



# Montessori

ACADEMY OF LONDON

## **Our Path to 2017**

### **STRATEGIC PRIORITIES & INITIATIVES**

September, 2012



Dear Friends of Montessori Academy of London,

On behalf of the Board of Governors, I am pleased to share the 2012-2017 Strategic Plan for Montessori Academy of London which outlines our strategic priorities relating to students and families, faculty and staff, facilities and infrastructure, financial management and community engagement. The priorities and initiatives outlined in the pages that follow will serve to guide the School into 2017 – our 50th year of providing authentic Montessori education to London area families.

It is an exciting time to be part of the Montessori Academy of London community. This year we celebrate the 45th anniversary of the School, and the 25th year of the Junior High program. As we embrace a bright future, there is a renewed emphasis on aligning our long-term priorities with our vision, and connecting the School's current activities with its future goals.

During the first year of its existence, the Board identified long-term strategic planning as one of its core activities, and began the process of stakeholder consultation in 2010. The 2012-2017 Strategic Plan is the result of collaboration between School Administration and Board committee members, input from an external analysis, feedback from parent and staff focus groups, and extensive consultation with our entire community. We thank all of the contributors who took time to participate in this very important exercise.

To ensure the Board remains focused on the long-term vision of Montessori Academy of London, and to identify, assess and set our strategic priorities, we used the following questions as guides:

- Does this priority best serve the overall development of our students?
- Will this priority support the relationships and needs of our families?
- Does this priority support authentic Montessori education and the staff that deliver it?
- Does this priority help ensure a stable and sustainable community?
- Will this priority enhance our ability to share the value of Montessori?

This plan will help drive our decisions and ensure a focus on key priorities for the future while providing a framework for the School Administration to create operational plans to achieve our collective goals. Together, the Board of Governors and School Administration must continue to think, plan and act strategically to ensure Montessori Academy of London will be able to serve the students of the future. In that future we envision a community of confident, compassionate and engaged citizens who think globally, act responsibly and collaborate successfully to create a humane world. As we forge ahead together, I invite you to join in our efforts to make our vision a reality.

Sincerely,

Christine Haas, President  
Board of Governors



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## Vision

Our vision is a community of confident, compassionate and engaged citizens who think globally, act responsibly and collaborate successfully to create a humane world.

## Mission

To provide a world-class Montessori education that promotes academic excellence and prepares children and young adults to engage the world as active citizens and successful leaders.

## Values

Respect

Independence

Compassion

Global Citizenship

Critical Thinking

Creativity

Community



## STRATEGIC PRIORITY I

# Educating Students, Fostering Citizens

### INITIATIVES:

- Continue to adhere to Montessori philosophy and curriculum while offering innovative modes of instruction
  - Maintain CCMA accreditation and pursue affiliation or accreditation with relevant non-Montessori educational bodies that promote excellence in education
- Provide an exceptional Montessori education informed by current research in learning and curriculum development
  - Track research in learning and innovation in curriculum development; incorporate as appropriate
  - Develop partnerships with experts in the community to create learning opportunities for students
- Ensure strong student recruitment and retention with a focus on developing a diverse student population and increased financial aid and scholarships
  - Develop strategies to ensure a large number of suitable applicants apply each year
  - Ensure our school is desirable and accessible to a demographically diverse population
  - Expand the resources that would allow a larger percentage of families to benefit from financial aid
- Explore the implementation of additional programs that align with Montessori philosophy and support the vision of the School



## STRATEGIC PRIORITY 2

# Building Community, Supporting our Families

### INITIATIVES:

- Build strong relationships with our families
  - Develop strategies to ensure strong relationships with families through communication and collaboration
  - Partner with parents to ensure a shared understanding of their expectations and needs, and provide opportunities for their engagement and support
- Incorporate new processes and solutions for excellence in communication
  - Develop tools that allow for timely, relevant and meaningful communication between home and school
  - Pursue and implement technology solutions that are appealing to parents and allow for easy data gathering and relationship-building
- Encourage a culture of support
  - Develop opportunities to foster and support volunteerism in the School
  - Develop a strong culture of financial giving that supports the mission and work of the School, and builds a more cohesive, collaborative community for the benefit of all students



### STRATEGIC PRIORITY 3

## Investing in our Faculty and Staff

#### INITIATIVES:

- Attract and retain outstanding faculty and staff
  - Support, encourage and recognize the importance of ongoing professional development; provide leadership and development opportunities as appropriate
  - Develop a comprehensive human resources strategy that includes the assessment of opportunities to enhance compensation and benefits
- Optimize faculty and administrative structure
  - Conduct annual assessments of faculty, administrative and operational requirements for the future success of the School



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#### STRATEGIC PRIORITY 4

## Preparing the Environment, Improving Facilities and Infrastructure

### INITIATIVES:

- Create and maintain excellent facilities
  - Upgrade current facilities, internally and externally, for short-term needs
  - Develop a long-term facilities plan that reflects the culture of the School, and is supported by current research in optimal learning environments
- Assess the current technological infrastructure to determine required upgrades and enhancements that will provide an optimal, appropriate experience for all participants - students, teachers and parents



## STRATEGIC PRIORITY 5

### Ensuring our Future, An Optimal Financial Model

#### INITIATIVES:

- Develop a long-term financial strategy and 5-year financial plan that considers the importance of ongoing development and fundraising opportunities for the achievement of strategic goals
- Create and implement a revenue diversification strategy to ensure long-term financial strength





## STRATEGIC PRIORITY 6

# Collaborating and Sharing the Value of Montessori Philosophy

### INITIATIVES:

- Extend the awareness of the benefits of Montessori philosophy and education beyond our school
- Develop partnerships and participate in research projects with compatible and complementary organizations to:
  - articulate the effectiveness and extend the benefits of Montessori education
  - improve the data available to inform educators, parents and the public about the value of the Montessori approach

**Expect more from education.**



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[www.montessori.on.ca](http://www.montessori.on.ca)

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