



Washington Montessori Public Charter School

2330 Old Bath Hwy.
Washington, NC 27889
Phone: (252) 946-1977 Fax: (252) 946-5938
www.wmpcs.org

STRATEGIC PLAN 2017-2021

The Board of Trustees (BoT) is pleased to announce the approval of WMPCS's 2017-2021 Strategic Plan. From May through October 2017, WMPCS completed a thorough strategic planning process. Here you will find a summary of the goals and objectives that comprise the plan itself.

Strategic Planning Research

Feedback about WMPCS and ideas for its future were received from community members using data from the annual community survey, a retreat with focus groups, and BoT discussions during open meetings. Respondents included WMPCS BoT members, the Heads of School, faculty and staff, parents of current students, and current students. This strategic plan is organized around four goal areas: (1) Building & Grounds; (2) Student Achievement; (3) Community, Connections, & Diversity; and (4) Governance, Finance, & Advancement.

GOAL AREA: BUILDINGS & GROUNDS

We deliberately seek to create a campus of timeless beauty that communicates to our students that the buildings and grounds are expressions of our commitment to their education and success. Our priority is for a campus large enough to facilitate an authentic child-centered Montessori education, to include areas for natural habitat, and to allow opportunities for educational programming outside the classroom (e.g., horticultural). To this end, we list the following goals for our buildings and grounds.

Goal 1. Our buildings and grounds will support the implementation of our educational program and institutional mission as ideally as possible, while accommodating for the natural progression of students through the K-12 curriculum.

Objective 1.1. Develop plans and begin a building campaign for replacing Secondary I modular building.

Objective 1.2 Develop plans and begin a building campaign for replacing Children's House modular building.

Objective 1.3. Prioritize areas set aside for natural habitat, as well as areas set aside for educational programming outside the classrooms.

GOAL AREA: STUDENT ACHIEVEMENT

The mission of WMPCS is to inspire academic excellence for each individual student. It is our responsibility to provide the tools and environment necessary for each student to achieve their greatest potential. To this end, we list the following goals to create an enriched and effective learning environment.

Goal 2. Refine the Montessori curriculum for students ages 3-18.

Objective 2.1. Ensure consistent systems across the full WMPCS curriculum that are supported by staff and that advance Montessori pedagogy. Curriculum areas are to include, but are not limited to, classroom supported activities, volunteerism, and entrepreneurship.

Objective 2.2. Routinely employ multi-faceted evaluation methods to ensure the needs of the students are being met while demonstrating fidelity to Montessori pedagogy within the community.

Objective 2.3. Maintain and protect low teacher-student ratio for the purpose of protecting the learning environment.

Goal 3. Continue to evaluate and strengthen Montessori training for community members so that every student may participate fully in the depth of the curriculum.

Objective 3.1. Offer ongoing training by certified Montessori instructors to faculty to foster a collaborative learning environment and enrich and advance the pedagogy.

Objective 3.2. Re-evaluate and strengthen Montessori educational opportunities for community members such that students have educational consistency throughout their day.

GOAL AREA: COMMUNITY, CONNECTIONS, & DIVERSITY

WMPCS prides itself on the strength and engagement of our school community. Service and entrepreneurship are integral parts of the Montessori pedagogy. Additionally, our original charter and Bylaws outline an expressed purpose for our school to serve students from diverse backgrounds, particularly those with limited English proficiency. To this end, we list the following goals to support community, connections, and diversity.

Goal 4. Examine and evaluate plans to recruit and retain students and staff from diverse backgrounds.

Objective 4.1. Continue to build ongoing relationships with minority group partners for recruitment of potential students and staff.

Objective 4.2. Develop informational materials describing WMPCS in Spanish and distribute within the community.

Goal 5. Create and implement a plan to increase entrepreneurship among students and engagement with the local community.

Objective 5.1. Plan for ongoing student service opportunities within the local community.

Objective 5.2. Consider feasibility of internal productions or involvement in other events open to the community.

Objective 5.3. Develop creative ways to increase opportunities for entrepreneurial endeavors.

GOAL AREA: GOVERNANCE, FINANCE, & ADVANCEMENT

Our school currently employs a unique, dual-leadership model, which the BoT has been monitoring and evaluating for effectiveness since its inception four years ago. We also strive to maintain a responsible budget that effectively supports all programs and activities of the school, while continually assessing the needs, revenues and expenses of WMPCS and exploring all practical and legal sources of income, including the potential to expand advancement funding. To this end, we list the following goals to support governance, finance and advancement opportunities.

Goal 6: Finalize the evaluation of the Dual Heads of School Administration to determine its formal adoption at WMPCS, as well as its potential use at other Montessori Schools.

Objective 6.1: Update the job description and performance evaluation tool for the Directress of Education and Academics against the Strategic Plan: Montessori Philosophy, Academic Curriculum, Teacher Recruitment, Teacher Training and Retention, Student Outcomes, and Compliance with State and DPI requirements.

Objective 6.2: Update the job description and performance evaluation tool for the Director of Administration and Finance against the Strategic Plan: Financial Management, School Operations, Facilities Management, and Compliance with State and DPI requirements.

Goal 7: By the end of the 2017-2018 school year, develop an outline of aspirational goals for student success, financial health, governance, and facilities by the year 2027.

Goal 8: Develop and implement initial steps to grow Advancement Funding

Objective 8.1: Establish an Advancement Committee comprised of faculty, students, and administration during the 2017-2018 school year.

Objective 8.2: Develop a 5-year Advancement plan for school years 2018-2019 – 2022-2023 which increases giving each year and expands the constituent donor base (students, community, sponsors, etc.) each year.

BoT Approved October 19, 2017