# State of the School

Strategic Plan 2024



# 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.

2030 VISION ... Coming Soon!

# 2023-2024 Overview

# Community

Enrollment 50 Children 39 Early Childhood 11 Elementary

**Guides** 3 Lead & 3 Assistant **Enrichment** Part-Time Guides

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

#### Staff

8 Full Time

5 Part Time

2 Volunteer

**After Care** 1 Coordinator

1 Assistant Guide

**Enrichment Camps** 2 Co-Coordinators

**Toddler Program** Part-Time Guide

Parent Support Part-Time Counselor

**Facilities** Part-Time Coordinator

**Administration** Full-Time Director

Full-Time Coordinator

#### Beyond Academics & School Day

#### Family Events

- Meet-the-Guides Day
- International Peace Day Honoring Grandparents
- Hispanic Heritage 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 Fundraiser
- Tea Day Celebration
- Walk-a-Thon
  - Sponsorship Fundraiser



#### 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
- Parenting Sessions
- [Parent Book Club]



#### Outreach & Development

#### Community Forums

September, January, April & May

# Strategic Planning for School Improvement

Board of Trustees;

Parent/Caregiver/Community Partner Group; and Administration

- Annual Strategic Planning Session
- o Bi-Monthly Meetings
- Committee Work Groups

#### **Fundraiser Events**

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

#### **Annual Campaign**

• Founders Day Dinner



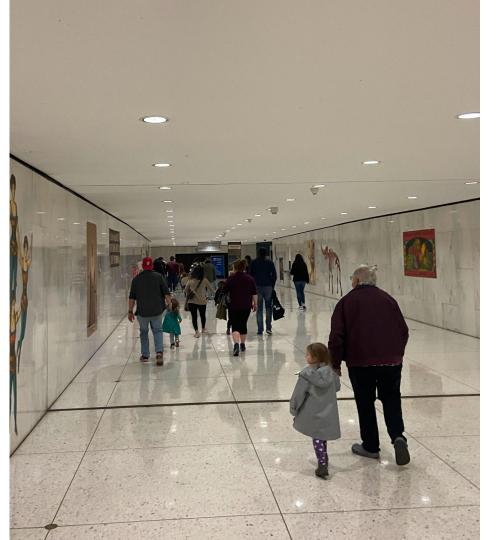
# Strategic Goals 2024





# 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**

#### **Continued work with:**

- Five Year Projection
- Development with Grants & Endowment

#### **Completed:**

- Review Tuition & Sliding Scale
  Scholarship Structure
- Review Salaries for Increase
- Continue 10th Anniversary
  Campaign



Provide Necessary Human Resources & Increase Salaries to Support Longevity

#### **Continued with for:**

- Director Evaluation
- Increase Salary Perks & Benefits

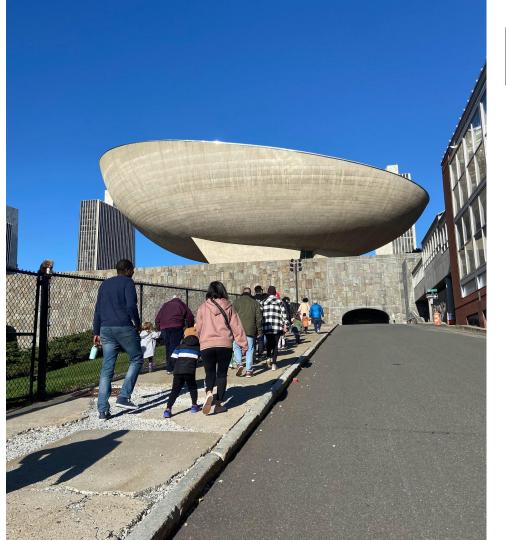
#### **Completed:**

Implement Salary Structure



# Invigorate Interest in BoT Membership

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



#### Learning Outcomes <u>Benchmarks</u> for Each Level

#### Continued work with:

- 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)

#### **Completed:**

AMS Accreditation Celebration



# 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



# Expansion Vision

#### **Facilities Search**

- Downtown Albany
- -20,000 sq ft
- Near park
- Safe student loading zone
- Space for 9 classrooms:
  - o Toddler (1)
  - Early Childhood (3)
  - Lower Elementary (2)
  - Upper Elementary (2)
  - Adolescence (1)