

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



Support successful
Montessori
EDUCATORS



Foster a compelling
ENVIRONMENT



Prioritize
**COMMUNICATION
& COMMUNITY**

Ensure organizational
SUSTAINABILITY





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).