

CASTLE ISLAND

BILINGUAL MONTESSORI

INNOVATIVE. INTERCULTURAL. INCLUSIVE.

- A JOYFUL LEARNING COMMUNITY SINCE 2012 -

Dual Language Immersion: English & Spanish | Nonprofit Independent School | Growing to educate children ages 3 through 13

CIBM Strategic Plan 2021

School Mission: Castle Island Bilingual Montessori provides an accessible world-class education fully immersed in English and Spanish in a fully implemented Montessori environment for children in the Capital Region.

“Free children’s potential, and you will transform them into the world.” - Dr. Maria Montessori

The following goals and objectives were approved and submitted to the Castle Island Community by the Board of Trustees in January 2021:

1. **Priority:** FACILITIES UPGRADE

Goal: To have an established location for the 2021-2022 school year that fits our school community’s needs.

Guiding Agency: Relocation Task Force

Objectives:

- Find a new space within the City of Albany, accessible to any interested families in the Capital Region
- Ensure adequate classroom sizes to allow for a fully implemented, prepared Montessori environment and appropriate physical distancing for COVID-19 school guidelines for Primary and Elementary students
- Ensure classrooms and staff meeting spaces with natural light, good ventilation, strong safety features, an area for private school events, and enough room for continued growth of our community
- Safe outdoor play space easily accessed on a daily basis (weather permitting)
- Parking and convenient drop-off/pick-up lanes for cars, public transportation, bicycle riders, and pedestrians
- Private bathrooms for school use only, and sinks available within each classroom
- Affordable rent and overhead, so that our commitment to prioritizing sliding scale tuition, student scholarships, and professional development is not dwarfed by our expenses
- Long term considerations include owning our own building/campus, or possibly establishing multiple smaller satellite locations within the City, so that children may attend our school within their own neighborhoods

2. **Priority:** ACHIEVE ACCREDITATION AND DEVELOP ASSOCIATIONS

Goal: To submit AMS self-study documents by May 2021

Guiding Agency: Accreditation Task Force

Objectives:

- Achieve and maintain full accreditation status with the American Montessori Society (AMS)
- Aim to apply for New York State Association of Independent Schools (NYSAIS) accreditation by 2024
- Aim to apply for our absolute charter by 2024
- Develop participation with the New York State Montessori Alliance (NYSMA)
- Continue to develop the partnership with our sister school in Costa Rica and eventually establish a student exchange program

3. **Priority:** FINANCIAL HOUSE IN ORDER

Goal: To reduce the school's debt by 50% and to pay back private lenders

Guiding Agency: Finance and Fundraising Committees

Objectives:

- To focus on grant writing to help fund our school
- Aim that by 2022 to have community members establish an independent fundraising organization could become the role of our Board of Advisors, depending on the vision of that group as it evolves
- Aim that by 2024 to eliminate the school's debt entirely
- Aim that by 2026 to maintain at least 33% of our annual budget in a contingency account

4. **Priority:** SCHOOL COMMUNITY GROWTH

Goal: To enroll 50 students ages 3 – 12

Guiding Agency: Leadership Team and Membership Committee

Objectives:

- Enroll students for 2 Primary classrooms and 1 Elementary classroom
- Contract full-time, paid employment for lead and assistant guides (including the return of guides furloughed during COVID) and for the administrative team
- Contract instructors for Art, Movement, and Music
- Re-establish the parent-toddler program, temporarily suspended for 2020-2021
- Expand the Board of Trustees membership from 8 to 11 members, with active Committee and Task Force delegations

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5. **Priority:** COMMUNICATIONS AND MARKETING

Goal: To define the school's commitment to, and to continually expand, the diversity of the school community including children, their families, staff, leadership and partners

Guiding Agency: Diversity, Equity and Inclusion (DEI) Committee

Objectives:

- Establish formal statements, policies, protocols, and reviews for the newly formed Diversity, Equity, and Inclusion Committee
- Frequently gather feedback from community members so to adapt and evolve the school's outreach and policies in alignment with our broader community
- Proactively and regularly gather feedback from current families, via both personal interviews and anonymous surveys, regarding our strengths and challenges
- Focus on Montessori concepts of peace education and social justice as they relate to today's societal issues and to people in the school's everyday community
- Target marketing to local families interested in bilingual education and/or Montessori education, including families who are new to the region or may not have heard of our school.