

State of the School

Strategic Plan 2024



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 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-Coordination

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
 - 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
- 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

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

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





Goal 2

Provide Necessary Human Resources & Increase Salaries to Support Longevity

Continued with for:

- Director Evaluation
- Increase Salary Perks & Benefits

Completed:

- Implement Salary Structure

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

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





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

Expansion Vision

Facilities Search

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