



**Hilltop Montessori School**

**STRATEGIC  
PLAN  
2024**

**EVOLUTION  
STUDENT EXPERIENCE  
FAMILY EXPERIENCE**

# INTRODUCTION

As we consider the future of Hilltop Montessori School, three components became clear, consistent lenses that impact all aspects of a Strategic Plan. Rather than list them specifically or repeatedly, we choose to name them as overarching guiding ideals.

## **Montessori Pedagogy**

HMS is first and foremost a Montessori school, and each component of this plan will be viewed through a Montessori lens.

## **Equity**

The focus on equity, justice, and inclusion has become embedded in all we do. We expect Hilltop to continue to foster a vibrant, connected, engaged, and informed school community, where members from a multitude of backgrounds feel a sense of belonging.

## **Sustainability**

With all of its meanings related to the many touch points of our community – the environment, finances, personnel, resources, and more – we understand “sustainability” as another value that is woven through all aspects of this plan.

# ORGANIZATION

Hilltop Montessori School's Strategic Plan is organized around three central pillars: Evolution, Student Experience, and Family Experience. These three pillars are equal and intertwined, together forming the guiding structure of our goal-setting. Each pillar has its own goals and strategies, which support the goals and strategies of the other interconnected pillars. They are presented in a sequence, but this in no way reflects a prioritization. They are all equal and connected.



# EVOLUTION

*Hilltop Montessori School remains vital and thriving through responsibly tending the environment, campus, finances, and staff.*

## **Goal 1: Revise and implement new approaches to Environmental Sustainability.**

- Strategy 1: Develop a Sustainability Statement to underpin current and future campus use.
- Strategy 2: Each program curriculum reflects sustainability education.
- Strategy 3: Create a campus that reflects a prepared environment for environmental sustainability.

## **Goal 2: Identify and meet campus needs.**

- Strategy 1: Develop a current campus needs and maintenance plan.
- Strategy 2: Conduct a study of enrollment to determine the ideal number of students and classrooms (current and future).
- Strategy 3: Develop a long-term campus use plan.

## **Goal 3: Ensure Fiscal Sustainability.**

- Strategy 1: Develop a Business Plan.
- Strategy 2: Develop a Marketing Plan.
- Strategy 3: Expand strategies to fulfill enrollment targets throughout our programs.
- Strategy 4: Work to maintain tuition at a level that is sustainable for families and our institution.
- Strategy 5: Increase fundraising.
- Strategy 6: Intentionally steward the endowment.

## **Goal 4: Ensure Staff Sustainability.**

- Strategy 1: Develop, recruit, support, and retain exceptional faculty and staff members who are able to implement a robust Montessori program.
- Strategy 2: Ensure administrative stewardship of staff as an essential resource through a continuous improvement plan.

## **Goal 5: Explore additional revenue streams.**

- Strategy 1: Evaluate offering Montessori teacher training and/or professional development for educators.
- Strategy 2: Explore adding revenue-generating parent education.
- Strategy 3: Evaluate providing more rental use.
- Strategy 4: Consider additional revenue-generating community partnerships.







# STUDENT EXPERIENCE

*Hilltop Montessori School intentionally and consistently fosters an inclusive, supportive, and robust Montessori program that enriches the academic, social, and emotional development of its students.*

## **Goal 1: Offer rich opportunities that allow for the discovery and development of student passions.**

- Strategy 1: Build programming around the strength and passions of existing staff.
- Strategy 2: Follow the interests of students in building programming.
- Strategy 3: Expand the existing music program to include more instrumental activities.
- Strategy 4: Examine the viability of incorporating a systematic additional language program.

## **Goal 2: Provide a sustainable, robust level of student support services.**

- Strategy 1: Evaluate and implement the appropriate level of academic support for diverse learners.
- Strategy 2: Evaluate and implement the appropriate level of social-emotional learning (SEL) support for our students.



# FAMILY EXPERIENCE

*Determine what programming Hilltop can add that would augment the family experience and be responsive to needs and retention.*

**Goal 1: Ensure that there are regular opportunities for families to meaningfully engage with one another and staff.**

- Strategy 1: Consider the school's current community events and enhance, expand, or replace them to strengthen community engagement.
- Strategy 2: Expand opportunities to foster family engagement and participation in the school community.

**Goal 2: Explore the feasibility of value-added offerings to enhance the family experience, enrollment, and retention.**

- Strategy 1: Explore options for providing a stable, permanent extended day program.
- Strategy 2: Explore options for providing a school lunch program.
- Strategy 3: Explore options for a school transportation plan.

**Goal 3: Evaluate and ensure that communication between the school and families is regular, meaningful, and comprehensive.**

- Strategy 1: Evaluate each communication method (school to parents and parents to school) and enhance, expand, or replace them to be meaningful and comprehensive.
- Strategy 2: Enhance the school's communications and education of parents regarding the Montessori mission and philosophy.







Hilltop Montessori School's mission is to practice responsible independence in a caring community of curious, critical thinkers and thoughtful citizens.



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