



Strategic Plan

2025-2030





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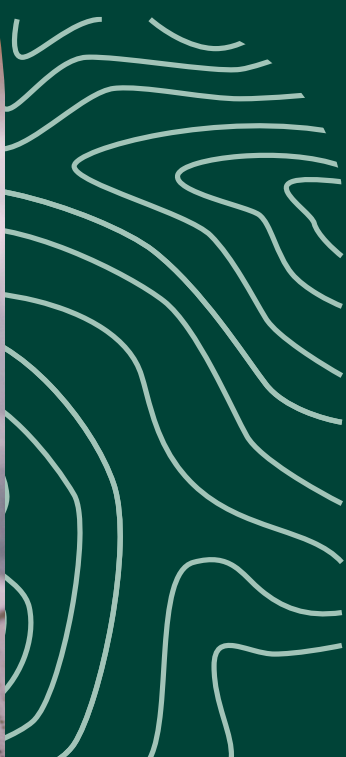

OVERVIEW



This Strategic Plan is developed by the Strategic Planning Committee in partnership with the Board of Directors of Common Roots Montessori School as part of a dynamic process to guide planning for the school. This Strategic Plan is not intended to govern or control decisions of the Board, but rather is intended to provide a roadmap for furtherance of the mission of the school. It is understood that the goal categories and the corresponding strategic actions for achieving those goals will change over time with evolving circumstances and priorities. The Board will review this Strategic Plan annually as part of the assessment of the school's finances following the end of a fiscal year, the budget development process for the following year, and in the evaluation of the school's leadership.



MISSION STATEMENT



Our mission is to provide a safe, beautiful, and authentic Montessori learning environment; to cultivate an inclusive, accessible, and diverse community in which all members feel a sense of belonging; and to support children in becoming confident, independent, and compassionate members of the world.

GOALS & STRATEGIC ACTIONS

CRMS has identified the following goal categories to facilitate the mission of the school. These goals are conceptual in nature, and are designed to establish a framework for specific actions.



Learning Environment



**Community and
Accessibility**



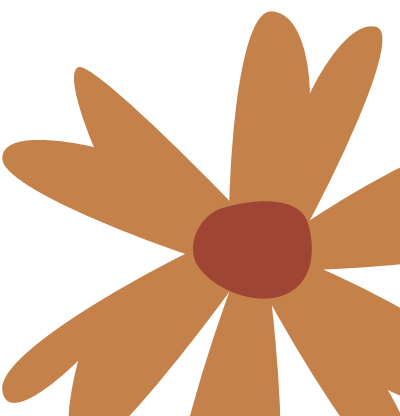
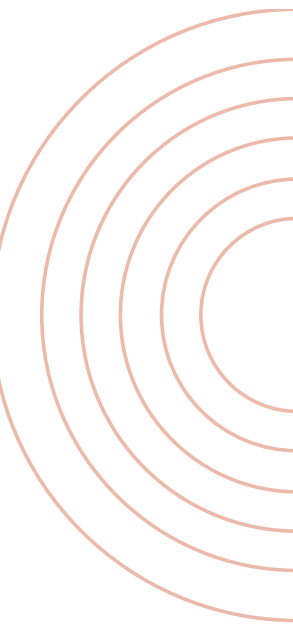
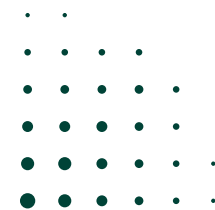
**Staff Preparation and
Investment**



Financial Health

Learning Environment

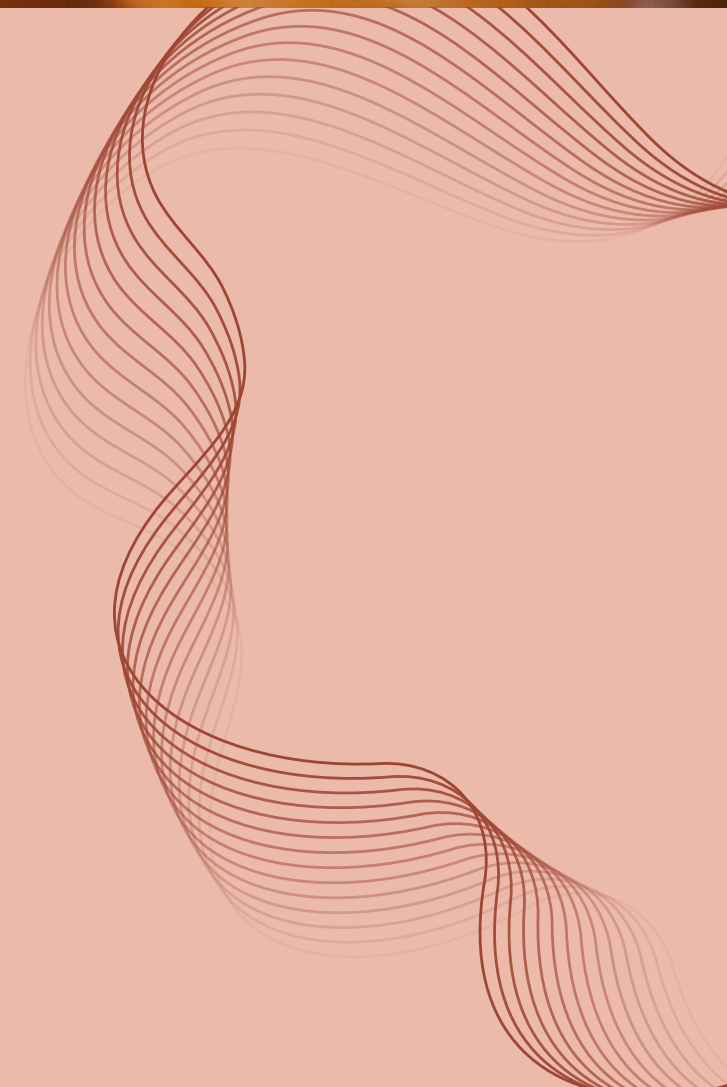
- Supply each classroom with the equipment and supplies commensurate with the Montessori method – conduct regular environment audits.
- Enhance the outdoor environment through ongoing development/investment and community engagement.
- Maintain literature and curriculum that reflect a diverse community and a commitment to Anti-Bias Education.
- Maintain ongoing training, time, and dedicated budget for Anti-Bias Education, expanding to include substitutes, families, and other community members.
- Conduct an Equity audit to identify strengths and areas of growth in equity and inclusion.
- Maintain AML accreditation and quality standards by supporting balanced enrollment and investing in trained, prepared faculty and staff.
- Strengthen school-home partnerships by offering wrap-around services such as home visits and family consultations.
- Increase kindergarten enrollment and retention by partnering with local Montessori elementary schools and refining scholarship programs to prioritize families with the highest financial need.





Community & Accessibility

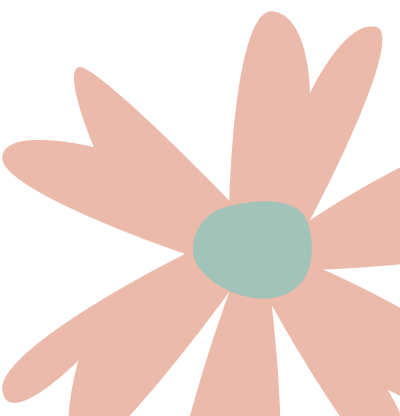
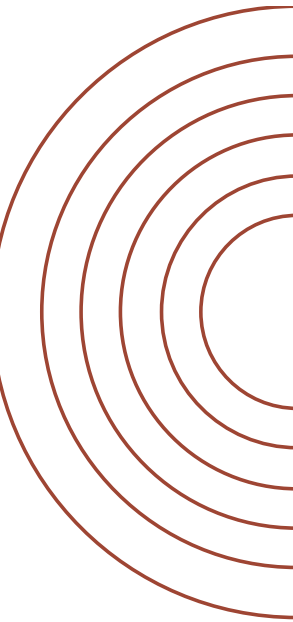
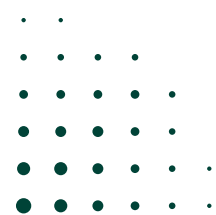
- Playspace Equity initiative: Collaborate with government entities/property owners/neighboring organizations, secure space and funding to establish a public, walkable, accessible outdoor playspace to serve needs of larger community
- Develop a partnership with Interfaith Action that supports shared values through collaborative programs, shared resources, service opportunities, and family-centered initiatives
- Continue to deepen connections and collaboration with the local AMI network and larger Montessori community (i.e. Great River School);
- Serve as a resource to the local Montessori network through practices such as ESA for 1:1 support, sensory/movement strategies and spaces, financial aid models, and anti-bias education
- Establish an alumni engagement program to strengthen community building. fundraising, networking, and resource sharing
- Increase community involvement in school programs, committees, events and governance by offering varying opportunities and timing options
- Improve access to school events by providing child care and food during programs
- Establish CRMS Affinity Groups to build affirmation of identities, inclusion, celebration, and support among community members
- Enhance the room parent program to promote and support mutual aid efforts such as carpooling, hand-me-down exchanges, and social events
- Partner with local service organizations to address families' holistic needs including transportation, food security, and healthcare
- Offer a free, ECFE-style parent-infant or birth-5 class to engage and support the wider community
- Regularly survey the community and respond to current needs

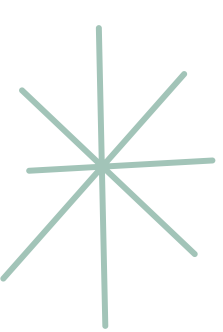




Staff Preparation & Investment

- Prioritize hiring practices to ensure that staff reflect the diversity of the student population across identities
- Continue to support professional growth by sponsoring staff training, memberships, conference attendance, and qualification advancement
- Provide ongoing professional development with a focus on Anti-Bias Education and Trauma-Informed Care
- Hire or contract a social worker—explore partnership with other organizations to share this role
- Implement paid volunteer days for staff to support their engagement in community service
- Strengthen compensation and benefits to be competitive among AML schools by:
 - Increasing salaries and wages;
 - Enhancing benefits (prep time, insurance, etc.);
 - Reducing staff health insurance premiums;
 - Expanding various insurance coverage options;
 - Exploring enhanced retirement plan options with higher employer match;
 - Offering sabbaticals and extended vacations;
 - Providing paid parental, caregiver, and family leave.





Financial Health

- Pursue grants and scholarships to promote greater socioeconomic diversity in enrollment
- Maintain contributed income at or above 5% of revenue through strategic fundraising and grant-seeking
- Increase contingency funds to cover six months or more of operating expenses
- Identify and implement the most equitable tuition model to support the diverse socioeconomic needs of the community
- Sustain and expand need-based financial aid programs, with a focus on families aging out of state early learning scholarships
- Establish an endowment to support school programming and tuition assistance or scholarship programs
- Reduce the school's existing long-term debt obligations
- Maintain interest-earning investments to strengthen reserves
- Grow a base of major individual donors through cultivation and engagement
- Implement a development database for more effective alumni and community fundraising
- Institutionalize a permanent Grants Committee of the Board to monitor and apply for funding opportunities
- Increase administrative capacity for grant seeking and writing, potentially by hiring or contracting a part time grant writer

