



# Harbor Montessori School

*Strategic Plan 2022-2027*

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**At HMS, we believe in school improvement.**

**The following document outlines four strategic goals to be completed by December 2027.**

# Nurturing Authentic Montessori



## Objective:

Ensure that the HMS program model is flexible enough to evolve with the times, while staying grounded in the mission-based programs and activities that we do best.

Harbor Montessori has navigated the challenges and uncertainty of the pandemic and responded well; staying on course while bringing the Montessori Method to new platforms. As we progress through these challenging times, we shall ensure that HMS stays true to our mission, vision, values, and Montessori core; evolving to enhance our students' experience with the learning environment.

# The Strategies



- Invest and commit to building community connections that stem from a strong and healthy internal culture.
- Evaluate what age groups best serve, and are best served by, the mission of Harbor Montessori School and align our school program to reflect this.



- Create a robust, multi-year plan to integrate the enrichment program (including after-school, summer and school day components) of the school into the core learning goals of HMS.
- Provide opportunities for family engagement that align with and support the school values of inclusion, respect, optimism, integrity and connection.
- Explore what it looks like to integrate technology into the school while adhering to our Montessori philosophy.



# Nurturing HMS Faculty and Staff

## Objective:

Recruit, retain, develop and support an outstanding, compassionate, and diverse team who embody a growth mindset and are dedicated to the Montessori philosophy. This team will support the HMS organizational goals, while working in alignment with the administration to ensure excellence in education and strong relationships with the school wide community.

Our faculty and staff are central to our community where meaningful relationships are built amidst a shared vision of Montessori education. Over the past two years of pandemic schooling we have asked a tremendous amount of our faculty staff. Now we need to honor their contribution by prioritizing robust support, and opportunities for personal growth and professional fulfillment for all of our faculty and staff. Investing in our faculty and staff this way will ensure we continue to attract and support high quality faculty and staff who embody the Montessori Method of education.



# The Strategies

- Create systems within the school community to support the faculty and staff.
- Use data gathered and staff input to make working at HMS a “Dream Job.”
- Determine optimal staffing models based on feedback from current staff (ie: admin, lead teacher, assistant, specialist, childcare)
- Enable our educators to do their best work fostering a learning environment that nourishes the school’s ecosystem.





# Nurturing Belonging

## Objective:

To further our commitment to diversity, equity, and inclusion, ensuring that every student and family is supported and feels a sense of belonging within our learning community. This goal is critical to our school mission as we work to ensure that every family and staff member feel a sense of belonging, and to continue to prepare our students to be kind, empathetic participants in a global community.



“The needs of mankind are universal. Our means of meeting them create the richness and diversity of the planet. The Montessori child should come to relish the texture of that diversity.” -Maria Montessori

Creating an environment of belonging for all children is an essential tenet of Montessori education. We recognize that diversity and inclusion of all types are equally important. We believe these strategies will provide a roadmap to integrate anti-bias, anti-racist and culturally competent practices. As we grow and evolve our school program we are committed to intentionally supporting both the existing diversity in our school and the growing diversity in our broader surrounding community.

# The Strategies



- Reduce physical and financial barriers in joining and thriving at HMS
- Provide support to the teaching staff to meet the needs of students and their families.
- Form a robust committee tasked with supporting the integration of curriculum which reflects the school's commitment to DEI and launches school-wide initiatives to support learning in this area.





# Nurturing Our Home

## Objective:

Apply our mission, vision, and values to reimagine our school campuses to best meet the needs of the communities we serve at each location.

The implementation of the HMS program heavily depends on the facilities. As our school community experienced growth, the existing campus became the driver behind some programmatic decisions. Looking to the future we are committed to designing spaces to center the student experience and best serve our mission. Creating a community where the mission and program drive the facilities rather than the facilities drive the program.



# The Strategies

- Explore ways to maximize our spaces to best honor the uniqueness of Harbor Montessori School.
- Create intentional auxiliary spaces that enhance opportunities for our student body to connect.
- Determine what factors contribute to a feeling of inclusivity, connection, respect, integrity, and optimism and create structures to support this.
- Create an Institutional Advancement and long term financial plan that supports the stewardship of the school; ensuring that the brick and mortar of HMS will embody the mission and vision.



# Mission

Harbor Montessori School is dedicated to nurturing the whole child through intentional academic guidance, purposeful learning environments, and peace-minded community support.

# Vision

Harbor Montessori School cultivates engaged, innovative thinkers who transform lives.

# Values

Harbor Montessori school is a community that values inclusivity, respect, connection, optimism, and integrity

