

2016-2019 Morningside Presbyterian Preschool Strategic Plan

Finalized Dec 2016



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Executive Summary

- ♥ MPP continues to make tremendous progress in fulfilling its mission to provide the highest quality program that nurtures and educates children. MPP has deepened our sense of community through volunteer opportunities, family financial assistance, and increased communication. MPP has improved its facility and actively planned for future annual maintenance needs. MPP has also supported its staff through programming, more comprehensive communication, and additional resources.
- ♥ MPP is charged with continuing to better the organization, keeping in mind its strongest assets of small class and school size, wonderful staff, dedicated parents, and a tight-knit community.
- ♥ The MPP strategic plan will guide the organization in the years ahead (2016-2019). This three-year strategic plan will help us act on the critical issues, desired outcomes and actions required to continue to build on the legacy of success established with the previous strategic plans. It will also provide a roadmap to guide the Preschool Committee, staff, and families, as MPP adds to and enhances its programs to improve



Planning Approach

- ♥ MPP's strategic planning process was launched in February of 2016 with a meeting of the Preschool Director and Preschool Committee leadership. This group determined the approach and timeline necessary to launch the new three year planning process.
- ♥ A series of focus groups were hosted throughout March 2016 with teachers, parents, Church members, and the Preschool Committee. The Preschool Committee then conducted a series of targeted discussions, allowing the group to identify our areas of focus and own the plan development. The issue statements, desired outcomes and action plans that are the foundation of our plan were created, and our strategic plan was finalized.
- ♥ The 2016-19 strategic plan was finalized at the November 2016 Preschool Meeting, although progress on many of the plan's imperatives has already been made. The plan will be presented to Session in December, and we will update the Preschool Community in January 2017.



Proposed MPP Strategic Imperatives

♥ Proposed Strategic Imperatives:

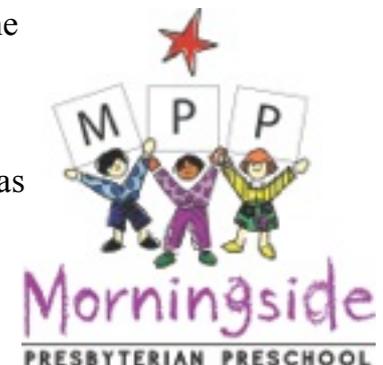
- Morningside Presbyterian Preschool continues to maintain high enrollment, small class and school size, close interaction with the Church community, an excellent educational reputation, and meaningful outreach within the neighborhood community. We have developed many volunteer and social opportunities, offered financial assistance, encouraged better communication, developed fundraisers, and built community awareness. MPP has renovated our facilities and playground, in addition to improving teacher support and resources. MPP has offered more enrichment programs and after-school activities to further benefit our children.
- From this progress, we recognized the need for more comprehensive communication forums, using more advanced technology, and continued improvements of our facilities and operations. It is important to find ways to further support our MPP staff and to responsibly review our curriculum and other programs. We want to do this all by enhancing the MPP experience, both within our MPP family as well throughout our neighborhood community. The Preschool Committee has established the following five strategic imperatives to drive the continued progress of the Preschool over the next three years:

1. **Enhancing Communication & Technology**
2. **Supporting MPP Staff**
3. **Review of Curriculum, Enrichment and Diversity Programs**
4. **Improvement of Facilities & Operations**
5. **Enriching our MPP Community & Neighborhood Outreach**



Issues, Desired Outcomes, and Action Plans

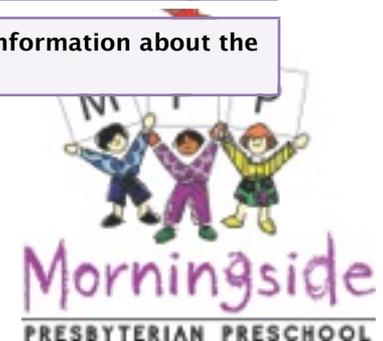
- ♥ The following pages summarize the Issue Statements that represent either an opportunity or a challenge to MPP in the coming years.
- ♥ For each issue statement, we have articulated a Desired Outcome to address that issue. The desired outcomes are intended to reflect how we would like to see the issue resolved over the plan period.
- ♥ Following the summary of the key issues and desired outcomes for each, you will find Detailed Action Plans that specify next steps to bring about the desired outcomes. The plans begin to identify the parties responsible for key actions, desired timing and the measure of success.
- ♥ To accomplish the goals of the plan, we intend to engage not only the Preschool Committee members, but also our dedicated teachers and committed parents in the execution of our actions.
- ♥ As with most three-year plans, we may revise or modify the content or timelines as necessary, in order to reflect current issues, opportunities, and priorities.



Enhancing Communication & Technology

Issue Statements and Desired Outcomes

Issue Statement #1	The current communication channels between teachers and parents vary from class-to-class and can include written notes at the end of the day, weekly emails home, brief chats outside, items posted outside of classrooms, and monthly calendars.
Desired Outcome	To establish a school-wide, streamlined communications plan for teachers to effectively distribute daily news, events, and other important information to parents.
Issue Statement #2	The communication between the MPP Director and currently enrolled families consists of emails, a monthly newsletter, and flyers in backpacks, and signage at Preschool entrance.
Desired Outcome	Streamline communication between MPP director and currently enrolled families. Keep families informed, while finding the most effective way of communication.
Issue Statement #3	The current communication between director and teacher is text message, email, and in-person meetings. However, there is no plan in place for up-to-the-minute or emergency communication.
Desired Outcome	Establish a channel for director to broadcast up-to-the-minute news, daily reminders, and updates to teachers.
Issue Statement #4	The current MPP website, housed within the MPC website contains important preschool information, but could be developed to become a more dynamic and interactive source for communication between the school, families, and community.
Desired Outcome	Update the MPP website to become a first resource for families seeking information about the preschool.



Enhancing Communication + Technology

Issue Statement #1 The current communication channels between teachers and parents vary from class-to-class and can include written notes at the end of the day, weekly emails home, brief chats outside, items posted outside of classrooms, and monthly calendars.

Desired Outcome To establish a school-wide, streamlined communication plan for teachers to effectively distribute daily news, events, and other important information to parents.

Action Items	Responsibility	Due Date	Measurement	Status
Survey current MPP parents and teachers to get feedback on preferred messaging options.	Preschool Committee Communication & Technology Team	Winter 2017	Gain feedback as to what is currently effective or needs improvement	On-Going
Compare mobile apps, private Facebook groups, and other messaging options to determine which is the most effective for everyone.	Preschool Committee Communication & Technology Team	March 2017	Understand pricing, ease of use, and best practices of all options.	Pending
Compare current teacher best practices to determine effectiveness.	Preschool Committee Communication & Technology Team with teachers	March 2017		Pending
Create a communication strategy and/or training program to roll out to teachers	Preschool Committee Communication & Technology Team with Director	Summer 2017	Share program with teachers at August pre-planning meeting	Pending



Enhancing Communication + Technology

Issue Statement #2

The communication between the MPP Director and currently enrolled families consists of emails, a monthly newsletter, and flyers in backpacks, and signage at Preschool entrance.

Desired Outcome

Streamline communication between MPP director and currently enrolled families. Keep families informed, while finding the most effective way of communication.

Action Items	Responsibility	Due Date	Measurement	Status
Survey currently enrolled MPP families to get feedback on messaging effectiveness and preferred messaging options.	Preschool Committee Communication & Technology Team	Winter 2017	Gain feedback as to what is currently effective or needs improvement	On-Going
Compare electronic email newsletter services, mobile apps, private Facebook groups, blog., and other messaging options to determine which is the most effective for everyone.	Preschool Committee Communication & Technology Team with Teachers & Director	March 2017	Understand pricing, ease of use, and best practices of all options.	Pending
Brainstorm other “off-line” communication opportunities (i.e. monthly calendars, weekly director emails, outdoor signage)	Preschool Committee Communication & Technology Team & Director	March 2017	Understand ease of use and best practices of all options	Pending
Create a communication strategy and/or training program to roll out	Preschool Committee Communication & Technology Team with Director	Summer 2017	Share strategy at August Meet & Greet	Pending



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Enhancing Communication + Technology

Issue Statement #3	The current communication between director and teacher is text message, email, and in-person meetings. However, there is no plan in place for up-to-the-minute or emergency communication.
Desired Outcome	Establish a channel for director to broadcast up-to-the-minute news, daily reminders, and updates to teachers.

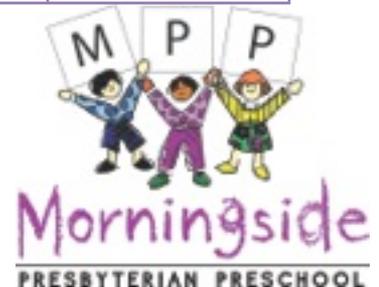
Action Items	Responsibility	Due Date	Measurement	Status
Survey current MPP teachers to get feedback on messaging effectiveness and preferred messaging options.	Preschool Committee Communication & Technology Team	Winter 2017	Gain feedback as to what is currently effective or needs improvement	Pending
Compare mobile apps to determine which is the most effective for everyone.	Preschool Committee Communication & Technology Team	March 2017	Understand pricing and ease of use.	Pending
Create a communication strategy and/or training program to roll out	Preschool Committee Communication & Technology Team	Summer 2017		Pending



Enhancing Communication + Technology

Issue Statement #4	The current MPP website, housed within the MPC website contains important preschool information, but could be developed to become a more dynamic and interactive source for communication between the school, families, and community.
Desired Outcome	Update the MPP website to become a first resource for families seeking information about the preschool.

Action Items	Responsibility	Due Date	Measurement	Status
Get in touch with Church's website team to discuss opportunities for MPP's presence on current website.	Preschool Committee Communication & Technology Team: website task force and Derek Matthews from church	Winter 2017	Determination whether we continue to use church platform for website or move to a separate platform	On-Going
Determine content needs and features for website.	Preschool Committee Communication & Technology Team: website task force	2017-18		Pending
Research online payment methods based on current accounting software used by MPP.	Preschool Committee Communication & Technology Team & Director	August 2017 for new school year	Ease of use, fees, website integration	Pending



Supporting MPP Staff

Issue Statements and Desired Outcomes

Issue Statement #1	Understand our current benefits and ensure that they are competitive in the early childhood education field moving forward.
Desired Outcome	To attract and retain strong staff therefore providing consistency and excellence for our students.
Issue Statement #2	Examine additional continuing education opportunities.
Desired Outcome	That teachers have access to dynamic educators on topics that staff have expressed interest in.
Issue Statement #3	Ensure our teachers are provided the support they need to excel in the class room.
Desired Outcome	That our teachers have support systems in place to address staffing, resource and policy needs.



Supporting MPP Staff

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Desired Outcome	To attract and retain strong staff therefore providing consistency and excellence for our students.
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Action	Responsibility	Due Date	Measurement	Status
Conduct survey with comparable preschool programs of salary and benefits (tuition discounts, PTO, bonuses, paid to attend mtgs., prep time).	Preschool Committee Member	Winter 2017	Receive 5-7 comparable programs' details of salaries and benefits.	On-Going
Respond to teacher requests to consider paying out for unused Paid Time Off (PTO) each school year, review budgetary impact, bring to committee for vote.	Preschool Committee and Director	Summer 2016	Policy change - updated employee handbook.	Completed
Respond to teacher requests to be paid for before or after hour meetings, continuing education and attending school events. Review budgetary impact.	Preschool Committee and Director	Summer 2016	Policy change - updated employee handbook.	Completed



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Supporting MPP Staff

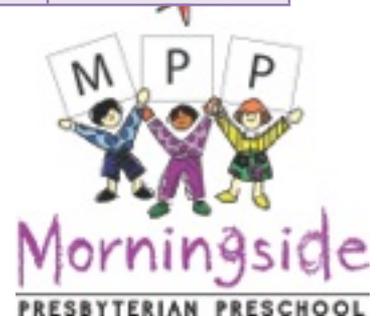
Issue Statement #2	Examine additional continuing education opportunities.			
Desired Outcome	That teachers have access to dynamic educators on topics that staff have expressed interest in.			
Action	Responsibility	Due Date	Measurement	Status
Explore possibilities of two MPP Staff attending NAEYC conference (National Association for the Education of Young Children - annual national conference that is not local) each year. Research cost associated with attendance (airfare, registration, accommodations, meals).	Director and Preschool Committee	Research Summer 2016; include in budget 2018-19	Start sending two staff each year to conference (include in budget) after Fall 2017 when it is in Atlanta	Completed
Explore possibilities of all MPP Staff attending NAEYC conference when in Atlanta November 2017. Research cost associated with attendance (registration fees, parking, and staffing preschool for 3 days).	Director and Preschool Committee	Research Summer 2016; Funds raised Nov. 2016; Planning for subs &/or school closure January 2017	ALL staff attend four day conference Wed.- Sat. Nov. 15-18, 2017	On-going
Respond to teacher feedback for specific continuing education topics (music, special ed, handwriting, behavior management, sensory, gender differences, cognitive development, early intervention) to enhance their programs. Explore further topics that may be of interest. Research possible courses, instructors, conferences.	Teachers, Director and Preschool Committee	On-going	Provide specific continuing education in response to teacher requests	On-going



Supporting MPP Staff

Issue Statement #3	Ensure our teachers are provided the support they need to excel in the class room.
Desired Outcome	That our teachers have support systems in place to address staffing, resources and policy needs.

Action	Responsibility	Due Date	Measurement	Status
Make the floater an official staff member for all school days that remains the same throughout the school year in order to provide consistency for teachers and students.	Director	August 2016		Completed
Developing floater role to support teachers in CPP implementation, class room prep and assistance to Director. Develop daily schedule. Tweak schedule in response to teacher feedback.	Director	2016	Daily schedules in place for floaters along with extra duty lists.	Completed
Communicate the fact that the CPP is established policy. Continue to identify challenges in implementing it. Develop practices to address the challenges.	Church Human Resources Team, Director, Preschool Committee, Teachers	On-going		On-going



MPP Curriculum, Enrichment & Diversity

Issue Statements and Desired Outcomes

Issue Statement #1	Curriculum age group goals and objectives are not widely known.
Desired Outcome	Teachers and parents will have full understanding of our age group goals and objectives and how they are implemented.
Issue Statement #2	A need exists to refine the relationship between curriculum and in-school enrichments.
Desired Outcome	Determine whether Spanish is an in-school or before/after school enrichment. Communicate how our teachers offer rich and full curriculums in core areas of music, art, science and manipulatives and seek how we can support any strengthening or growth of in-school enrichment.
Issue Statement #3	Introducing diversity to our children is a priority.
Desired Outcome	Specials each month that show us other cultures. Materials in classrooms that show us a wide variety of people and cultures. Utilizing families that have a varied background to share with our community.
Issue Statement #4	Additional before and after school enrichments seem to be in demand, yet the management of these separate programs needs to be streamlined.
Desired Outcome	Respond to communities' desire for before and after school programs while making sure managing this does not adversely affect running our four hour program.

MPP Curriculum, Enrichment & Diversity

Issue Statement #1		Curriculum age group goals and objectives are not widely known.		
Desired Outcome		Teachers and parents will have full understanding of our age group goals and objectives and how they are implemented.		
Action	Responsibility	Due Date	Measurement	Status
Review goals and objectives set a few years ago for any necessary tweaks. Begin by reviewing current Kindergarten expectations and then moving backwards to review each age groups' expectations for the next youngest age to confirm that they are in-line with current educational standards. Once revisions are in place, communicate goals and objectives with teachers (including for age group before their own).	Preschool Committee Curriculum Lead and Volunteers with Director and Teachers	Winter/Spring 2017	Completed revisions (as needed) to goals and objectives	Pending
Review differences between 2 and 3 day Twos and 3 and 5 day Threes programs to confirm that we are meeting all goals and objectives. Communicate the goals & objectives met by each class, but also communicate that there is naturally a difference in amount of curriculum time due to number of days.	Preschool Committee Curriculum Lead and Volunteers with Director and Teachers	Spring/ Summer 2017	Reconfirmed that goals and objectives are clear to all teachers and that they are supported in any challenges they share.	Pending
Seek opportunities for some joint activities within age groups while maintaining individuality of each class in order to display some age group alignment.	Preschool Committee Curriculum Lead and Teachers	Summer 2017	A few joint activities per age group planned by start of 2017-18 school year.	Pending
Communicate age group goals and objectives to parents.	Preschool Committee Curriculum Lead and Director	2017-18 school year	Community-wide understanding of goals and objectives.	Pending

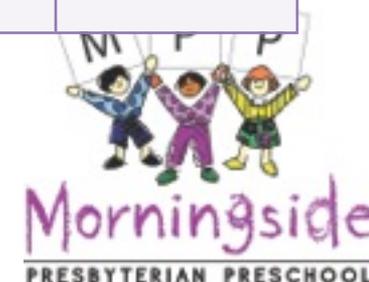
MPP Curriculum, Enrichment & Diversity

Issue Statement #2	A need exists to refine the relationship between curriculum and in-school enrichments.			
Desired Outcome	Determine whether Spanish is an in-school or before/after school enrichment. Communicate how our teachers offer rich and full curriculums in core areas of music, art, science and manipulatives and seek how we can support any strengthening or growth of in-school enrichment.			
Action	Responsibility	Due Date	Measurement	Status
Make a final determination as to whether Spanish will be an in-school enrichment or could be offered as a before or after school enrichment. If in-school secure a program or individual. Otherwise, move to before and after school enrichment responsibility.	Preschool Committee Enrichment Lead and Spanish Task Force	December 2016 so that we can communicate if we do or don't offer Spanish during school hours before registration begins	Spanish is either up and running again during school hours or we are exploring it as a before or after school enrichment	On-going
To meet the desire for Creative Movement to be offered to Twos, Threes and PreK students every week, pursue options already presenting themselves for additional and/or outside leaders (so that it won't take Deena out of her classroom more). Check in at end of first semester to see what Deena and Shannon are considering.	Preschool Committee Enrichment Lead	August 2017	Consistency across the ages and weekly offering of Creative Movement	On-going
How to augment curriculums that include art, music, science and manipulatives (space and/or materials, training and/or specialty teachers). For example: do we want an outside person to come in to do music with all or to provide further training for our teachers to incorporate music throughout their curriculums...review question and options in all areas.	Preschool Committee Enrichment Lead and Volunteers with Director and Teachers	2017-2019	Continuing Education offers training on specific areas and/or special teachers have been hired for certain areas	On-going

MPP Curriculum, Enrichment & Diversity

Issue Statement #3	Introducing diversity to our children is a priority.
Desired Outcome	Specials each month that show us other cultures. Materials in classrooms that show us a wide variety of people and cultures. Utilizing families that have a varied background to share with our community.

Action	Responsibility	Due Date	Measurement	Status
Continue to explore options for specials each month that share varied cultures with our students.	Preschool Committee Diversity Lead and Director	2017-2019	Variety grows and new cultures are introduced each year.	On-going
Explore how some early childhood education programs such as NAEYC require variety of peoples and cultures to be seen in materials in every class. Determine how these "requirements" can best serve MPP as "guidelines". Seek materials: books, puzzles, toys, pictures/posters (especially at beginning of school years and after fundraisers when extra class room items purchased).	Preschool Committee Diversity Lead and Director & Teachers	2016-2017	Every class room has a selection of books, puzzles, pictures, toys that represent a wide variety of peoples and cultures.	On-going
Continue to invite families to share their varied backgrounds to the children at MPP. Actively seek out such opportunities, ie. sharing about Jewish holidays, Kwanzaa, different Christmas traditions...Add this opportunity to volunteer form and introduce to teachers more fully at beginning of next school year.	Preschool Committee Diversity Lead and Director	August 2017	Opportunity to share added to volunteer form; continued coordination	On-going



MPP Curriculum, Enrichment & Diversity

Issue Statement #4	Additional before and after school enrichments seem to be in demand, yet the management of these separate programs needs to be streamlined.
Desired Outcome	Respond to communities' desire for before and after school programs while making sure managing this does not adversely affect running our four hour program.

Action	Responsibility	Due Date	Measurement	Status
If it is determined by December 2016 that Spanish will not be an in-school enrichment, then move to explore options for it to be offered in the open morning slots as a before school enrichment (could be multiple days of week)	Preschool Committee Enrichment Lead and Spanish Task Force	Winter 2017	Spanish is offered 1-3 times a week as a before school enrichment	On-going
Establish that one enrichment per morning and one per afternoon is all that building and staff can bear. Confirm with Church Facilities Manager that they do not have the staff to switch around more rooms and make sure that any additional morning programs do not utilize MPP staff who have staff meetings every two weeks. If more availability exists, explore additional options such as Intown Tumbling, art, Creative Movement, etc.	Preschool Committee Enrichment Lead & Director	Spring 2017	Demand for programs outside of school hours is matched with ability to manage independent companies offering programs.	On-going
If demand is high enough for more enrichments, determine if we would consider paying someone extra (cost covered by extras?) to manage enrichment programs so that it isn't taking away from our program.	Preschool Committee Enrichment Lead & Director	Summer 2017	If deemed necessary, seek a teacher who may want an extra 30 minutes or so each day.	On-going



MPP Facilities & Operations

Issue Statements and Desired Outcomes

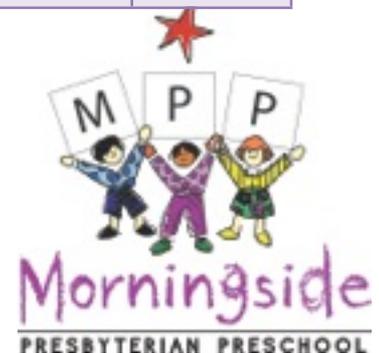
Issue Statement #1	Our building is old and could benefit from some upgrades.
Desired Outcome	The halls and classrooms are more inviting and the school shows better to visitors.
Issue Statement #2	Some of our classrooms do not have easy access to sinks and toilets and some of our bathrooms could be more user friendly.
Desired Outcome	Access to water (sinks and/or toilets) in as many class rooms as possible.
Issue Statement #3	Our playground has an aging main structure and could use a long-term plan.
Desired Outcome	Establish long-term plan and on-going relationship with a playground company to look ahead to future implementations.
Issue Statement #4	We have dedicated and hard-working volunteer committees, including the Preschool Committee itself. How do we support all groups of volunteers for the biggest impact?
Desired Outcome	Volunteers are equipped, engaged and excited in order to make the biggest impact.



MPP Facilities & Operations

Issue Statement #1	Our building is old and could benefit from some upgrades.
Desired Outcome	The halls and classrooms are more inviting and the school shows better to visitors.

Action	Responsibility	Due Date	Measurement	Status
A- Structure: 1. Ceiling - Match the new renovations in church lower hallway to preschool lower hallway. Drop ceiling in order to hide pipes and wires, change light fixtures or install recessed lights. 2. Doors to be uniform with lots more “glass” and half splits that work. 3. Flooring - explore laminate floor for lower level or new paint.	Preschool Committee Facilities Team/Lower Level Structure Task Force	Determine quotes in Winter/Spring 2017, determine time that school will need to be closed; if Summer 2018 feasible, know by Feb. 2018 camp registration	Quotes received to include down-time needed for work. Review calendar to determine if this can be summer of 2018 (or what other time could work when preschool is or could be closed).	Pending
B - Design: New paint, evaluate bulletin boards, hooks and shelving in all halls. Add artwork.	Preschool Committee Facilities Team	Plan for end of structural work	Final touches once structural work done	Pending



MPP Facilities & Operations

Issue Statement #2	Some of our classrooms do not have easy access to sinks and toilets and some of our bathrooms could be more user friendly.			
Desired Outcome	Access to water (sinks and/or toilets) in as many class rooms as possible.			
Action	Responsibility	Due Date	Measurement	Status
Add sink to Upstairs PreK classroom for hand washing for snacks and after art projects when bathroom not needed.	Director	August 2016	Sink and cabinet completed	Completed
Buy or build portable sink for Room 011 (bathroom across hall causing lots of time out of classrooms)	Director and teachers in Room 011	August 2016	Completed Aug 2016; evaluation to continue on how it works	Sink installed, teachers sharing feedback 2016 fall regarding functionality and practicality of filling water tanks and emptying each day
Explore possible use of nursery as a permanent class room since it has existing plumbing. Evaluate all factors (closets, square footage, bathrooms and utilizing attached resource room) in switching Room 011 with nursery.	Preschool Committee Facilities Team with Teacher and Church input	Summer 2017	Completed evaluation by Spring 2017	On-going
<p>Evaluate sink and toilet needs with an eye to accessibility by children in each of six classrooms:</p> <ul style="list-style-type: none"> - 209: hall bathrooms used, new sink in room! - 208: evaluate any possibilities of using the storage area that is above an existing bathroom and/or lowering sinks for children - 106: height/size of sink and toilet - 011: is portable sink working? - 009: is toilet plumbing still giving us problems? Can sink be lowered to child height? 	Preschool Committee Facilities Team/ Bathroom Task Force with Teacher input	October 2017 to consider budgetary impact and when work can be done (during school closings) re-evaluate at that time as to rest of due dates	All sinks and toilet would be accessible in height and location for each class room and all students at MPP	On-going

MPP Facilities & Operations

Issue Statement #3	Our playground has an aging main structure and could use a long-term plan.
Desired Outcome	Establish long-term plan and on-going relationship with a playground company to look ahead to future implementations.

Action	Responsibility	Due Date	Measurement	Status
Research playground companies to establish relationship for preventative maintenance and long-term improvements with one company. We understood that former company's owner was retiring – confirm and see if they have a recommendation and check with neighboring playgrounds.	Preschool Committee Facilities Team/ Playground Task Force	May 2017	Relationship with a company to start discussing options and to get quotes.	On-going
Determine maintenance that will lengthen life of structures such as pressure washing and sealing and establish schedule including cost in budget.	Preschool Committee Facilities Team/ Playground Task Force	October 2017 (in time for budgetary considerations for end of year budgeting)	More maintenance costs incorporated into annual budget.	On-going
Research alternative slides especially materials that do not conduct heat. Research different permanent surface versus mulch. Is there room for Toddler Swings? What is our next large structure need?	Preschool Committee Facilities Team/ Playground Task Force	Summer 2019	Cost, when to make it part of fundraising campaigns, when to do work?	On-going



MPP Facilities & Operations

Issue Statement #4	We have dedicated and hard-working volunteer committees, including the Preschool Committee itself. How do we support all groups of volunteers for the biggest impact?
Desired Outcome	Volunteers are equipped, engaged and excited in order to make the biggest impact.

Action	Responsibility	Due Date	Measurement	Status
Adapt Preschool Committee Structure to mirror Church Session where every member has an area of responsibility. Establish history to pass on as we work on succession plan leadership.	Director, Most Recent Chair, Preschool Chair and Rising Chair	Winter 2017	Preschool Committee Members all have areas of responsibility	On-going
With a number of years of very successful fundraising, analyze how to continue this and ensure that our families have clarity around what the funds are spent on. Explore possibilities of having themes for each fundraiser, i.e. "Facility Upgrades", "Playground", "Teacher Continuing Education"	Director, Preschool Chair and Rising Chair, Committee Members working with Budgeting and Fundraising	Summer 2016	Following 2016-2017 year of fundraising, we determine what amount we are comfortable counting on in future budgets.	On-going
Work with volunteer teams to connect, inform and motivate them for the biggest impact. Meeting at beginning of year, passing on how to and other information for their area to best equip them, encouraging them to use their volunteers and grow future leaders. Volunteer appreciation gathering at end of year to thank volunteers for their dedication.	Director, Committee Members working with Volunteers such as Room Parents, Outreach, Fundraisers, Teacher Appreciation	May 2016	Volunteers are utilized, given all the tools they need, shown appreciation, encouraged to share ideas, invited to step into leadership roles	Beginning of school year: volunteer meeting happened Sept. 2016, some groups had their volunteers to their homes or had coffee with. Information passed to Room Parents. Continue to establish throughout 2016-2017 school year.

Enriching our MPP Community & Neighborhood Outreach

Issue Statements and Desired Outcomes

Issue Statement #1	MPP currently supports numerous non-profit organizations in our community. Are we ensuring our donations to these organizations are impactful? Are we overwhelming our MPP families with too many requests for donations?
Desired Outcome	Support non-profit organizations in a meaningful way, ensuring our families are enjoying participation in these outreach projects and our students are learning from the experience.
Issue Statement #2	Currently MPP families enjoy comradery at both fundraising and social events. Are there too many events to participate in? Is there a desire for more events that are purely social in nature?
Desired Outcome	Find the right mix of necessary fundraising for MPP during fun and meaningful events, in addition to purely social events for students and families to visit and play together.
Issue Statement #3	MPP shares a strong relationship with MPC. Are there ways to provide a better connection between the two groups? Are there church events for the preschool that should be consolidated and/or improved?
Desired Outcome	Maintain close connection to MPC, but ensure events together are worthwhile both for church staff, volunteers, and preschool families.



Enriching our MPP Community & Neighborhood Outreach

Issue Statement #1	MPP currently supports numerous non-profit organizations in our community. Are we ensuring our donations to these organizations are impactful? Are we overwhelming our MPP families with too many requests for donations?
Desired Outcome	Support non-profit organizations in a meaningful way, ensuring our families are enjoying participation in these outreach projects and our students are learning from the experience.

Action Items	Responsibility	Due Date	Measurement	Status
Obtain and review the master list of asks throughout the school year. Continue communication with Outreach Committee to ensure asks are appropriate and local.	Preschool Committee Community & Neighborhood Outreach Team with Outreach Committee	October 2016	MPP Outreach Team evaluates annually	Completed for 2016-17; On-going annual review
Determine if chapel donations are overwhelming burden for families, and significant enough for organization	Preschool Committee Community & Neighborhood Outreach Team with Outreach Committee	2016-17	MPP Outreach Team evaluates annually	Completed for 2016-17; On-going annual review
Work with Outreach Chairs prior to school year to set plans and realistic expectations	Preschool Committee Community & Neighborhood Outreach Team with Outreach Committee	August 2017	MPP Outreach Team evaluates annually	On-going



Enriching our MPP Community & Neighborhood Outreach

Issue Statement #2	Currently MPP families enjoy comradery at both fundraising and social events. Are there too many events to participate in? Is there a desire for more events that are purely social in nature?
Desired Outcome	Find the right mix of necessary fundraising for MPP during fun and meaningful events, in addition to purely social events for students and families to visit and play together.

Action Items	Responsibility	Due Date	Measurement	Status
Determine events that cater to all: adults, families, Moms, and Dads and provide multiple opportunities for these groups to get together.	Preschool Committee Community & Neighborhood Outreach Team with Fundraising Committee Members	2017-18	At least one event for each group.	On-Going
Use room parents to coordinate more class socials.	Preschool Committee Community & Neighborhood Outreach Team with Room Parents	2017-18		On-Going
Evaluate the impact of one adult social event at the beginning of each school year. Cost is approximately \$2,000. Determine ROI.	First event was done by 15th Anniversary co- chairs. Move responsibility to Committee Neigh. Outreach Team	adding into budget December 2016	Sept. 2016 event successful in connecting parents early in fall. Definitely repeat. Add into budget.	Completed

Enriching our MPP Community & Neighborhood Outreach

Issue Statement #3	MPP shares a strong relationship with MPC. Are there ways to provide a better connection between the two groups? Are there church events for the preschool that should be consolidated and/or improved?
Desired Outcome	Maintain close connection to MPC, but ensure events together are worthwhile both for church staff, volunteers, and preschool families.

Action Items	Responsibility	Due Date	Measurement	Status
Work with new Director of Children's Ministries when hired and be open to their new ideas.	Preschool Committee Community & Neighborhood Outreach Team with Director	TBD		Pending
Ensure all events are meaningful. For example, Thanksgiving Gathering has gone away, but Shrove Tuesday Pancake Supper will be improved.	Preschool Committee Community & Neighborhood Outreach Team with Director	TBD		Pending
Ensure Director of Children's Ministries is prepared for monthly chapel and leads lessons relatable to the kids.	Preschool Committee Community & Neighborhood Outreach Team with Director	TBD		Pending
Evaluate success of Preschool Sunday, October 23, 2016 that was added to calendar as a 15th Anniversary event.	Preschool Committee Community & Neighborhood Outreach Team with Director & Church Staff	November 2016	Preschool Families attend and feel welcome at MPC	On-going

