



SANT BANI SCHOOL

**BE GOOD,  
DO GOOD,  
BE ONE.**

2024 Strategic Plan



## DEAR SANT BANI SCHOOL COMMUNITY,

On behalf of the Sant Bani School Board of Trustees and the school leadership, I am pleased to present our new strategic plan. This plan is designed to serve as a roadmap as we advance our mission, core principles, and values throughout the next 3-5 years. In crafting this plan, we consulted with constituents from all stakeholder groups – students, parents, employees, and alumni – and considered input given through surveys, a SWOT analysis, and focus groups. Numerous meetings, research, and conversations painted a picture of our school’s position in the local, regional, and independent school landscape as we explored what it means to be a thriving institution today.

After compiling the feedback that we gathered throughout the months-long consultation process, we chose three foundational pillars that encompass the Sant Bani School experience as the focal points of the strategic plan. These pillars are: (1) Personnel and Program, (2) Buildings and Grounds, and (3) Financial Sustainability.

Sant Bani School’s new strategic plan is grounded in a well-defined and inspirational mission and vision that is shared and commonly understood. By design, this plan builds upon SBS’s key strengths, some of which include a strong focus to support the academic and social-emotional learning of each student, a talented and committed faculty and staff, and the pride that students, parents, alumni, and employees have in our natural setting. Additionally, it reflects the challenge of preparing students for a future that is not fully known or understood. Given this reality, the plan takes into account ways in which we might better support our staff, make use of our location, and utilize financial resources to support student learning.

Successful implementation of a strategic plan requires synchronous partnerships between the school, parents, alumni, and the local community. Our plan includes ways to strengthen these important partnerships, in order to realize our mission and provide our students with exceptional learning experiences.

As a school, we must prioritize adding value to what we offer in a more dynamic and competitive local and global world. The three pillars and subsequent strategic goals reflect our most important priority: ensuring that we best meet the academic and social-emotional learning needs of our students in ways that align with our mission, core principles, and values. We are confident that this plan supports Sant Bani School’s quest for continuous improvement as we build upon the school’s 50-year legacy.



With gratitude,

A handwritten signature in white ink, which appears to read "Dan Love". The signature is fluid and cursive.

Dr. Dan Love  
Head of School

## Mission

Sant Bani School is built on the belief that we have something to learn from everyone. Surrounded by nature, we create a diverse community where respect for all living things is central. **Our mission is to provide a high-level, comprehensive educational experience while also recognizing the value of the spirit.** With small classes, committed faculty, and an emphasis on collaboration and service to others, Sant Bani School teaches students to Be Good, Do Good, Be One.

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## Core Principles

Both Sant Bani Ashram and Sant Bani School were founded under the direction of a spiritual teacher from India, Sant Kirpal Singh, and his successor, Sant Ajaib Singh. Including in the School's founding guidelines were three Core Principles that are sustained in perpetuity:

1. Understand and appreciate that every person is unique and, as such, that there is something to learn from everyone.
  2. Pursue learning with the objective of being better able to help others.
  3. Demonstrate kindness to and respect for all living things.
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## Diversity, Equity, and Inclusion Statement

Sant Bani School believes we have something to learn from everyone and commits to foster a diverse, equitable, and inclusive community for students, families, alumni, employees, the Board of Trustees, and the broader community in which they feel safe, valued, and known. With the founding principles of service learning, the idea that every person is unique, and the demonstration of kindness and respect to each living thing, Sant Bani School values diversity in all areas. We recognize the role that education plays in creating a diverse, equitable, and inclusive world. We will work to foster courage and skills to speak against individuals, actions, and institutions which hurt or hinder the lives of others. We remain continually engaged with this work and know that it will always require reflection and advocacy.





# 1

## PILLAR 1

### Personnel and Programs

Teachers bring the school alive and create a connection to the students.

**GOAL:** Establish infrastructure for teachers to feel empowered and rewarded.

**Objective:** Support ongoing excellence in teaching by establishing specific endowment opportunities that provide long-term financial contributions.

**Objective:** Create dynamic professional development tailored to attract and retain SBS teachers and provide opportunities to share with external teachers as a revenue opportunity to fund additional professional development.

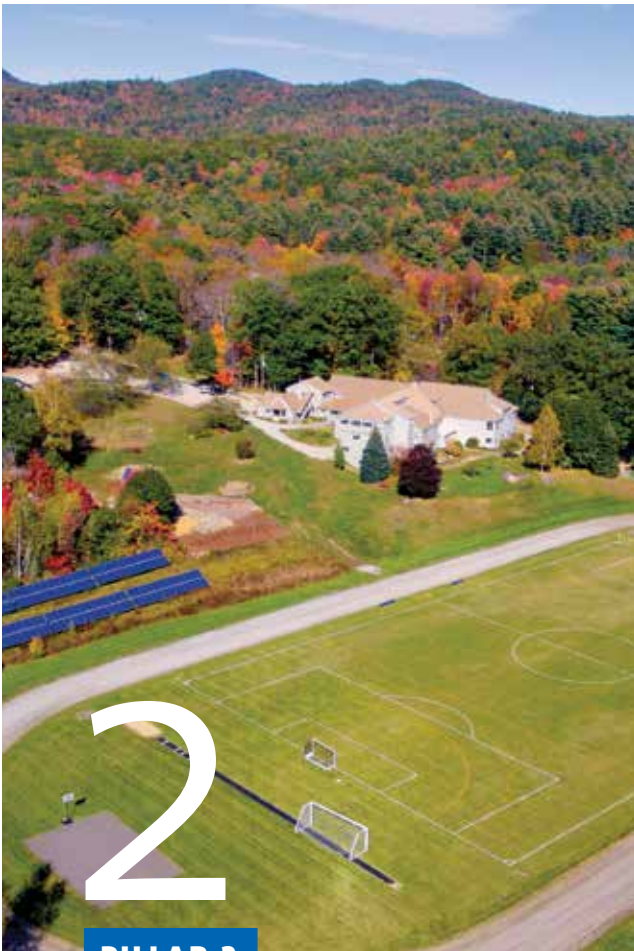
**Objective:** To retain and support teachers, create innovative volunteer opportunities for interested adult individuals to partner with Sant Bani School as a place to share knowledge and expertise for the greater good of the community.

**GOAL:** Demonstrate durable and transferable aspects of belonging and diversity, equity, and inclusion in everything we do at Sant Bani School.

**Objective:** Modify our existing DEI statement to include “Belonging.”

**Objective:** Create a Belonging and DEI framework that guides school decisions including enrollment, curriculum, programs, student experience, health and well-being.





# 2

## PILLAR 2

### Buildings & Grounds

Great minds need great spaces

**GOAL:** Create a 10-year Master Plan for buildings and grounds

**Objective:** Create a public land acknowledgment that recognizes the people and communities that inhabited the land where Sant Bani School now operates.

**Objective:** Define our existing state of facilities, land usage and surrounding spaces.

**Objective:** Define our desired state of facilities, land usage and surrounding spaces.

**Objective:** Create a specific endowment to support the Buildings & Grounds strategic pillar.



# 3

## PILLAR 3

### Financial Sustainability

Planning for an uncertain future

**GOAL:** Build a financially sustainable independent school model focused on revenue generation.

**Objective:** Move sustaining gift out of operations and into endowment fund.

**Objective:** Increase parent, family, and alumni Annual Fund engagement.

**Objective:** Further develop a formalized planned giving program.

**Objective:** Create a business model that optimizes existing Sant Bani School programs for revenue generation. Determine the feasibility of fee-based student support services, year-round pre-school and other auxiliary programs such as teacher professional development.

**Objective:** Create a capital campaign that creates specific endowments that support the goals of the strategic pillars - Personnel & Program; Financial Sustainability; and Buildings & Grounds.



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