

State of the School

Strategic Plan
Presented January 22, 2026



Castle Island
Bilingual Montessori

Mission & Vision

Our MISSION is to provide an accessible world-class education fully immersed in English and Spanish in a fully implemented Montessori environment for families in the Capital Region.

Our VISION is to inspire learning by honoring each child's potential in an environment designed to foster curiosity, collaboration, and innovation. Immersion in a bilingual, diverse Montessori school will offer our students the unique challenges and opportunities to become creators of solutions and leaders of a technologically advanced, environmentally vital, peaceful global community.

Statements approved by Board of Trustees, 2012

Diversity

From the beginning, inclusivity has been embedded in the mission, vision, and everyday experience of our school. Diversity is inherent in the structure of our community, and we embrace an ongoing commitment to equity at all levels of our organization. Our global outlook is reflective of our local model which is focused on peace, making joyful connections, and upholding our responsibilities to each other.

Statement approved by Board of Trustees, 2025

2025-2026
Academic
Year

Community 2025-2026 (2024-2025)

Student Enrollment 55 (44) Children

14 (9) Elementary

24 (25) Early Childhood

17 (10) Toddler

Faculty Team 26+ (18+) Educators & Support

8 (6) Full Time

3 (8) Part Time

17+ (4+) Volunteer

Guides 4 Lead & 3 Assistants

Enrichment 5 Guides

- Creative Visual Arts
- Movement with Sports
- Movement with Music
- Music Comp. & Performance
- Theater Arts

Volunteers 17+:

Extended Day, Library, Gardening,
Door Greeters, Sewing, Guide Mentors

Extended Day 1 Assistant Guide

Enrichment 2+ Guides

Parent-Toddler Program 1 Guide

Parenting 1 Counselor

Facilities 1 Coordinator

Administration 4:

School Director; Community Engagement
Coordinator; Administrative Coordinator;
Admissions Coordinator

Beyond Academics & School Day

FAMILY EVENTS & ENRICHMENT

Fall Semester

- Peace Day Ceremony, Honoring Grandparents
- Heritage Heritage Parade
- Variety Show & Heritage Potluck
- Ice Skating at the Plaza
- Curriculum Demonstration:
Show-What-You-Know

Spring Semester

- Bilingual Children's Play Production
- Enrichment Demonstration:
Féria de Español
- Spring Tea: Honoring Special Person
- Field Day
- Bridge Ceremony



Parenting Programs

1. Curriculum Deep Dive Workshops
 - Fall: Bilingual Education
 - Spring: Montessori Education
2. Personalized Conferences
 - Fall: November
 - Spring: May
3. Community Forums
 - Quarterly Meetings, 6-7pm
4. Parenting Sessions
 - Fall/Winter/Spring
 - Three-Part Series
5. Parents' Night Out!
 - First Friday each month, 5-8pm
 - October - December
 - February - June



Outreach & Development

Strategic Planning for School Improvement

Board of Trustees, Board of Advisors, and
Administration

- Annual Strategic Planning Session
- Bi-Monthly Meetings
- Weekly Committee Workgroup Meetings

Fundraiser Events

- Board of Advisors sponsored
 - Parent Mixer Fundraiser
 - Gift Collection Fundraiser
 - Bake Sale Play Fundraiser
 - Basket Raffle Féria Fundraiser
 - Walk-a-Thon Fundraiser
- Giving Tuesday & End-of-Year Giving
- Founders' Day Gala: Future Building



Strategic Goals 2026

Castle Island Leadership Team

- Board of Trustees
 - 8 School Leaders, including Director as Ex-Officio Member
 - Two Founders, Community Partners & Alumni Parents
 - Includes Director as Ex-Officio Member

Board of Advisors

- 7+ School Leaders
 - Current Parents
 - Invited: Staff, Trustees, Community Partners
- Administration
 - School Director
 - Community Engagement Coordinator
 - Administrative Coordinator
 - Admissions Coordinator





Goals 2028

1. Invigorate Interest in BoT Membership
2. **Institutional Development to Meet Mission & Revisit Vision**
3. Five Year Financial Model
4. **Provide Necessary Human Resources & Increase Salaries to Support Longevity**
5. Learning Outcomes Benchmarks for Each Level



Goal 1

Invigorate Interest in Board of Trustee Membership

Continued work with:

- Strategic succession plan for future board leadership

Completed:

- Annual Policy Review
 - Trustees Bylaws
 - Staff & Family Handbooks
 - Safety Plan



Goal 2

Institutional Development to Meet Mission & Revisit Vision

Continued work with:

- Enrollment Growth
- Adolescent Program
 - Programs to Capacity
 - Addition of 7th & 8th Grades
- Facilities Expansion
 - Temporary Transitional
 - Permanent Stand-Alone Building

Completed:

- Augmented Admin Team
- Diversity Statement
- Outdoor Classroom & Dedication



Goal 3

Five Year Financial Model

Continued work with:

- Development
 - Grants
 - Donations towards Endowment

Completed:

- Five Year Projection
- Review Sliding Scale Scholarship Structure:
 - Tiered Tuition Model



Goal 4

Provide Necessary Human Resources & Increase Salaries to Support Longevity

Continued work with:

- Director Evaluation
- Employee Benefits
 - Health
 - Retirement

Completed:

- Increased Salary Perks
 - Redburn Ammenities

Goal 5

Learning Outcomes Benchmarks for Each Level

Continued work with:

- Learning Outcomes articulated & communicated from the Toddler, Early Childhood, Lower & Upper Elementary programs
 - Criteria to include: AMS/NAIS & NYSAIS/NYSED Common Core & Next Gen/Spanish
 - Draw from sample Assessments from other schools & NCMPs (National Center for Montessori in the Public Sector)



COFFEE TALK
OPEN HOUSE
& SUMMER CAMP FAIR

GETTING READY FOR KINDERGARTEN!

Join us for tips on getting your child ready for the Kindergarten Year

Free & Open to All Parents!
Child Care Provided



Castle Island
Bilingual Montessori

Castle Island doesn't just educate children in academics, the school also fosters a sense of personal responsibility and community. Teachers understand that children can do much more for themselves - and for each other - than we generally assume. My son has become more confident as a result!

ALUMNI PARENT

SAT JAN 31

11AM-1PM

11AM SESSION, FOLLOWED BY OPEN HOUSE & FAIR
602 BROADWAY ALBANY NY

Promoting CIBM

Open Houses

- Parent Volunteers
- Sharing Invitations
- Posting in the Community