

# State of the School

Strategic Plan 2023



Castle Island  
Bilingual Montessori

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# 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

**Staff** 17 Adults

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
  - 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



# Castle Island Leadership Team

- Board of Trustees
  - 8 School Leaders, including Director as Ex-Officio Member
    - Two Founders, Community Partners & Alumni Parents
- Board of Advisors
  - 7 School Leaders
    - Parents, Staff, Community Partners & a Trustee
- Administration
  - Director
  - Coordinator
  - Volunteer Assistants





# Goals 2023

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



# Goal 1

## Five Year Financial Model

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





## Goal 2

Provide Necessary Human Resources & Increase Salaries to Support Longevity

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



# Goal 3

## Invigorate Interest in BoT Membership

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



# Goal 4

## 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)





# Goal 5

## 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

