



MERCERSBURG ACADEMY

Designing the Future

Deborah Simon, President, Board of Regents

Mercersburg Academy has always been committed to developing the *whole* student. We are in a unique position as a boarding school to help our students grow emotionally and intellectually so they may discover their passions and how they want to contribute to the changing world around them. Mercersburg did that for me when I was a student and changed my life. It's that kind of dedication that sets Mercersburg apart from other schools and why I am grateful to serve on the Board of Regents during this exciting time.

As the traditional models of education shift, we must think about how we want to shape Mercersburg for the future. In order to compete and thrive, we must challenge ourselves to find a balance between tradition and change. Aligning our values, traditions, and historic strengths to meet current needs, and seize new opportunities, requires us to evolve as a school. Our new Strategic Design, unanimously adopted by the Board of Regents in October, is the next step in that process.

It is important to note that the Strategic Design is not a multi-page document, nor a printed pamphlet, listing every task and deadline that we must complete. Instead, it is a one-page document that will drive our implementation decisions while allowing for maximum flexibility as we evolve and continue to grow and learn from each other. As Head of School Katie Titus often says, "We must prepare our students for a world we cannot predict."

The Strategic Design consists of our mission statement, vision, core values, and strategic choices. The process began in August 2017 when we invited Greenwich Leadership Partners, a consultant firm that specializes in helping schools think strategically about learning and leadership, to conduct a workshop with our faculty and staff.

GLP returned in October 2017 to conduct a similar workshop with the Board of Regents and spent a week and a half on campus leading focus groups with students, parents, and alumni.

Between November 2017 and January 2018, Katie, the Board, faculty, and staff began to draft our core values. In April 2018, GLP sent out a community survey that resulted in approximately 1,600 participants. Based on that feedback, the Board met again in May 2018 to draft the five



MERCERSBURG ACADEMY

strategic choices. Over the summer, Katie worked with multiple groups on campus and the Board to draft and fine-tune the one-page document that we adopted in October.

Now, the fun begins. What do we need to do next to implement these lofty strategic choices? The good news is the Strategic Design is our base—our foundation. Now we get to build beyond that base to create the school that will move us toward the future.

I would like to thank Katie Titus and the team on campus for their shared commitment to the Strategic Design process. We benefited from Katies' thoughtfulness, insight, patience, and passion throughout the process. I believe it's because of her leadership that we are stronger as a school and a community, and we are ready to go boldly into the future.

This is an exciting time for Mercersburg Academy, and I invite you to review the Strategic Design. Our vision is an ambitious one, and one I know everyone in the Mercersburg community will embrace for our future.