

THREE RIVERS MONTESSORI

STRATEGIC PLAN 2022-2025



[HTTPS://THREERIVERSMONTESSORI.ORG/](https://threeriversmontessori.org/)

STRATEGIC PLAN



The Three Rivers Montessori Board of Directors has created this three year plan to ensure sustainability and to create a clear path toward continued growth.

Action steps were created to align with one year and three year goals. Goals were created based on stakeholder feedback and with the consensus of the Board of Directors.

Strategic Plan Components:

1. Mission Statement
2. Identified Core Values
3. Identified Target Market
4. What Makes TRM Unique
5. Key Priorities Year 1
6. Key Priorities Years 2-3
7. Action Plans



MISSION STATEMENT

Empowering students to reach their full potential through authentic Montessori learning



ACADEMIC EXCELLENCE | COMMUNITY ENGAGEMENT | ENVIRONMENTAL STEWARDSHIP

IDENTIFIED CORE VALUES

1. Integrity
2. Stewardship
3. Compassion
4. Montessori Focused

These are the values the board expects from its leadership team, the board members themselves, including future board member candidates, the staff at large, and volunteers at Three Rivers Montessori. We embrace these core values and intend to live them in the hope that our families, students, and community partners learn to embrace them in the future. We will take these core values and ensure they are present in all decision making going forward.

IDENTIFIED TARGET MARKET



The board of directors identified our "Target Market" as a demographic we plan to market to. This does not mean that our time and attention is set on only these areas, rather it is where we believe our focus will have the greatest impact on TRM

Any Local Student	Families with young children	Those who want to learn about FREE education options	Diversified student body
Local being within a 10 mile radius	Young children being those from PreK to 6th grade	People interested in alternative options for education	Diverse families and students from a maximum of 20 miles away

WHAT MAKES TRM UNIQUE?

WHAT SETS US APART?

1. We are a free public Montessori school
2. We are a school of choice
3. Community and Partnership



1. There are other Montessori schools in our area, but not all are free to the public. We can reach underserved populations and offer the authentic Montessori experience some may not have access to.
2. We bring the ability to be another option for families who seek a different way of learning for their children
3. The school partners with families for their children's success. Also, with the school, size, we believe there is a great amount of positive relationships between the school and the families. Our family survey echoed this sentiment as well.



ONE YEAR GOALS



These are the top goals the board has identified for the next year. This annual goal will be the focus and priority for the 2022-2023 school year. If the board decides to add additional items they will consider, "does this idea fit with our annual goal?" The board will also look to create goals for the following year that align with the overarching 3 year strategic plan. Action plans will be enacted to move this work forward.

By the End of June of 2023

1. Share the unified vision and direction
2. Reduce and consolidate the current board committees
3. Look at options for Moving the Development and parent committee to a PTA or PTO that is self governing
4. Plan and/or start an annual giving program
5. Create a clear plan for expansion and build out
6. Facilitate stakeholder surveys throughout the year
7. Create a review process to implement for the Executive Director
8. Add additional board members to total 7

THREE YEAR GOALS



Below are the priorities the board has identified and will focus on over the next three years. This list is not meant to be exhaustive, but rather focus the work of the board to grow Three Rivers Montessori in a strategic way towards sustainability.

By the June of 2025

1. Building Expansion (Focus on options based on stakeholder feedback and needs assessment)
2. Continue to strengthen and focus on authentic Montessori setting for TRM
3. Focus on Planes of Development growth rubric and provide staff training that aligns with Montessori progression
4. Expansion to Prek and grades 7-8
5. Decrease spending of outside vendors by 20% (maintenance, grounds, custodial, kitchen)
6. Hiring of a principal or school leader
7. More parent involvement
 - a. Increase 2-3 board member seats
 - b. See volunteers increase by 10% of our family population

THREE YEAR METRICS



<u>Metrics</u>	<u>SY 22'-23'</u>	<u>SY 23'-24'</u>	<u>SY 24'-25'</u>
<u>Enrollment</u>	155 Students	170 Students	300 Students
<u>Student Achievement in Reading</u>	45% Meets or Exceeds on the MCA	48% Meets or Exceeds on the MCA	51% Meets or Exceeds on the MCA
<u>Student Achievement in Math</u>	31.6% Meets or Exceeds on the MCA	34.6% Meets or Exceeds on the MCA	37.6% Meets or Exceeds on the MCA
<u>Stakeholder Satisfaction (Family & Student)</u>	75% Satisfied via survey	80% Satisfied Satisfied via survey	85% Satisfied Satisfied via survey
<u>Budget Growth</u>	15% Fund Balance	20% Fund Balance	20%+ Fund Balance
<u>Licensed Staff Retention</u>	75% Retention	80% Retention	85% Retention
<u>Ea and Para Staff Retention</u>	50% Retention	55% Retention	60% Retention