



STRATEGIC PLAN 2025–2030

“One child, one teacher,
one book, one pen can
change the world.”

– Malala Yousafzai





“Creativity is intelligence having fun”

– Albert Einstein



Letter from Our Director

Dear Community Member,

At the heart of our school is a mission that supports our commitment to young children and their families, providing them with the most positive, nurturing, first school experiences while welcoming and embracing the greater community. We are a place for children to feel a strong sense of belonging, learning and growing together. As we look to our future, we remain committed to that mission while also thoughtfully planning how our school can continue to grow, thrive, and remain as a vibrant nonprofit community resource.

Over the past year, our Boards, educators, leadership team and families have collaboratively contributed to this Strategic Plan. Through conversation, reflection, and careful consideration, we have identified areas that will guide our work in the coming years. This updated Strategic Plan focuses on three key pillars: strengthening the quality of our educational programming; deepening our partnership within our school community and beyond; supporting and investing in our school and its quality educators and staff. We invite you to learn more about us and our aspirations, whether you are a current or past parent, a friend, a potential school family or donor, or simply someone interested in Early Childhood Education!

GCS has touched the lives of children and families for decades, setting the stage for a lifetime of learning since our official founding in 1945. A highlight of our 2025-2026 school year has been celebrating our 80th birthday! We attribute our longevity to the amazing “GCS Community” we have created throughout the years. As we look to the future we face many challenges. These include being the best we can be with our curriculum, educators, school building and grounds, and most of all in how we serve our children, families, and community. We want to keep early childhood care and education within reach for families, yet also value and support the important work of our educators.

Our Strategic Plan 2025-2030 has been in place since the start of the school year, and we are excited to already be making progress on our goals! We welcome your involvement in and support for our school, our forward motion, and the future of our young children.

Linda Kosinski, GCS Executive Director

Core Values

Groton Community School strives to stretch imaginations and inspire the children we serve, along with our educators and staff, our advisory and governing boards, and the greater community. We encourage collaboration among our community of learners, from preschool years through adulthood, and value the principles of peace, kindness and good citizenship. We work together to sustain our school and serve our community, now and into the future. With these core values – imagination and inspiration, caring and collaboration, endurance and advancement - we fulfill our mission to create the most positive first school experience, helping each child soar.



Mission Statement

Groton Community School is an early childhood center committed to interacting with each child as a unique individual and is dedicated to giving each child and his/her family the most positive first school experience.

Vision Statement

At Groton Community School we strive to inspire a community where children, families and educators can learn and grow together and feel a sense of belonging, now and into the future through leadership and innovation.

GCS Pillars - Our Foundational Principles

I Growing and Learning Together
Groton Community School uses curricula designed for the “whole child” to further social, emotional, physical, language, and cognitive development, offering each student a creative and engaging, developmentally based curriculum. The school is likewise committed to promoting the growth and development of its educators, maintaining and developing a highly qualified and motivated teaching staff and administration.

II Our GCS Community
Fostering a sense of shared purpose and welcoming participation is an important priority at GCS. Family involvement is valued, and we believe that active relationships and collaboration among the school, children, families, and the greater community are key to our school’s mission. Outreach efforts connect GCS with the community, and also advocate for the importance of Early Childhood Education.

III Sustainability and Stewardship
The strong leadership provided by our governing Board of Trustees and advisory Board of Directors are central to the school’s success. They lead with fiscal responsibility and stability, and the shared conviction that early childhood education is fundamental to the growth and development of young children. Their combined efforts support in-depth analysis of current and future needs. We believe that our dedicated, educated and experienced staff are the cornerstone of our school. These educators, along with a safe, well-designed and maintained facility and grounds, are the essential building blocks to support the educational programs and the developmental needs of the children.



Our Strategic Goals and a Road Map to Achieve Them

GOAL 1: Observation and Assessment

Continually enhance our GCS observation and assessment strategies to translate natural classroom observations and generate optimal learning outcomes for every child.

- Evaluate and streamline Children's Observation Tools to measure and record growth and development with intuitive, developmentally appropriate information for teacher use and family perspective
- Examine value and use of age-specific, systematic norm-referenced initial Screening Tools to obtain a developmental baseline to meet children where they are right at the start of the school year

GOAL 2: Curriculum Development

Encourage curriculum development to stay current and create enthusiastic learners, building a strong foundation for lifelong learning.

- Inspire Staff to explore new curriculum offerings through investigation, mentoring and professional development trainings in early Literacy and Math

GOAL 3: NAEYC Accreditation

Keep accreditation with the National Association for the Education of Young Children (NAEYC) is at the forefront, informing our work with young children, families, educators and our community, and aspiring to the highest quality possible.

- Develop familiarity with the new 2025 version of the NAEYC Early Learning Program Quality Assessment and Accreditation System
- Restructure Classroom and Program Portfolios to meet the new digital requirement



“Develop a passion for learning.
If you do, you will never cease to grow.”

– Anthony J. D’Angelo

GOAL 4: Community Engagement

Foster strong community connections through the school's outreach activities and online presence, to welcome new families, attract the best educators, build relationships with our community, and advocate for the benefits of Early Childhood Education.

- Prioritize connections and explore new outreach opportunities
- Upgrade and modernize our GCS website for a fresh look and optimal functionality with user-friendly features

GOAL 5: Community Room

Provide a welcoming space to embrace a sense of community at GCS and beyond, and meet the developmental needs of our young children.

- Finalize construction and finishing details
- Purchase and install large motor equipment
- Optimize indoor/outdoor storage options
- Determine use and programming of our multipurpose space



“Education is for improving the lives of others and for leaving your community and world better than you found it.”

– Wright Edelman

GOAL 6: Playscape Project

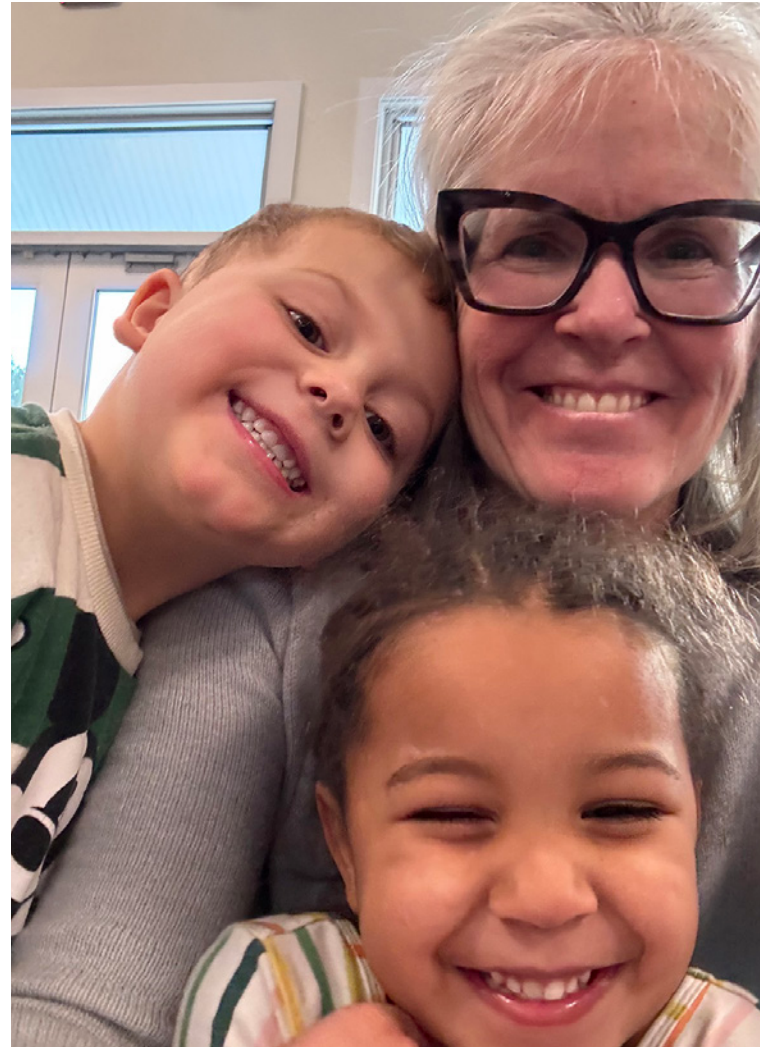
Enable an exterior playscape redesign to replace and modernize aging equipment, and minimize maintenance requirements.

- Coordinate design, engineering, and site consultations
- Conduct small-scale Campaign to fund our playscape redesign
- Finalize, purchase and install new equipment

GOAL 7: Quality Staff Recruitment and Retention:

Recruit, hire and retain the most qualified educators to join and serve our GCS community.

- Prioritize recruitment efforts and continue to enhance our salary and benefits package to value the work of our educators and attract the best candidates
- Plan for and focus on fundraising for the Linda Kosinski Exceptional Teachers Fund



“If you want to go quickly, go alone.
If you want to go far, go together.”

– African Proverb



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