:

- Shoutout and appreciation to the amazing teachers!
- When considering how to treat the two locations, we should look to how we have envisioned two church locations as “one church”.
- Staffing has not really been an issue in the past but since COVID has been a challenge.
- Focus should be on continuing to make a positive impact on children and families!