



# Invest in Play

Paddington Station Preschool  
Strategic Plan 2019-2024  
Cultivate • Collaborate • Inspire





Dear Paddington Station Preschool Community,

Paddington Station Preschool is celebrating over 25 years as a play-based preschool, and so it is with great excitement that we unveil a Strategic Plan to guide us for the next five years. It is a collaborative product of the Board of Trustees, faculty, staff and parents with facilitation by outside consultants.

Based on our Mission, Vision and Core Values we identified four Strategic Priorities to ensure the continued growth and success of our children and the larger Paddington community.

*Paddington Invests* in a Collaborative and Diverse School Community

*Paddington Invests* in Faculty and Staff Recruitment, Retention, and Development

*Paddington Invests* in Creating and Maintaining High Quality Educational Environments

*Paddington Invests* in Organizational and Financial Sustainability and Advancement

We invite you to join us on the journey, *Invest in Play!* at Paddington Station Preschool.

Deb Deverell, PhD  
Head of School

Lisa Grant, MA  
Strategic Planning

Andrew Prouse, MD  
Board Chair

# MISSION

To be a welcoming and inclusive community that partners with families to celebrate childhood, embrace learning through play, and prepare confident individuals to joyfully explore wonders of the world.



# VISION

Children, families, and educators inspire one another toward a lifetime of learning and growing through play.

# CORE VALUES

At Paddington we believe in inspiring lifelong learning, cultivating community and fostering collaboration.





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# Collaborative and Diverse School Community



## Statement of Purpose:

Paddington Station is committed to reflecting the rich diversity of our community. We aim to cultivate and celebrate diversity among the Board of Trustees, families, children, faculty and staff, and to leverage strategic partnerships that further enhance the mission and vision for our school community.

## Vision for Success:

- A racially, ethnically, and socioeconomically diverse student population
- Diverse faculty and staff reflective of the school community
- Multiple and varied opportunities for family engagement
- High level of satisfaction with opportunities, engagement, and inclusion within school community
- Strategic partners whose collaborative efforts enhance school community





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# Faculty and Staff Recruitment, Retention and Development

## Statement of Purpose:

Paddington Station believes that its faculty and staff are critical to the implementation of a high-quality early education program. We aim to be the employer of choice for early childhood educators, create an organizational culture that values each individual's contribution and supports the continued professional growth and development of our employees.



## Vision for Success:

- Long-term, high quality faculty and staff, with new faculty and staff meeting the standard of "highly qualified"
- Opportunities and support for professional growth within our faculty and the greater Early Childhood Education community
- Layered organizational structure with opportunities for teacher leadership
- Highly competitive compensation package



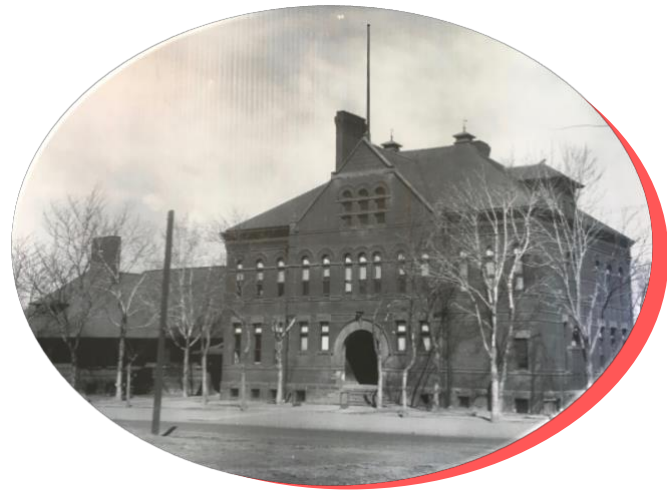


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# Creating and Maintaining High Quality Educational Environments

## Statement of Purpose:

Paddington Station, built in 1891, is a Denver Landmark and is listed on the Colorado State and National Register of Historic Places. We aim to preserve the building's history, charm and integrity, and provide a safe, healthy environment equipped to provide a broad-range of early learning experiences.



## Vision for Success:

- Expanded and improved facilities that meet our community's needs
- Maintenance of historic preservation designation
- Updated, ongoing, and responsive schedule of improvements
- State-of-the-art safety and security features

Paddington Invests in

# Organizational and Financial Sustainability and Advancement

## Statement of Purpose:

Paddington Station is committed to the overall financial wellness of the organization. With that, we utilize financial management strategies that ensure the long-term financial health and stability of the school, provide access for all children and families who choose to join our school community and support the other strategic priorities outlined in this plan.



## Vision for Success:

- An established investment strategy and financial plan that supports the other three strategic priorities outlined in this plan
- Development strategy to include targeted fundraising efforts and donor engagement
- Diversification of revenue to include tuition, donations, grants, and public funding

## Acknowledgements

The 2019-2024 *Invest in Play!* Strategic Plan was developed through collaborative efforts that included meetings with the strategic planning committee, teacher engagement and opportunities for feedback provided by our families through our annual survey. A special thank you to Garrett Mason for kicking off our strategic planning process, Deb Deverell, our Head of School, Lisa Grant, Strategic Planning Committee Chair and Andrew Prouse, our Board of Trustees President, for your continued leadership and devotion to Paddington Station as we continue to be the premier, play-based early childhood program in metropolitan Denver.

## History

Paddington Station Preschool began as a dream of educators and parents who were searching for a preschool that was child-centered and play-based. The very first Paddington Station preschool class, formed in September of 1993, was located in the backyard of a house in Park Hill with ten children, two teachers and a pet potbelly pig. Over the years it grew and was housed in many different and unique locations, from a church basement to Lowry Air Force Base when the parking lot was filled with cars and airplanes. In 2000, Paddington Station moved from the Lowry campus to the Little Red Brick Schoolhouse on 13th and Quebec, where it operates today.

Children and families enthusiastically embrace and love our amazing school building, with its rich history, ample outdoor spaces, and the caring warmth of the faculty and staff. Our Little Red Brick Schoolhouse was built in 1890 and opened in 1891 as the Montclair School. It later housed the first public Kindergarten in Denver and then Stanley British Primary School. Paddington Station purchased the building in 2011 from Stanley. Through grants from the Colorado State Historical Fund, the school is being lovingly restored to preserve its historical character in the hopes that children will continue to run through its halls and celebrate childhood for many years to come.

## Board of Trustees 2018-2019

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\*Strategic Planning Committee