

MARGARET RIVER MONTESSORI SCHOOL

STRATEGIC PLAN

2009-2014



VISION

MAKING THE WORLD A BETTER PLACE BY PROVIDING AN EDUCATION THAT;

- INSPIRES ACADEMIC EXCELLENCE
- NURTURES RESPECT FOR SELF, OTHERS AND THE ENVIRONMENT, CURIOSITY, CREATIVITY, AND IMAGINATION
- AWAKENS THE HUMAN SPIRIT

MISSION

TO PROVIDE A QUALITY MONTESSORI EDUCATION, IN THE SHIRE OF AUGUSTA-MARGARET RIVER, THEREBY HELPING OUR CHILDREN TO;

- DISCOVER THEIR CAPACITY TO LIVE IN PEACE
 - LEARN WITHOUT BOUNDARIES THROUGHOUT THEIR LIFETIMES
 - FIND MEANINGFUL WORK
 - DISCOVER THE JOY OF FRIENDSHIPS AND COMMUNITY
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Strategic Intent

	<i>Goals</i>	<i>Key Improvement Strategies</i>
Curriculum and Education	<p>Develop three Junior Primary classes, two Middle Primary classes and two Upper Primary classes.</p> <p>Optimum student numbers for all functioning classrooms.</p> <p>Investigate/develop an adolescent programme.</p> <p>Investigate/develop a successful 0-3 years Montessori Programme/Playgroup</p> <p>A curriculum that meets Montessori, State and National Requirements.</p> <p>Accommodation will be in good repair and reflect the needs of the school population.</p>	<p>Re-order the 2 existing classroom blocks to accommodate the 6 classrooms. Third J.P. room to be completed prior to second semester 2009. All to be completed by February 2010.</p> <p>Identify most appropriate student numbers and ages in each of the 6 rooms. Attempt to reach ideal numbers/ages by 2011.</p> <p>Feasibility study of developing Middle School programme Years 7 to 10</p> <p>Feasibility study of developing 0-3 programme/playgroup under the School banner and onsite.</p> <p>On-going staff training and Professional Development to meet individual development and School needs.</p> <p>Retain and attract quality staff through appropriate pay structure to reward experience and qualifications.</p> <p>The School will ensure that resources are available to develop planned new classrooms at all levels.</p> <p>Maintain and renew Montessori equipment. Develop a School Maintenance Plan, within Financial guidelines.</p>

	<p>Education programmes that meet the individual needs of all students</p>	<p>Maintain specialist teachers in LOTE, Music, Art, Performing Arts and Physical Education or other Specialist areas according to the Curriculum needs of the School.</p> <p>Maintain a Montessori learning programme that addresses and monitors the individual child's learning needs.</p> <p>Address the special needs of those students with specific learning requirements (Maintain and review School Special needs Policy)</p> <p>Plan for a new resource/admin building for 2012 to be included in Financial plan.</p>
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<p>Human Resources</p>	<p>Best practice in the appointment, monitoring and continuing relationship with employees.</p> <p>Appropriate security of tenure for all employees.</p> <p>Clearly defined roles, responsibilities and objectives.</p> <p>Active involvement in the decision-making processes of the school, by all staff, as appropriate.</p>	<p>Employee access to the COM through an open, well-defined and documented process.</p> <p>Maintain effective regular appraisal and performance management procedures.</p> <p>Retain and attract quality staff through appropriate pay structure to reward experience and qualifications and opportunities for professional and personal development.</p> <p>Regular communication between Staff and COM through appropriate processes.</p>
<p>Marketing</p>	<p>Regular and effective self review and customer feedback, with follow up action.</p> <p>Awareness of Montessori philosophy within our school and the wider community.</p> <p>A strong and coherent profile in the community.</p> <p>A partnership with other local schools and the wider Montessori network.</p>	<p>Regular Surveys, informal discussions and forums to gain feedback from all members of the School and local community for future planning and marketing strategies.</p> <p>Regular advertising of School being open to tours throughout year with a booking through most effective advertising means.</p> <p>Open Days/Special events.</p> <p>Regular in- house parent/community education, with continued media exposure</p> <p>School visits/shared activities and communication</p> <p>(Note: see Marketing Strategy File)</p>

<p>Finance</p>	<p>A realistic annual draft budget that is adhered to.</p> <p>Ongoing monitoring of spending with review of expenditure by the COM and Bursar, the Principal and individual staff members, as appropriate.</p> <p>Sound and accurate census details available and complete with accurate projections for the subsequent census.</p> <p>School fees that reflect the financial situation of the school and the town's socio-economic climate with provision for limited work and student scholarships.</p> <p>Planned expansion and development of the school without compromise to existing quality of education or student numbers.</p> <p>Use of external expertise to facilitate analysis, evaluation and planning of finances.</p>	<p>Upgrade the schools accounting software.</p> <p>Responsible financial management processes to be adhered to.</p> <p>Ensure all available Government funding is accessed.</p> <p>Funds set aside for improved facilities required for sustaining all levels of Montessori education.</p> <p>Maintain and review existing Bursary Programme.</p>
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<p>Communication</p>	<p>Identified structures within the school that facilitate and support clear communication.</p> <p>Implementation of effective systems that support clear communication.</p> <p>Strong networks with other schools and the wider community being established and maintained.</p> <p>The development and implementation of strategies for internal and external communication review.</p>	<p>Move away from paper towards electronic forms of communication.</p> <p>Updated and relevant website</p> <p>Keep the website current</p> <p>Involvement of the students in the communication process</p> <p>Greater parental involvement in appropriate areas.</p> <p>School mission, values and motto to be renewed by April 2009</p>
<p>Governance</p>	<p>A Committee of Management with relevant talent, commitment and generosity.</p> <p>A relevant constitution leading to clarity of purpose.</p> <p>Clearly identified roles and processes.</p> <p>Evaluation and review procedures.</p> <p>Succession planning.</p>	<p>Seek diversity and relevant skills on the committee.</p> <p>Induction process and information for new governing body members.</p> <p>Clear guidelines developed and maintained facilitating Principal, staff, sub committees and the COM's understanding of roles and decision making areas.</p> <p>Appropriate mechanisms to ensure regular evaluation of the committee.</p>

Community	Develop and nurture a strong, cohesive and active school community.	Attract families that share and support the school's philosophy, vision and mission through marketing and enrolment procedures. Provide regular opportunities for parents and families to become involved in the community life of the school together with opportunities for parents to become well informed about the School's educational philosophy, curriculum and practices.
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