Leelanau Montessori Public School Academy

STRATEGIC PLAN 2022

Make every decision through the lens of OPTIMAL CHILD DEVELOPMENT grounded in Montessori theory, practice, & pedagogy

Support successful Montessori EDUCATORS

Foster a compelling ENVIRONMENT

Ensure organizational SUSTAINABILITY

Prioritize COMMUNICATION & COMMUNITY
Support successful Montessori Educators

- **Attract, nurture, and retain staff dedicated to co-creating an exemplary public Montessori school.**
  - Foster the culture, reputation, and network that will attract Montessori professionals reflective of our growing regional diversity.
  - Support adult development in a community that values continuous learning and healthy relationships.
  - Retain talented teachers by responding to their passions and purpose.
  - Strengthen and diversify our compensation package by maximizing resources in our network.

- **Cultivate and expand the implementation of Montessori practice.**
  - Increase our collective ability to adapt to the complex nature of our work and seek new understandings of the child and self.
  - Promote peace, equity, and global citizenship across the planes of development.
  - Articulate, measure, and boost child development and student achievement to meet and exceed state standards.
  - Modify policies and practices to improve outcomes across the spectrum of identities and cultures represented in our student body.

Foster a compelling Environment

- **Build an integrated and well-resourced campus.**
  - Create cohesion in the physical environment by balancing practical needs with nature, order, and beauty in service of the whole child.
  - Apply Universal Access principles and equity-minded design to the entire facility.
  - Encourage a community work ethic to improve our school environment.
  - Maximize the development of the outdoor learning environment.

Prioritize Communication & Community

- **Include, inform, and inspire families.**
  - Provide timely and transparent communication about our school and individual child development.
  - Offer enrichment opportunities that are accessible to every family.
  - Develop partnerships with families that enrich the child experience and support our school’s growth.
  - Modify policies and practices to improve outcomes across the spectrum of identities and cultures represented in our school community.

Ensure organizational Sustainability

- **Provide Montessori education to more children.**
  - Reduce barriers to entry, growing our enrollment in the Montessori way - from the bottom up.
  - Develop the cultural humility and competency of staff to serve every child.
  - Build our reputation and credibility as a hub of whole child development and public education for children of all learning styles and cultural and socioeconomic backgrounds.

- **Increase stability in order to anticipate needs and adapt to uncertainty.**
  - Grow the fund balance from 10% in 2022 to 25% in 2027.
  - Create systems that allow us to strategically build fund-development capacity.
  - Cultivate board membership in support of sustainability priorities.
  - Build relationships at every opportunity among all pillars of our school (students, staff, board, families).