



Providence Montessori School

Strategic Plan

October 2022 - October 2027

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Background

In August and September 2022, an environmental scan was conducted to collect quantitative and qualitative data to inform the strategic planning process. The scan included an anonymous online survey, which was distributed to 430 parents and staff. One hundred and fifty-six people responded, for a 37% response rate and a 6% margin of error. Nearly three out of four respondents (74.36%/116) were parents, the remaining 15% (24) were staff, and 10% (16) were both staff and parent. Participants had an opportunity to express their thoughts and opinions about the leadership, school growth and priorities, their experiences, and open responses about school strengths, opportunities, and needed changes.

Two focus group sessions were offered via video conference in September, and 17 parents and staff participated. Additionally, five 20–30-minute, one-on-one interviews were conducted via telephone or video conference call in August with parents and graduates. These participants shared their thoughts about Providence Montessori’s reputation, strengths, and opportunities.

Detailed results from the environmental scan were used by the Board of Directors to inform a Strengths, Opportunities, Aspirations, and Results (SOAR) organizational analysis. This information was the foundation for the strategic plan and was specifically used to develop the goal areas and shaped many of the objectives.

Broad, common themes that emerged from the scan included:

- The school received a great deal of positive feedback about academics, the whole child approach, the school/community environment, parent involvement, and the staff, faculty, and leadership.
- The need for increased diversity of staff, teachers, and students, including, but not limited to, gender, race, ethnicity, and socio-economic diversity.
- The importance of combatting misperceptions about Montessori and specifically Providence Montessori School.
- There are opportunities to create or improve onboarding processes for students and parents entering and transitioning within the school.
- While academics was identified as a strength, opportunities for expanding the curriculum were identified (e.g., technology and technology safety, music).
- Extracurricular activities (e.g., team sports, clubs, summer programs) were identified as a gap and an opportunity for expansion.
- Growth was of interest to many, with a focus on nurturing and growing the current community (e.g., more extracurricular opportunities, middle school, and increased student diversity).

Mission

Our mission is to provide an exceptional environment, holistic in its approach, that is a safe place for children to unleash their natural curiosity, their intrinsic desire for life-long learning, and their innate ability to be citizens who better our world.

Vision

Our vision is for all children to reach their full potential as collaborative and independent learners by providing a Montessori education that nurtures their spirits as they become responsible and engaged citizens of the world.

Core Values

Community

- Inclusive of all cultures, races, and socioeconomic backgrounds among staff, students, and families
- Effective communication between all stakeholders
- Engagement with the external community through partnerships and volunteer opportunities
- Consideration of all community members in the decision-making process
- Support from parents through participation and involvement
- Application of Montessori philosophy and guidelines

Education Rooted in Montessori Philosophy

- Development of children as independent individuals
- Guided learning by following the child's innate curiosity through observation
- Revealing the child's love of learning
- Teaching peace and conflict resolution
- Three-year classroom cycle based on child development
- Teacher excellence (Montessori trained)

Respect

- Respect for the whole child
- Impart respect with grace and courtesy and communication
- Respect for oneself, one another, and the global community
- Respect for the classroom environment
- Respect for the ecological environment to become good stewards of the Earth

Tradition of Excellence

- Continuity of Montessori-trained staff
- Continuity of families
- Parent engagement and education
- Increased financial strength to support our mission and staff wellness
- Quality, safe, well-maintained facilities
- Promote our proven history of quality Montessori education

Goals

To fulfill our mission, we will...

Student Experience: Increase student engagement and retention by expanding educational opportunities, providing robust extracurricular activities, and investigating new ways to augment the Providence learning experience to maximize student success.

Staff Experience: Provide an environment in which all staff feel valued by offering fair compensation and development opportunities because staff are the backbone of implementing the Montessori experience for the children.

Parent Experience: Provide meaningful opportunities for parents to engage with each other and the entire school community by creating a culture of volunteerism, increasing parent education, and welcoming new families to maximize parent participation.

Targeted Fundraising: Increase and diversify fundraising by offering a variety of contribution options and investigating new funding opportunities in order to improve the long-term sustainability of the school, offer more scholarship opportunities, and fund future growth.

Facilities Planning: Develop a master facilities plan for current campuses and ancillary properties to better prepare for future needs by understanding historical and current usage along with priorities and constraints.

External Marketing: Promote Providence and Montessori education to the outside community by exploring demographically targeted marketing campaigns, expanding awareness of Montessori student outcomes, and connecting and partnering with organizations with compatible values to attract new families.