

A young child with brown hair and glasses, wearing a dark blue polo shirt, is smiling and holding a large, textured green ball above their head with both hands. The background is a bright, outdoor setting with a white building, a blue sky, and some greenery. The entire scene is overlaid with a large, semi-transparent white circle.

Strategic Plan

Overview and Progress to Plan

November 2024

Document Purpose

Introduction

We are pleased to share this progress update on our strategic plan with the Helios School community, reflecting our ongoing journey to fulfill our mission and vision.

As we continue to nurture the unique needs of gifted learners, fostering their intellectual, social, and emotional growth, this report highlights our achievements to date and outlines the next steps in our journey. Helios School remains steadfast in its commitment to cultivating a love of learning, academic excellence, and empathy, preparing students to thrive and contribute meaningfully to our interconnected world.

[Strategic Plan](#)

Enabling Helios Vision & Mission

Through our 5-year Strategic Plan:

Mission

To provide engaging and imaginative education that meets the unique intellectual, social and emotional needs of gifted students and their families and to empower authenticity through respect for self and others.

Vision

Helios School students develop...

- a life-long love of learning that is internally motivated and self-directed
- academic skills and self-discipline
- a positive sense of self
- respect and empathy for others

...to thrive in and contribute to a dynamic, interconnected world.

Strategic Plan: Goals

Overarching Goals

Mission and Vision

Build a cohesive and diverse community that cultivates the Helios Mission and works towards fulfilling its vision.

DEI

Integrate Diversity, Equity, Inclusion, Justice, and Belonging into the school's life in a way that is substantive

Financial Stewardship

Create a sustainable financial model that supports our initiatives and gives the school the security to innovate

Growth and Development

Plan the growth of the school, looking at enrollment, program and spaces.

Mission and Vision

Foster a cohesive and inclusive community dedicated to advancing the Helios Mission while striving to realize its vision.

Progress to Plan

Strengthen Community Alignment with Helios Values

Engaged with community members to reinforce Helios' key touchstones and deepen understanding of its founding vision. touchstones now included in revised parent handbook and on Parent website

Engage and Contribute to the Broader Gifted Community

Position Helios as a leader in gifted education through conferences, events, collaborations, and partnerships.

What's Next

Touchstones will be used to preserve and ensure the consistent quality of the Helios experience.

Continue to boost Helios' visibility through expert connections, SENG collaboration, and faculty conference presentations.

Mission and Vision in Action



Diversity, Equity & Inclusion

Integrate Diversity, Equity, and Inclusion, meaningfully into all aspects of the school's culture and daily life.

Progress to Plan

Define and communicate Helios' DEIJB focus clearly.

Ensure accessibility for diverse, underrepresented gifted students.

Foster inclusivity through constructive dialogue and diversity.

Conducted a DEIJB audit by engaging stakeholders, reviewing findings with leadership, and evaluating Helios' DEI design and community understanding

Expanded traditions and inclusivity through cultural events, diversity conferences, and more inclusive semester themes.

What's Next

Establish the DEIJB task force to advance the school's inclusive vision of belonging for all. Participants to include staff, administration and Board Trustee members

Build on diverse traditions and cultural initiatives while ensuring inclusivity in classroom novel studies.

DEI in Action



“Cultures in Bloom”



Connexión Buddy Leadership Program



Financial Stewardship

Develop a sustainable financial model that supports initiatives while ensuring the school's stability and capacity for innovation.

Progress to Plan

Ensure financial aid, diverse talent, facilities, and reserves.

Strengthened Helios's financial health, enabling mission fulfillment and delivering engaging, imaginative education for students.

Foster a culture of giving

Achieved 75% community participation in the Helios Fund, raising \$449K in contributions.

Assess future needs - facilities, funding initiatives, Helios Endowment

Leveraged lease renewal to plan long-term space needs and explore campus improvement ideas.

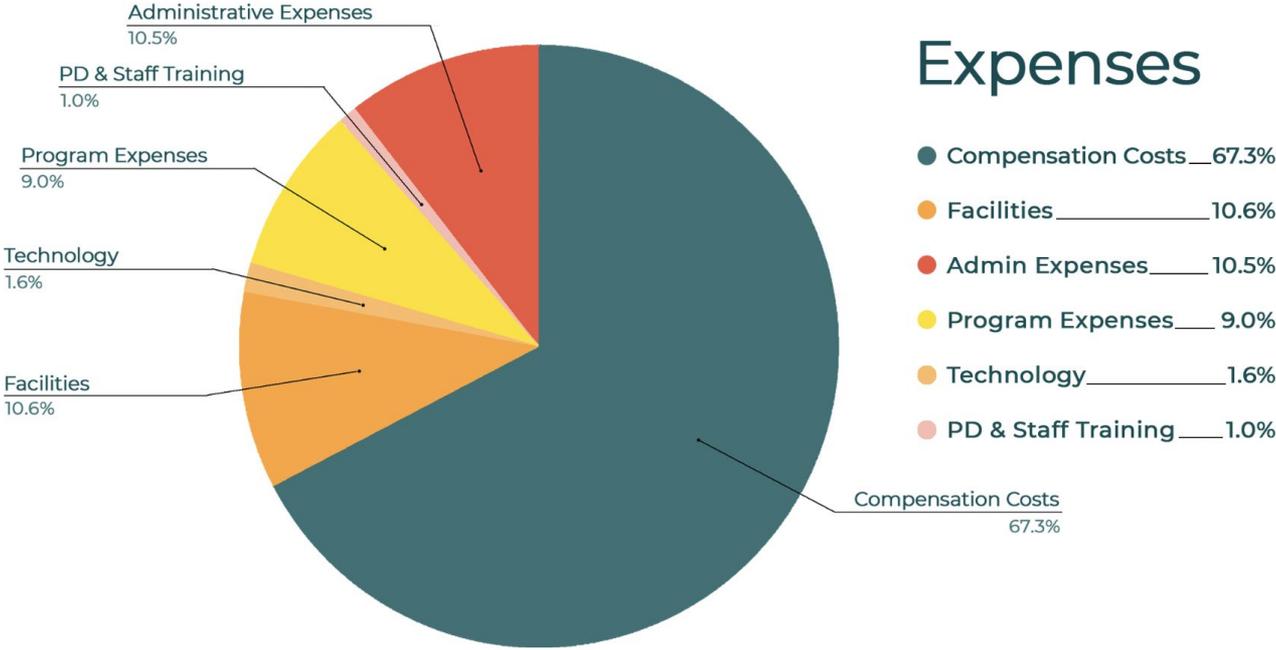
What's Next

Align school finances with economic conditions to support strategic initiatives.

Continue our culture of philanthropy with 100% fund participation.

Develop a 10-year vision plan for Helios.

Financial Stewardship in Action



Expenses

- Compensation Costs ___ 67.3%
- Facilities _____ 10.6%
- Admin Expenses ____ 10.5%
- Program Expenses ___ 9.0%
- Technology _____ 1.6%
- PD & Staff Training ___ 1.0%

Conducted vs Similar Schools

- Comparative Tuition Reviews
- Competitive Salary Reviews
- Financial Aid Comparisons

Footnotes:
Program Revenue and Program Expenses include both Academic and Auxiliary programs

Growth and Development

Plan the growth of the school, looking at enrollment, program and spaces.

Progress to Plan

Optimize learning spaces, prioritize middle school, outdoor education.

Expanded capacity to 180 students, revitalized garden, Wilderness Village, and established middle school courtyard.

Identify programs enhancing Helios mission, vision, experience.

Expanded fieldwork, launched Fellows program, partnerships, parent education, counseling access, new systems, annual events.

Plan optimal school size and future campus strategy.

Built a 10-year lease strategy and initiated early negotiations.

What's Next

Develop campus Facilities Vision Plan and finalize leasing agreement with the church.

Refocus energies on Restorative practices as a part of SEL program guided by Helios Learning Outcomes.

Engage community-wide conversation to develop a vision and plan.

Resources

- [Strategic Plan](#)
- [Mission/Vision Detail](#)
- [2023-2024 Annual Report](#)
- [Helios Fund Backgrounder](#)





Thank You