



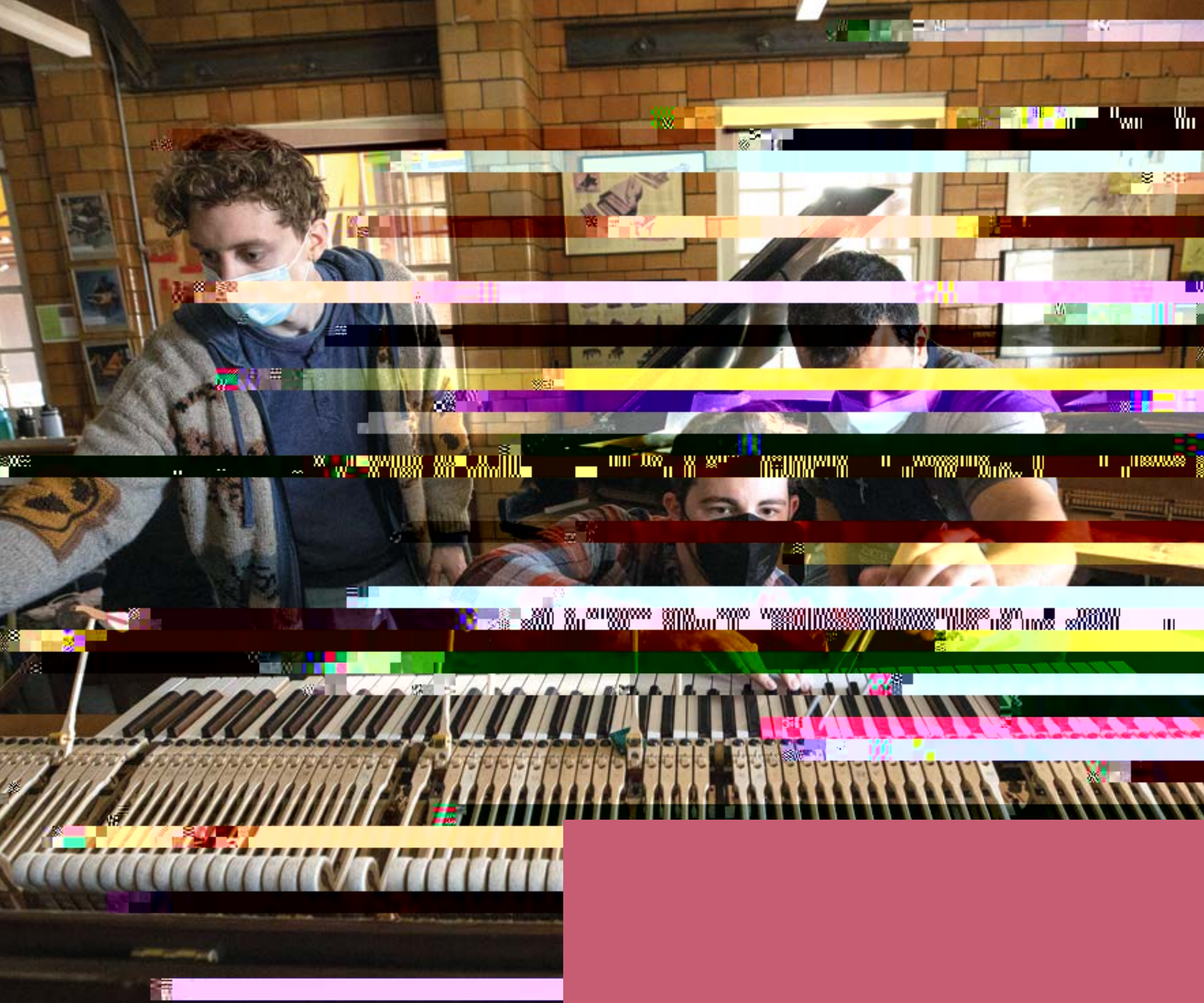
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# Plan Context

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# Diversity, Equity, and Inclusion Statement

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# Strategic Goals

<sup>1</sup> Including both Board of Directors and Board of Advisors

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# 1

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# 2

To maintain our School's excellence and address changes in learning, NBSS will increase support for teaching and learning, as well as career-building and wellness support for students. As we strengthen our current programs and develop new offerings, we will focus on the full arc of a student's experience, from application to employment.

1. Invest in support for faculty in the classroom and with ongoing learning and professional development.

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2. Increase learning, career-building, health/wellness, and life-skills support for all NBSS students, from admissions through post-gr00110000F0020E-(i) (v)12u (t& (r (l)2&u (t& s (e)-2 (n).7(t)-e(t)-22..6)1o)-1.GI001A-9(n)10



1. Strengthen employee support to better attract, support, and retain diverse faculty and staff.

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Behind NBSS's success thus far has been the strength of its faculty, staff and Board. While we have expanded our size and offerings over the past decade, employee and "systems" capacity has not yet caught up—NBSS's ambitions are larger than its current ability to achieve them. Investments in our employees, infrastructure and organizational culture are needed to maintain our current position of strength.



3. Implement a database system and upgraded technology across NBSS.



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## Deepening Commitments to Students, Faculty and Staff

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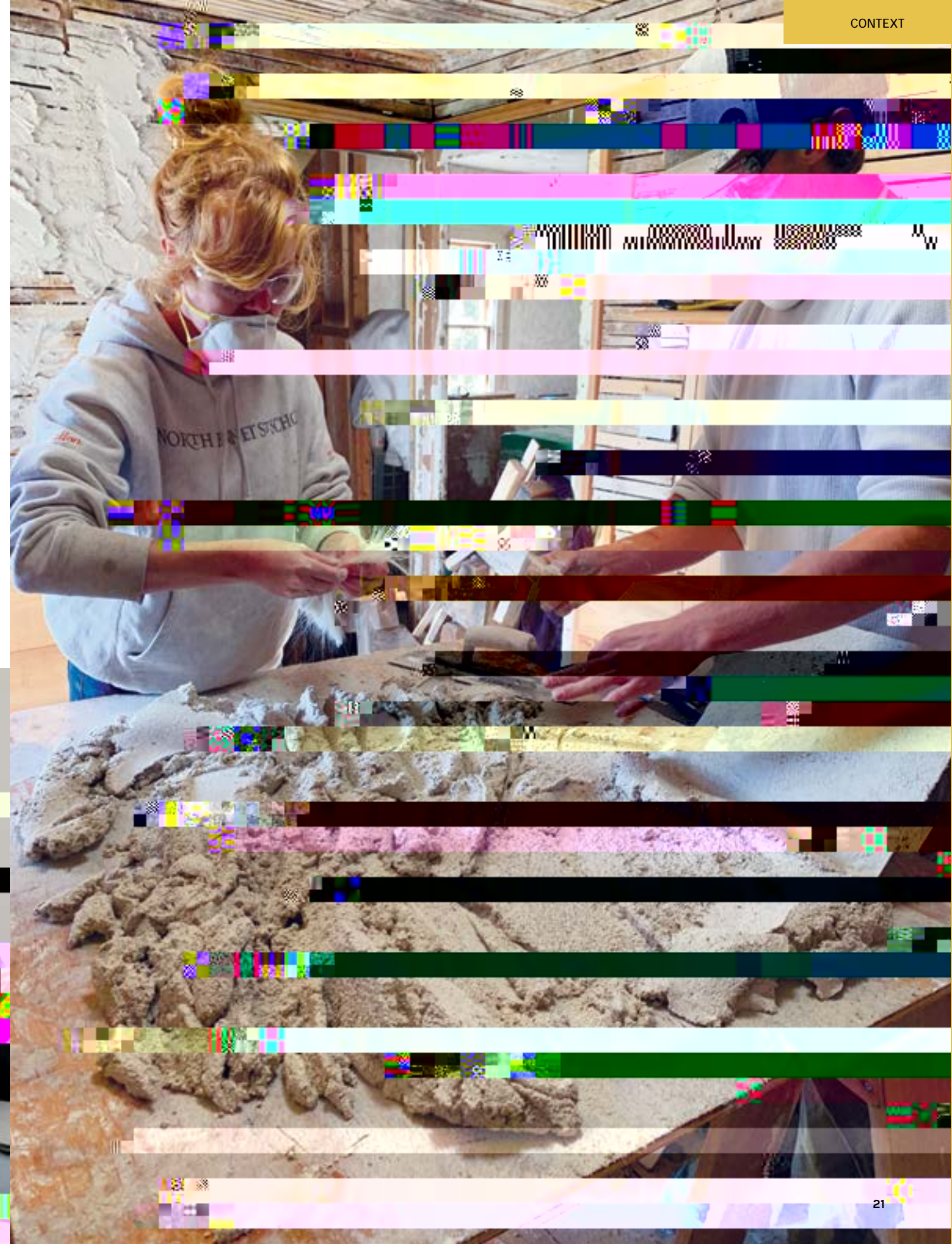
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In the fall of 2021, North Bennet Street School (NBSS) began a strategic planning process to ensure long-term financial and operational stability. This process was guided by a Strategic Planning Committee of key staff, faculty, and board members and was facilitated by TDC, a professional consulting firm.



To provide a framework for strategic planning, the Strategic Planning Committee established and explored the following key questions:

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The Planning Committee recognizes that staging investments and making the necessary changes to our structure and systems will take time.

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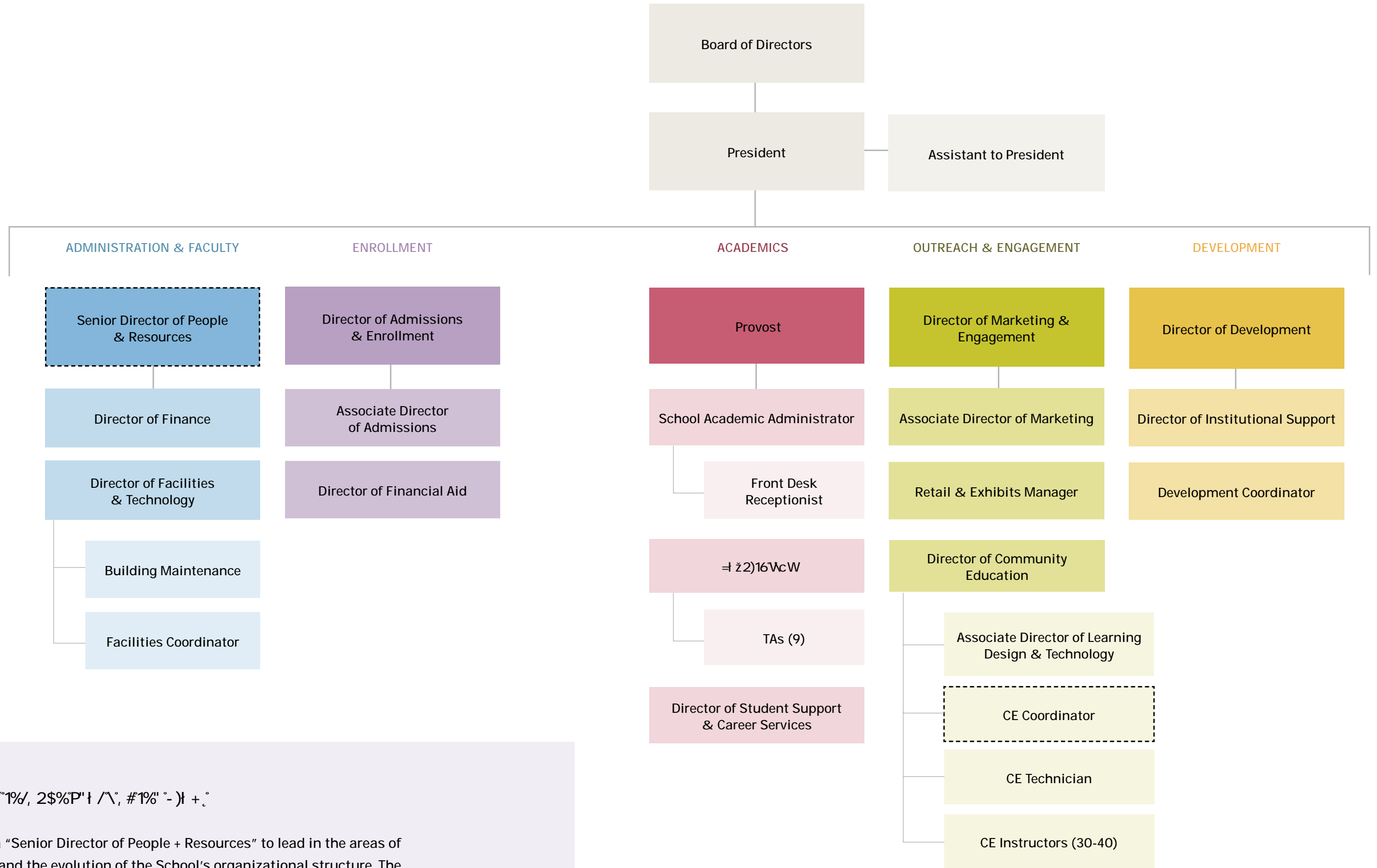
# Organizational Aim: Long Term

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Over the full course of the Strategic Plan, we will aim for an organizational structure that continues what works well and realigns



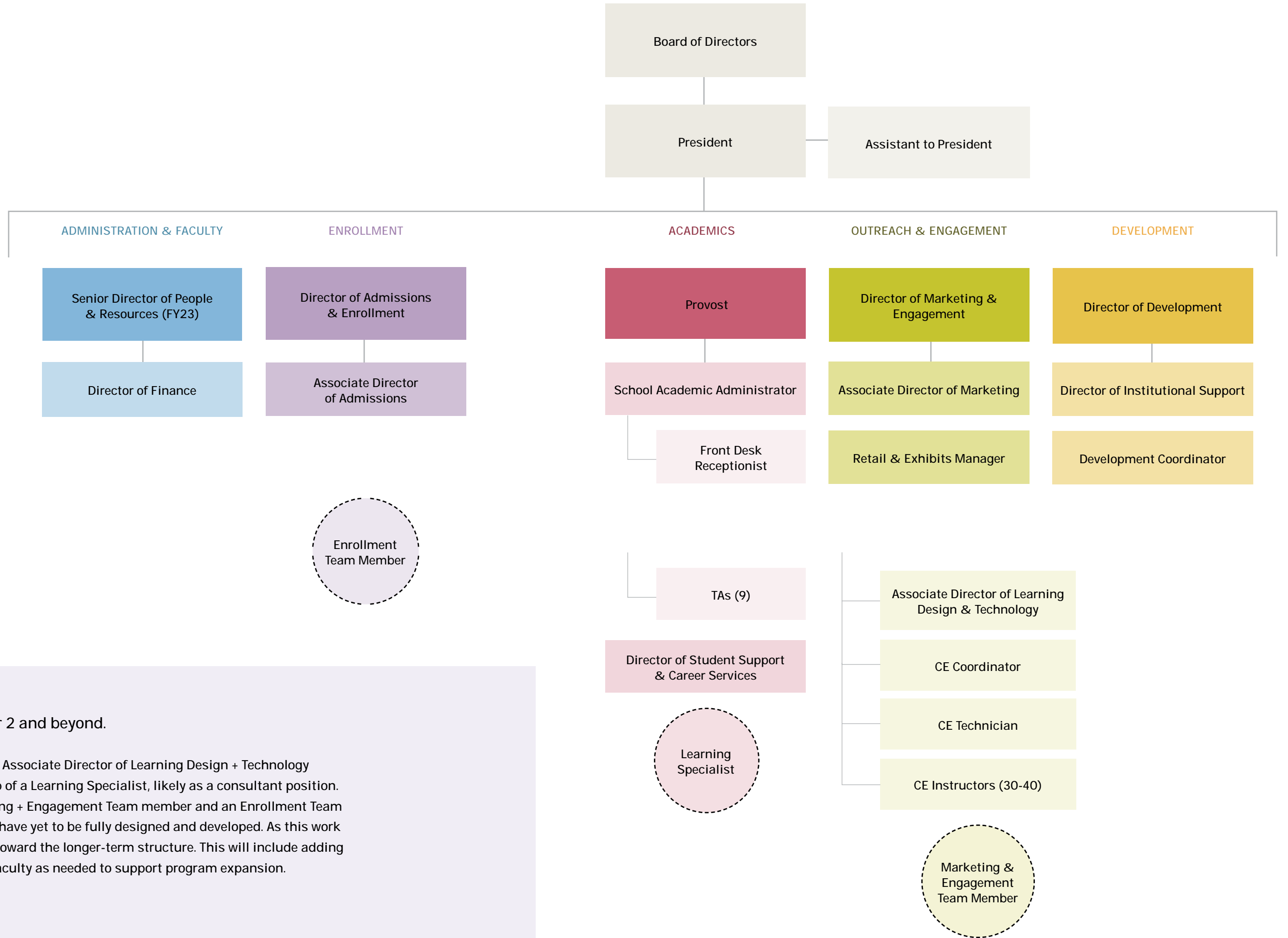
# Phase 1



It will feature the addition of a “Senior Director of People + Resources” to lead in the areas of faculty and staff support, HR, and the evolution of the School’s organizational structure. The clustering of Finance and Facilities & Technology under this new position groups some primary roles of Director of Student Success & Career Services, CE Director, and add a CE Coordinator.

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# Phase 2



Phase 2 will occur in Year 2 and beyond.

NBSS will hire for the existing Associate Director of Learning Design + Technology position and contract the help of a Learning Specialist, likely as a consultant position. We also plan to add a Marketing + Engagement Team member and an Enrollment Team member. These two positions have yet to be fully designed and developed. As this work evolves, we'll also take steps toward the longer-term structure. This will include adding CTP faculty, CTP TAs, and CE faculty as needed to support program expansion.

# Metrics Dashboard


2023	In 2023, the Director of People & Resources and the CE Coordinator are hired
2024	The organizational structure has been adjusted to optimize the school's ability to accomplish its goals
	NBSS has developed SMART goals for increased diversity in volunteer leadership, including Board of Directors and Board of Advisors
]]`	NBSS has developed SMART goals for increased diversity in vendors, partners, and employers
]]c	Each year, increasing numbers of staff and faculty feel they have the resources needed to do their jobs, as measured by annual surveys









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