

Sussex Montessori School

Strategic Plan (2023-2026)

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Introductions

Mission & Vision

The mission of the Sussex Montessori School (SMS) is to nurture the development of empathetic, collaborative, persistent and innovative global and community citizens in accordance with the time-tested philosophy of Maria Montessori.

Purpose of Creating a Strategy

The Board of Directors has created a strategic plan to define and share the direction of Sussex Montessori School will take in the next three to five years. The Strategic Plan includes the school's vision, mission statements, strategic goals, the actions the board will take to achieve those goals, and the initial priorities for our school leadership team.

History

Sussex Montessori School was founded in 2018 with the approval of the charter by the Delaware State Board of Education. The school opened to children and families in 2020. The strategic goals for the school from 2018 to 2023 were centered on opening and launching the school. This included goals for stable finances, growing funding to support the capital needed to build classrooms, ensuring sufficient Montessori classroom space for the growing school, hiring qualified personnel to lead and teach, recruiting a diverse pool of students, and ensuring a high functioning board representative of the demographics of the community. In the summer of 2022 the board began the process of developing the next strategic plan as it transitions from a founding board to an operational governing board.

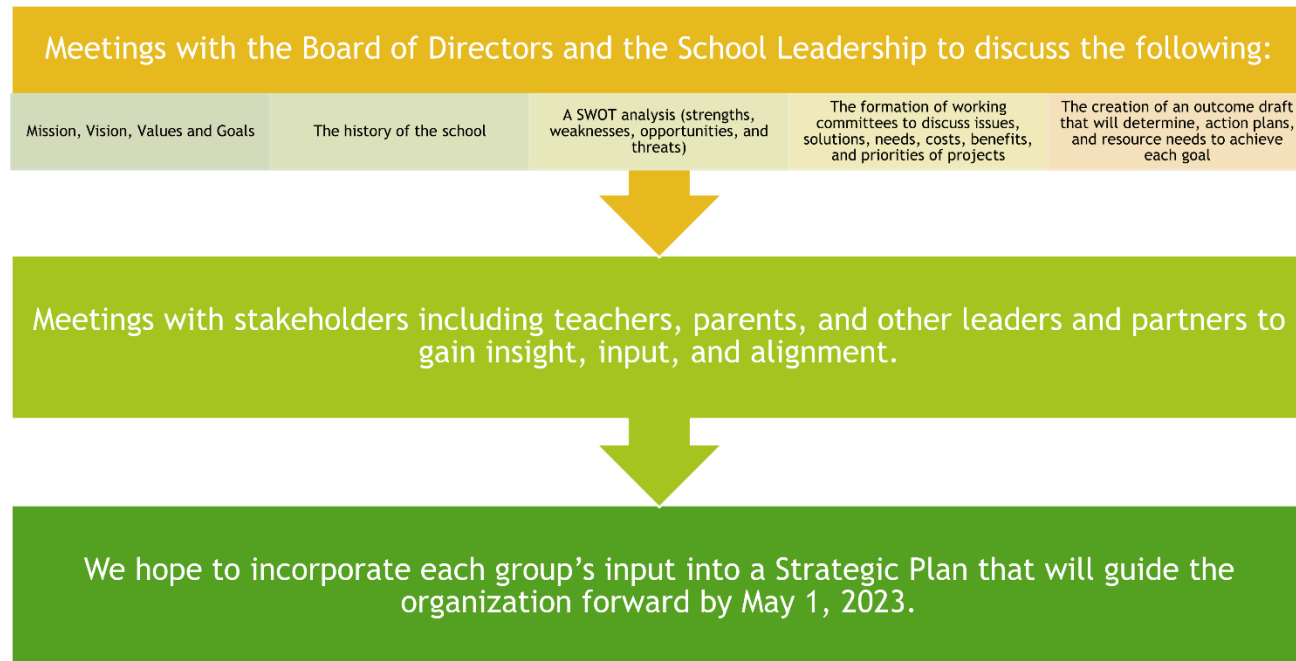
Process

The process for creating the strategic plan was a year long process, focused on three planning phases, and involving members of the school’s community of stakeholders.

In phase one the Board of Directors reviewed the Mission, Vision, Values and Goals of the school; discussed the history of the school; analyzed the schools strengths, weaknesses, opportunities, and threats (SWOT); formed working committees to discuss issues, solutions, needs, costs, benefits and priorities of projects based upon the findings of the SWOT analysis; created a draft strategic plan to discuss with other stakeholder groups including school leaders, teachers and staff, parents, community stakeholders, and funding partners.

In phase two, the Board of Directors reviewed and revised the strategic plan based upon input from the working committees and stakeholder groups.

In phase three, the Board of Directors finalized and approved the strategic plan, strategic goals, and initial priority of work; shared the plan with the school community stakeholder groups; and established short term goals for the school leadership team.



Strategy for Sussex Montessori School

The Plan

To accomplish the strategic goals, the Board of Directors and the School Leaders have created detailed tasks and objectives within each strategic goal that will be accomplished to ensure each goal is achieved. The specific objectives for each strategic goal are outlined with this plan.

To achieve the school's strategic goals. The Board of Directors and School leadership team will focus on the following initiatives in the coming months to establish the foundation for additional progress.

- Enhance school leadership team by adding a Director of Operations.
- Develop a staffing plan to hire and retain highly qualified Montessori teachers.
- Provide professional development and support for accelerated reading success.
- Ensure the philosophical stance of Responsive Classroom/Montessori culture to support SEL development is understood and implemented by all staff and stakeholders.
- Ensure the school is a secure and safe environment.
- Ensure there is sufficient Montessori classroom space.
- Purchase adjoining land to create flexibility for potential campus expansion.

Sussex Montessori School will be successful Reauthorized in January 2024

- a) A data collection system will be established by January 2023.
- b) A process for using data for reflection by school leaders, the board, and teachers will be established by January 2023.
- c) The HOS and Board liaison will ensure that all stakeholders complete the necessary documentation according to the established timeline.
- d) The report to DDOE will be completed with successful approval by January 2024.

Become a model for future Public Montessori Schools in Delaware

- a) The school will seek and retain highly qualified Montessori educators (Lead teachers and Associate teachers) that are recognized as innovative Montessori leaders across the state and nationally.
- b) Ensure that SMS is a model for teaching reading and writing in a child-centered Montessori classroom ensuring our children's success in these areas.
- c) Communications – Transparency is prioritized by all stakeholders including the Board, Administration, Site-based Team, teachers, associate teachers, and staff.
- d) Ensure the philosophical stance of Responsive Classroom/Montessori culture to support SEL development is understood and implemented by all staff and stakeholders.
- e) Sussex Montessori School will demonstrate fidelity and efficacy to the Montessori philosophy and SMS Montessori curriculum as reflected by the Developmental Environmental Rating Scale and the NCMPS Essential Elements Rubric.
- f) Sussex Montessori School will be meeting the academic and social emotional goals as established in the charter application.
- g) SMS will be a model for teaching reading and writing in a child-centered Montessori classroom.
- h) SMS will develop transition programs for children with preference to enroll in the school at age 5.
- i) SMS models best practices for parent partnerships in a Montessori School.
- j) Evaluate the role of technology literacy and STEM education in the Montessori classroom.

Create a diverse, equitable and inclusive community mindset.

- a) SMS will need to develop its own approach to DEI considering the community around the school as well as the philosophical stance of the Montessori classroom.
- b) A DEI committee of school staff, school leadership, and school families will be established.
- c) Seek to understand the children and families we serve by honoring their gifts to the community.
- d) Develop a vibrant wrap around program for the school.

Maintain procedural, governance and financial goals to ensure long-term stability and sustainability

- a) Develop and implement a succession planning strategy to ensure board membership and school Leadership is aligned with the mission/vision of SMS.
- b) Create a set of financial board policies to ensure financial stability.
- c) Evaluate the wording of mission and vision statement to determine if they represent the definition of a mission and visions statement.
- d) Board and school processes and procedures will be clear to all stakeholders.
- e) The board will emphasize transparency and communication with all stakeholders.
- f) Enhance school leadership team by adding a Director of Finance and Operations.

Complete the facilities vision of the campus to include k-6 classrooms, shared space, outdoor education opportunities and community involvement - the school is a community resource

- a) Ensure the school is a secure and safe environment. / The school is a safe place for staff and learners.
- b) Ensure sufficient Montessori classroom spaces.
- c) Address faculty space needs for meetings, prepping materials, etc.
- d) Purchase adjoining land to create flexibility for potential campus expansion.
- e) Raise funds and build permanent classrooms by 2030.
- f) Develop and implement an asset management system so that there is an active database of information to track major expenditures.

Closing

The Board's Intent – This strategic plan shall serve as a road map for excellence:

- To align all shareholders
- Inspire future partners.
- Create an extraordinary school for the entire community.

We acknowledge that strategic planning is an ongoing process and our leaders and school community will have to adjust and adapt to future obstacles, but we believe that this plan contains the principles that will enable the school to achieve a level of sustainable excellence that will help develop our students, staff, and community for years to come.