# State of the School

Strategic Plan 2023



# 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 2012-2022 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.

2023-2032 VISION ... Coming Soon!

# 2022-2023 Overview

# Community

Enrollment 54 Children
39 Early Childhood
31 Full Day & 8 Half Day
15 Elementary
Teachers 3 Lead

3 Assistant Guides

#### **Enrichment** 5 Part-Time Guides:

- Creative Visual Arts
- Movement with Sports
- Movement with Music
- Music Composition & Performance
- Theater Arts Director

7 Full Time
9 Part Time
1 Volunteer
After Care 1 Coordinator
2 Assistant Guides
Enrichment Camps 2 Co-Coordinators

Toddler Program Part-Time Guide
Parent Support Part-Time Counselor
Facilities Part-Time Coordinator
Administration Full-Time Director
Part-Time Coordinator

## Beyond Academics & School Day

#### Family Events

- Meet-the-Guides Day
- Grandparents' & Peace Day
- Lantern Parade
- Talent Show & Heritage Brunch
- Ice Skating at the Plaza
- Bilingual Children's Play Production
  - o Bake Sale Fundraiser
- Curriculum Demonstration
- Feria de Español & Basket Raffle
- Tea Day Celebration
- Walk-a-Thon



## Family & Parenting Support

### Parent Workshops

- Fall: Bilingual Education
- Spring: Montessori Education

#### Parent-Guide-Child Conferences

- Fall: November
- Spring: May

## Family Education

- Back-to-School Welcome Coffees
- Six-Week Parenting Courses
- Parenting Book Club
- Staff Child Development Series



## Outreach & Development

## **Community Forums**

September; January; April & May

# Strategic Planning for School Improvement

Board of Trustees; Board of Advisors; and Administration

- Annual Strategic Planning Meeting
- Monthly Meetings
- Committee & Task Force Meetings

#### **Fundraiser Events**

- FALL Fiesta
- Giving Tuesday
- Bilingual Play Bake Sale
- Feria de Español Basket Raffle
- Walk-a-Thon

## **Annual Campaign**

• 2012-2022 10th Anniversary



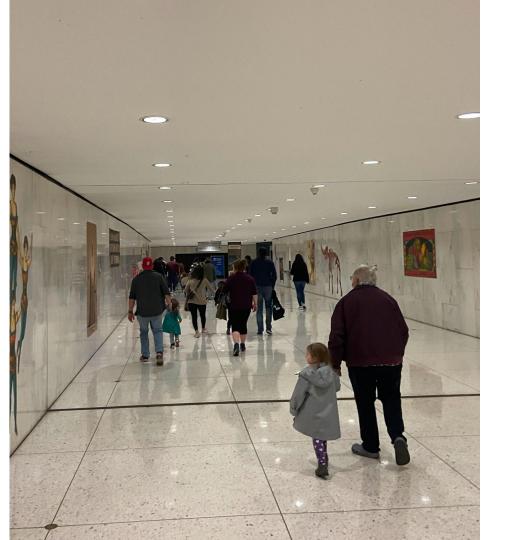
# Strategic Goals 2023





## Goals 2023

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



#### **Five Year Financial Model**

- Budget Plan
- Review Tuition & Sliding Scale
   Scholarship Structure
- Development with Grants & Endowment
- Review Salaries for Increase
- Continue 10th Anniversary
   Campaign



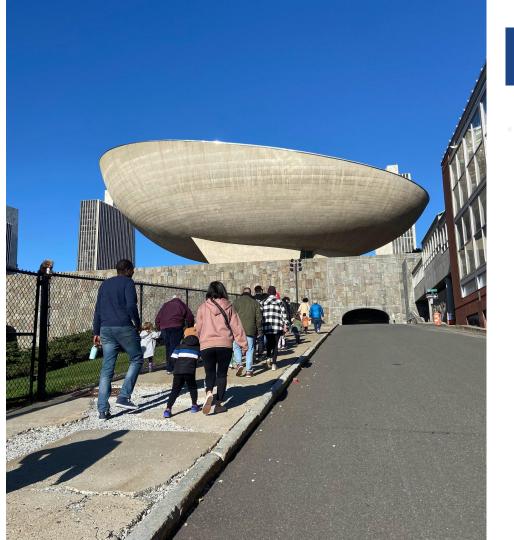
Provide Necessary Human Resources & Increase Salaries to Support Longevity

- Directory Evaluation
- Implement Salary Structure
- Increase Salary Perks & Benefits



Invigorate Interest in BoT Membership

- Strategic succession plan for future board leadership
- Annual Document Review
  - Trustees By Laws
  - Staff & Family Handbooks
  - Website



# Learning Outcomes Benchmarks for Each Level

- AMS Accreditation Celebration
- Outcome expectations from the EC, LE, and UE 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)



Institutional Development to Meet Mission & Revisit Vision

- Revised Vision Statement
- Outdoor Classroom Completion & Dedication
- Enrollment Growth for Adolescence
   Program (7th & 8th Grades)
- Augmented Admin Team
- Facilities Expansion
  - Temporary Transitional
  - Permanent