



Clementine Montessori School Strategic Plan 2014-17

Goals

1. Maintain and Enhance Our Educational Program Strength

- Provide exceptional Montessori education and enrichment programs while achieving the goals of the CMS mission
- Enhance our core Primary program and provide an outstanding Kindergarten program
- Refine the curriculum and increase staffing for our Extended Day and Club programs
- Receive American Montessori Society (AMS) accreditation while actively participating in the regional and national Montessori community

2. Provide Guidance and Leadership to Our Families

- Enhance the effectiveness of the Board of Trustees in an on-going manner
- Regularly assess parents' satisfaction with CMS
- Recruit Board members with the critical skills needed for CMS' future
- Implement and oversee a consistent oversight and reporting process with the Head of School
- Review and update strategic initiatives annually and communicate them to the CMS community
- Cultivate new leadership through a Board succession planning and recruitment process

3. Invest in the Development of Our Faculty and Staff

- Develop a comprehensive compensation package for our faculty and staff, including a professional development and evaluation program that meets their needs at all stages of their careers
- Attract, retain and develop a diverse, outstanding team which delivers child-centered education in ways that continue to advance Clementine's excellence in Montessori education

4. Engage and Support Our Broad Community

- Create a school community that reflects Philadelphia's diversity and Maria Montessori's welcoming vision of children as citizens of the world
- Communicate and execute our mission in internal and external settings, across multiple channels and extending to local residents, businesses, and regional institutions
- Articulate the curriculum standards for the Primary program
- Develop opportunities for both enrolled and alumnae CMS families to advocate on our behalf

5. Broaden and Develop Our Financial and Facility Resources

- Maintain a "rolling" three year financial plan for CMS, including adequate operating and Board reserves and an investment plan for them
- Develop alternate non-operational sources of funding, e.g. grants
- Consider the creation of an Endowment Fund
- Optimize our current facilities to enhance educational programs, strengthen the sense of community among students and families, and increase CMS' aesthetic character
- Develop plans for acquiring and/or sharing additional space in order to further improve upon and expand programs