

# Strategic Plan 2025

---

JUNE 18

---

Montessori School of Rochester



---

# Strategic Plan

## Our Mission

The Montessori School of Rochester's mission is to nourish the child's spirit, while fostering exploration, independence, and confidence. We strive to inspire a life-long love for learning, while modeling grace, courtesy, and respect for self, others, and the earth.



## Our Vision

Honoring the philosophy of Maria Montessori while also considering the specific needs of our community, the Montessori School of Rochester (MSR) is a place that celebrates children's innate curiosity and sense of wonder. As pedagogical guides in the carefully prepared classroom environment, our staff strive to connect MSR's students to their world and to facilitate learning in a way that responds to their development. With a curriculum designed and implemented by Montessori trained teachers, students ages 0-6 work with traditional Montessori materials to meet their individual/unique learning needs. Maria Montessori believed that education should not be something that happens to children, but something self-directed by the child and supported by teachers.



***"As a Board, we are dedicated to upholding the values of respect, diversity, and collaboration in our community. Together, we will build a brighter future for our students and our community."***

---

## Our Process

Our Strategic Plan is a roadmap to guide the current and future journey of MSR. This plan is the result of a collective effort between the Board of Trustees, the Head of School, and Strategic Planning Committee to outline the goals to support the continued growth of our school into the future. The following steps were taken to develop the 2025 Strategic Plan:

- The Strategic Planning Committee assessed the status of the 2020-2024 Strategic Plan including the Board of Trustee discussion of this status.
- A community survey was delivered in June 2024 to collect data around Community priorities. This survey helped the Board of Trustees and Strategic Planning Committee understand the needs for the current families and identify our strength and weaknesses.
- The Strategic Planning Committee met periodically during 2024 to draft the Vision, Goals and Activities Drafting of the proposed Strategic Plan.
- The strategic plan was reviewed and approved by the Board of Trustees.

The Strategic Planning Committee will assess the progress of each activity and goal outlined in this plan bi-annually in November and May and report the overall progress to the Board of Trustees and MSR Community each May. Further, this plan will be evaluated annually by the Strategic Planning Committee and Board of Trustees.



## Our Goals

The goals outlined in this Strategic Plan serve to ensure the stability of our current programs while focusing on growth in offerings and richness of quality. Ultimately, we look forward to providing the appropriate environment necessary for our students, our community and our staff to succeed in fulfilling our mission.

Vision Timeline – 3-10 Years	Goal Timeline – 1-5 years	Activity Timeline – next 36 months	Accountability/ Oversight
Expand Student Body to allow for more 18mos – 6years	Establish 4 Children’s House Classrooms and 3 Toddler Classroom to facilitate balanced classrooms	Build more classrooms and necessary physical space/resources	Head of School; Board of Trustees
		Train more teachers and assistants	Head of School; Finance Committee
		Identify and attract new students	Head of School; Director of Admissions
	Continue to identify ways to diversify student body	Determine if scholarship program would attract additional students and enhance diversity of the school	Financial Aid Committee; Finance Committee; Director of Admissions

Vision Timeline – 3-10 Years	Goal Timeline – 1-5 years	Activity Timeline – next 36 months	Accountability/ Oversight
	Establish a free kindergarten program to allow for better balanced classrooms	Understand financial viability of the program and amount of investment needed to establish a sustainable program	Financial Aid Committee; Finance Committee
Continue to make modifications to MSR campus	Building access to outdoor spaces	Assess needs of school to develop for ongoing building modifications	Head of School; Building Committee
	Continue to address safety and security	Establish safety committee to plan for building safety	Safety Committee
		Assess parking lot traffic flow and use through traffic study	Safety Committee
Ensure ongoing commitment to Diversity, Equity, and Inclusion	Staff training- through embracing equity	Implementing plan with participation from staff at all levels	Head of School; Head of Pedagogy
	Continue to identify ways to diversify staff	Evaluation of employee offering to attract a diverse staff complete	Head of School

Vision Timeline – 3-10 Years	Goal Timeline – 1-5 years	Activity Timeline – next 36 months	Accountability/ Oversight
Operate MSR consistent with the Montessori Philosophy	Consider the possibility of qualification(s) from Montessori Qualifying Organizations	Evaluate if there is an organization that MSR most closely aligns with.	MSR Staff Committee
		Update/reassess where MSR meets and still needs to meet qualification requirements	MSR Staff Committee
		Establish/evaluate MSR Values and Value System that supports the mission of the school.	MSR Staff Committee
	Ensure guides, assistants, and staff remain current in their education/development	Develop multi-year structured program for continuing education taking into account individuals' current role, future potential and skills/knowledge needed for both.	Head of School; Head of Pedagogy