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**Island Montessori Charter School
Strategic Plan
2018- 2023**



**Island Montessori
Charter School**

Mission

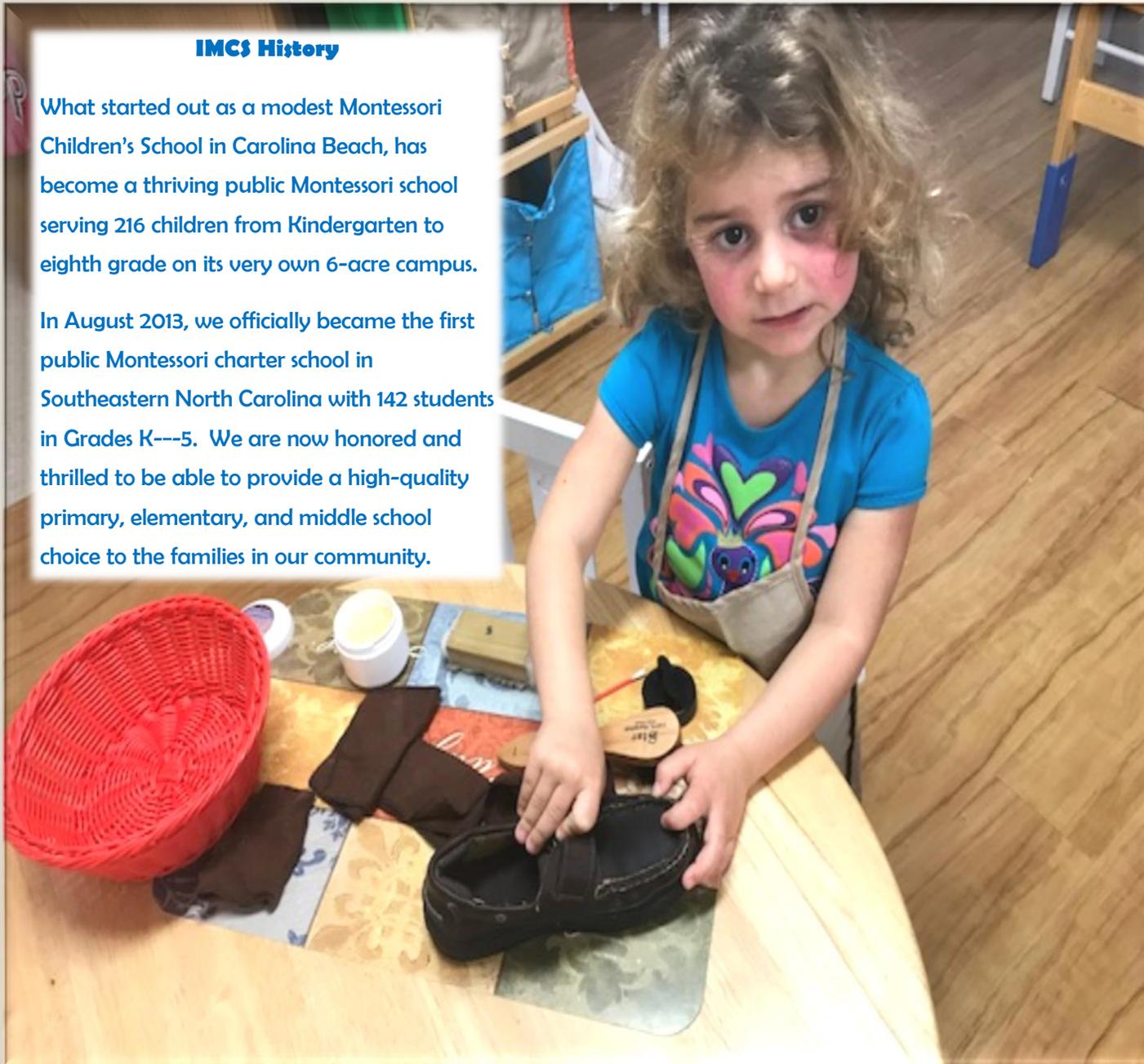
Our mission at Island Montessori School is to create a Montessori community that respects each child as an individual and fosters in each student respect for self and others, joy in discovery, independence, communal responsibility, and a peaceful approach to problem solving. Island Montessori School guides the growth and development of the whole child in an environment that:

- Fosters a love of learning
- Maximizes individual potential
- Promotes academic excellence
- Inspires creativity
- Celebrates diversity
- Encourages mutual respect
- Nurtures compassion and humanitarianism
- Advocates stewardship of the environment
- Graduates responsible, productive citizens of the world

IMCS History

What started out as a modest Montessori Children's School in Carolina Beach, has become a thriving public Montessori school serving 216 children from Kindergarten to eighth grade on its very own 6-acre campus.

In August 2013, we officially became the first public Montessori charter school in Southeastern North Carolina with 142 students in Grades K--5. We are now honored and thrilled to be able to provide a high-quality primary, elementary, and middle school choice to the families in our community.



Dear Families,

The intensive work that contributed to our strategic plan illuminated the topics important to our community. The plan has focused our priorities and will guide our intentions and course of action for the next five years. It has also allowed us to select and refine the strategies that will enable us to achieve the goals presented in the plan and has helped us to determine milestones upon which we will evaluate our progress. Most importantly, this document will be an ever-present part of our leadership priorities and provide our Board of Directors and IMS staff with a clear and common direction as we pursue endeavors to benefit our children, parents, staff, and wider community as a whole. The strategic plan that follows is ambitious and we strive to achieve every goal, but this is only attainable if we secure outside funding sources- such as grants and donations.

Primary Academic Strategic Initiatives

- **The Whole Child:** A deep respect for the developmental process, natural tendencies of children, the goal of independence, and practices of grace and courtesy.
- **Environment:** Thoughtfully integrate organization and flow in our Montessori Community.
- **Lessons:** Value how our intentional lessons, drive accountability and responsibility in the growth of every child.
- **Diversity:** A harmonious diversification in pedagogy, students and staff, in our thoughts, words and deeds.

Secondary Strategic Initiatives

- **Sustainability:** Secure our financial standing and the future of our physical campus.
- **Equity:** Increase equitable access to our school to support diversity.
- **Identity:** Solidify and leverage our Montessori Identity with our community.





Key Initiative

A Commitment to Pedagogy:

Our pedagogically sound programs are a foundation for life for your child. They reflect opportunities for experiential and individualized learning, community participation, and stewardship for our natural environment.

Outcomes:

- A Teacher Focus on Your Child's Achievement
- Accountability and Record Keeping
- Develop and Follow Our Montessori Guiding Principles with Your Child
- Promote the Inclusion of All Children Socially and Educationally
- Clear Expectations of Content Knowledge

Strategies:

- Develop staff capacity to use data for the personalize learning of your student- identifying and addressing needs through the student support system.
- Improve teacher excellency through workforce planning and opportunities to develop capacity to instruct within the content areas.
- An assessment protocol that integrates measures of your child's achievement with those of executive functions. Alongside, observation and documentation, that is ongoing, personalized, and drives all instructional decisions.
- Ensure our mission is ever-present in our classrooms, with a properly prepared environment for you're your children.
- The full complement of Montessori materials is represented on all shelves; additional materials conform to Montessori standards of order, beauty, and simplicity.
- A system for monitoring teacher performance with regular, planned classroom observations and feedback loops to sustain expectations.
- Acknowledge, follow, and adapt the Montessori learning continuum to the NC standards. Teachers "lead with the materials"— students learn through the Montessori materials and backward map this into the state standards.

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Outcomes:

- Evaluate Student's Emotional Well-being of Every Child
- Improve Technology
- Service Learning, Culture Building, and Global Education
- Building Clear expectations of content knowledge

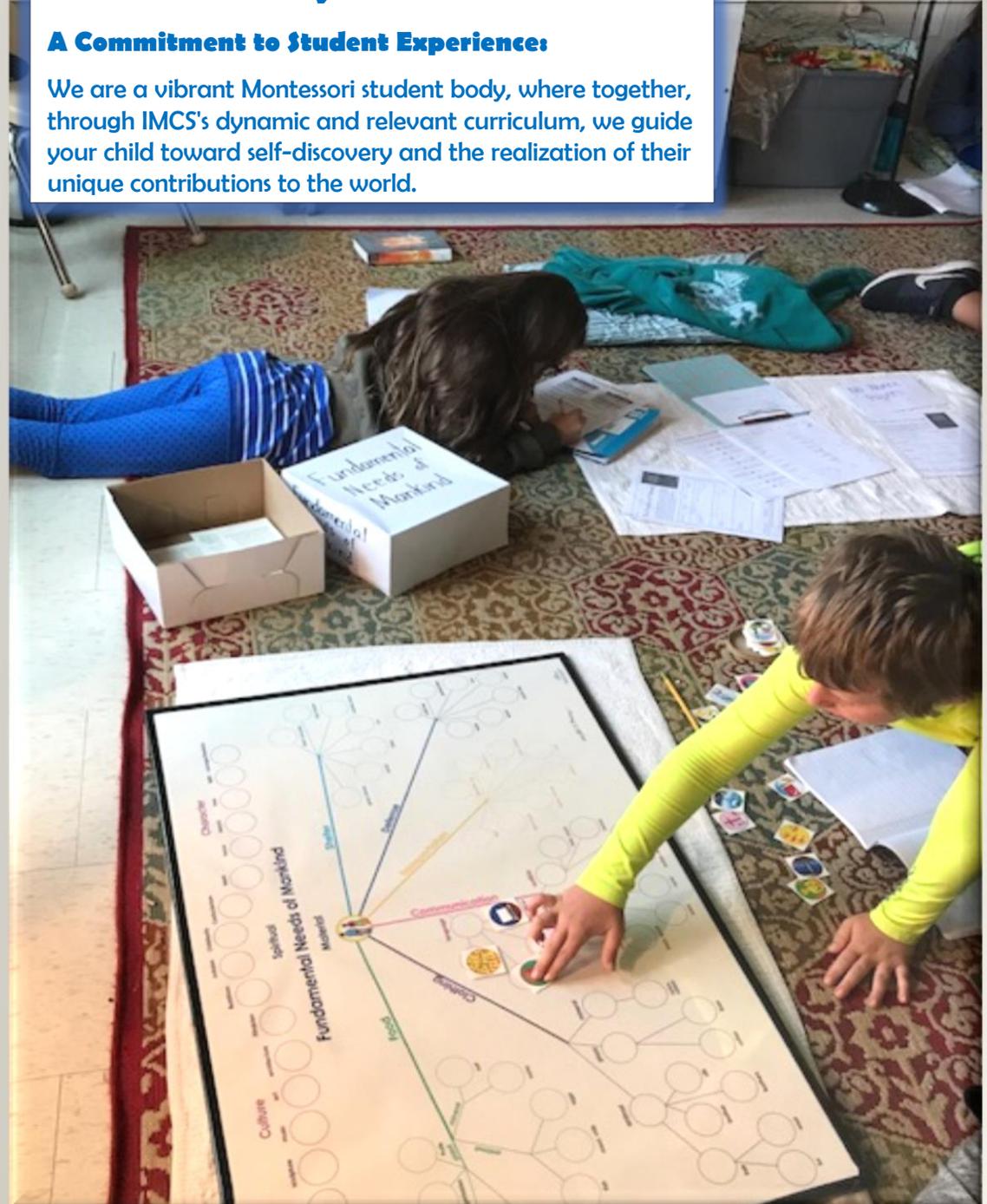
Strategies:

- Continue to successfully integrate mindful teacher awareness of your child for developing a greater responsiveness to student needs and positive relationships with students.
- Offer continuous strong afterschool/in school specials to support development, diversity, empowerment and inspiration in your child.
- Support your child further in areas of interest and academic need by providing appropriate staff support.
- Ensure our mission is ever-present in our classrooms, with a properly prepared environment for your child.
- Conduct a 5-year study to ensure infrastructure for technology is in place and in excellent working order for current and future needs.
- Provide technology related professional development that prepares staff to effectively use all available tools for lessons and teach your child to use these tools.
- Develop a spirit of open-mindedness, lifelong learning, discovery, and self-reliance in your child.
- Connect with our Alumni in a coordinated way to increase involvement and contribution.

Key Initiative

A Commitment to Student Experience:

We are a vibrant Montessori student body, where together, through IMCS's dynamic and relevant curriculum, we guide your child toward self-discovery and the realization of their unique contributions to the world.



Key Initiative

A Commitment to Engage and Extend Our Community:

While supporting more Montessori for more children: Our families, children, staff, and alumni of IMS value interdependence as we actively lend our unique strengths for the benefit of all. By building relationships locally, regionally and globally, we enhance understanding of Montessori values for your family and our community.



Outcomes:

- Improved Communication
- Broaden Our Community
- Be Mindful of Our Environmental Impact

Strategies:

- Find more successful methods of parent communication.
- Improved marketing to attract, retain, and inform parents.
- Develop closer links with local businesses such as local bakeries, businesses or stores for "going outs."
- Build on connections with existing community workplaces and organizations for "going outs."
- Connect with and collaborate with local, regional, and national Montessori Schools.
- Obtain our Global Educator Digital Badge.
- Use our resources more appropriately, while consciously considering our footprint on the environment.
- Connect our students to global culture.

Key Initiative

A Commitment to Promote Staff Vibrancy:

Our Montessori culture seeks to enhance the well-being, growth, and retention of our diverse and inspired staff.

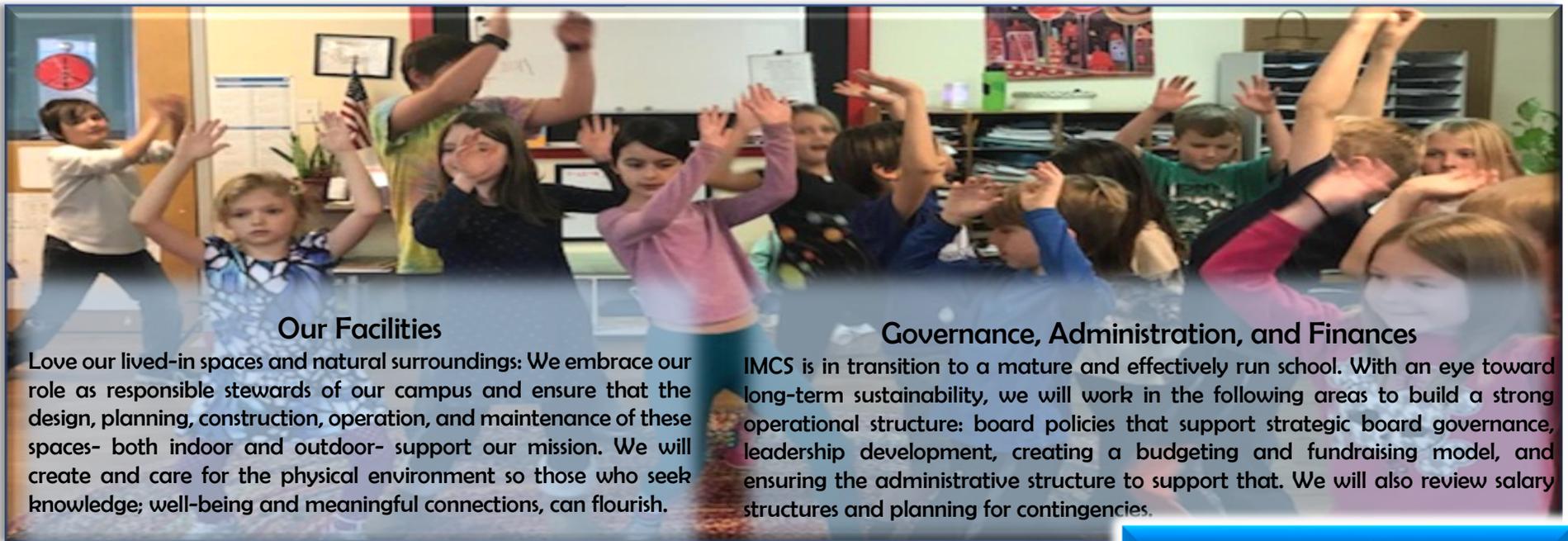


Outcomes:

- Training and Budgeting for Professional Development
- Prepared Environment
- Competitive Salary
- Build a Family- Staff Cohesiveness
- Reinvent Communication

Strategies:

- Support adult learning and education to encourage life-long learners and attract ambitious teachers.
- Ensure a fair and workable classroom budget for all teachers that is available for the entire school year.
- Yearly graduated salary increases for competitive salaries.
- Create a more interconnected and unified culture.
- Develop communication goals designed to improve and integrate effective communication at all levels, tied to the IMS community.



Our Facilities

Love our lived-in spaces and natural surroundings: We embrace our role as responsible stewards of our campus and ensure that the design, planning, construction, operation, and maintenance of these spaces- both indoor and outdoor- support our mission. We will create and care for the physical environment so those who seek knowledge; well-being and meaningful connections, can flourish.

Governance, Administration, and Finances

IMCS is in transition to a mature and effectively run school. With an eye toward long-term sustainability, we will work in the following areas to build a strong operational structure: board policies that support strategic board governance, leadership development, creating a budgeting and fundraising model, and ensuring the administrative structure to support that. We will also review salary structures and planning for contingencies.

Outcomes:

- Artistically beautiful “prepared” outdoor campus that is a point of distinction to be maintained.
- Consistently functional interior spaces by developmental level, artistically beautiful and thoughtfully maintained.
- Evaluate emergency preparedness and create a comprehensive emergency plan. environment for students.

Strategies:

- We aim to make our campus a reflection of human diversity; exhibiting appreciation of art and student creativity.
- Maintain and expand our established outdoor environments and exterior building facilities are well-laid and intentional.
- Create an inviting environment to accommodate the needs of multi-aged children.

Outcomes:

- The Board supports a strong administrative team creating sound policies and procedures to support operations, guided by the charter and mission statement.
- Commit to responsible growth driven by genuine Montessori practices, financial sustainability and the collective needs of the community.
- Adequate operating cash flow reserve.
- Teacher and staff retention and financial satisfaction.
- Increase non-government revenue.

Strategies:

- The Board and administrative staff will review and implement our charter, including the strategic plan, bylaws, and school improvement plan.
- The roles of the Board Member responsibilities and the Head of School will be clearly defined.
- The Board will monitor the school’s finances to ensure stability and longevity, including reserve funding.
- The IMS Board and the administrative staff will assure that necessary resources are available to support the strategic initiatives outlined in the 2018-2023 Strategic Plan.
- Identify outside sources to fund educational initiatives.

Summary

Island Montessori School is at a critical time in planning for the future. In order to secure the financial and physical stability of the school and its goal to be uniquely better and excellent, we need to build a solid endowment that will enable us to increase and support our school community. Further developing our strong Montessori identity through our strengthening academic curriculum will also solidify the vast progress the school has made since its founding in 2012. The curricular goals will further enhance the strength of our existing programs. The board believes this plan will bolster Island Montessori's strong foundation and allow it to thrive as it approaches its 10th anniversary in 2023.

www.im.school

Island Montessori Charter School shall not discriminate against anyone on the basis of gender, race, creed, color, religion, national origin, age, ancestry, disability or measures of intellectual ability or achievement or aptitude or athletic ability in its admissions or educational programs.

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Brian Corrigan: Governance, Administration, Finances and Facility

Dan Camacho: Governance, Administration, Finances and Facility

