



**Richmond  
Montessori  
School** a world of difference



# *Charting Our Course To Excellence*

*Richmond Montessori School  
Strategic Plan 2007-2012*

*Unanimously adopted by  
the RMS Board of Trustees  
May 15, 2007*

## ***Our Vision***

**Richmond Montessori School is a premier Montessori community, inspiring academic excellence and nurturing human potential.**

## ***Our Values***

### ***Excellence...***

academics, leadership, accreditation

### ***Character...***

personal empowerment, integrity, accountability

### ***Authenticity...***

Montessori curriculum, philosophy, method

### ***Respect...***

self, others, environment

### ***Community...***

diversity, dynamic learning, service

***Richmond Montessori School...***

***...passion for learning, passion for life.***

## **Strategic Direction:**

### ***Financial Growth and Security***

Our focus is to obtain the necessary funding to support the new initiatives, programs, staffing and facilities required to implement the five-year strategic plan.

- ✦ **Goal #1: Undertake and complete a capital campaign to support planned growth and enhancements in the 5-year strategic plan.**
- ✦ **Goal #2: Refine Annual Fund plan to reflect programming priorities in the strategic plan.**
- ✦ **Goal #3: Fully define and fund Endowments.**

## **Strategic Direction:**

### ***Governance***

Our focus is to provide conscientious and dedicated leadership to support the Head of School, the strategic plan, and the financial integrity of the school.

- ✦ **Goal #1: Identify and provide enhanced board development and training.**
- ✦ **Goal #2: Develop section of the School Continuity Plan (see Staffing – Goal #1) to address long-term stability of the Head of School position.**

## Strategic Direction: *Staffing*

Our focus is to ensure continuity of our workforce by investing in "growing our own" teachers, leaders, and administration (including certified Montessori teachers).

- ✦ **Goal #1: Develop a long-term Staff (faculty and administration) Continuity Plan.**
- ✦ **Goal #2: Support professional and personal growth through a formal and flexible faculty and staff development program.**
- ✦ **Goal #3: Analyze a potential compensation package as a way to attract and retain exceptional Montessori-trained faculty.**
- ✦ **Goal #4: Grow our own Montessori trained teachers by identifying candidates and sponsoring Montessori teacher training based on the needs of the school.**
- ✦ **Goal #5: Complete a feasibility study for an AMS approved, revenue-generating Montessori Teacher Training Program.**

## Our Strategic Directions and Goals

### Strategic Direction:

### *Philosophy and Programs*

Our focus is to develop and enhance programs that reflect the Montessori philosophy and meet the needs of the student body. The goals will be achieved in the context of the *Pillars/Best Practices of Montessori* and developing the indoor and outdoor campus as a *prepared environment*.

- ✦ **Goal #1: Develop a Media Resource Center.**
- ✦ **Goal #2: Enhance the core science curriculum and develop an environmental sciences program.**
- ✦ **Goal #3: Enhance and restructure specialty programming in physical education/athletics, visual arts, music, and performing arts to complement and strengthen the Montessori curriculum.**
- ✦ **Goal #4: Explore potential enhancements to the structure, programs, and staffing of the Extended Care Program and extracurricular activities.**

## Strategic Direction: *Middle School*

Our focus is to position the middle school for gradual growth and success by identifying appropriate resources, teachers, and programming.

- ✦ **Goal #1:** Draw on current research and best practices to continue to enhance a developmentally appropriate, intellectually challenging middle school program that prepares students for high school.
- ✦ **Goal #2:** Ensure that teachers work collaboratively as a team, serve as facilitators in the learning process, and value communications with student families.
- ✦ **Goal #3:** Educate the RMS community about why students should continue their education through Montessori middle school.
- ✦ **Goal #4:** Provide the physical space necessary for curricular, co-curricular, and athletic programming.
- ✦ **Goal #5:** Become a leading model for Montessori middle schools.

## Strategic Direction: *Growth to Accommodate*

### *Students and Programming*

Our focus is to develop the appropriate master site plan to meet the needs of up to 400 students at the Parham Road campus. Also, during the next three years, plan what the campus/school should be like in ten years and explore options for addressing the long-term space needs of the school.

- ✦ **Goal #1:** Complete site development on the Parham Road Campus based on the Master Site Plan to create space [internal and external] for a maximum of 400 students and program enhancements to fully implement the 5-year strategic plan.
- ✦ **Goal #2:** Actively explore opportunities to purchase and/or secure additional land and/or property to enhance the programs at the Parham Road Campus.