

# Strategic Plan Progress

## as of Fall 2025

We have made tremendous progress towards the goals of the Strategic Plan developed in 2024. Within each and every goal area we have accomplishments that include:

### EVOLUTION

- **Revise and implement new approaches to environmental sustainability**
  - Completed Sustainability Statement
  - Incorporating environmental sustainability into the curriculum
  - Building renovation provided for an additional classroom and two new offices/breakout classrooms within the existing structure (requiring a minimum of construction)
- **Identify and meet campus needs**
  - Campus Needs and Maintenance Plan completed
  - Long Term Campus Use Plan in progress
  - Enrollment Study completed
    - Identified the need for a second toddler classroom
    - Potential for more students overall in Elementary (including more students at reduced tuition) if we had a bit more space in the classrooms
      - Embarking on a capital campaign for an exciting project to enlarge the Elementary wing and add more space for STEM materials!
- **Ensure fiscal sustainability**
  - Transferred investment fund to increase returns and reduce fees
  - Developing Business Plan and Marketing Plan
  - Continuing enrollment outreach for Middle School
  - Increased use of Vermont's ChildCare Financial Assistance Program (CCFAP)
  - Highest enrollment ever for the school
- **Ensure staff sustainability**
  - Providing excellent benefits including health insurance, short term disability insurance, 50% tuition remission on the first child, and retirement contributions matching up to 3% of wages
  - Received the annual Governor's Award for Excellence in Worksite Wellness, recognizing Vermont employers for their programs and policies that bolster a culture of wellness and improve the lives of their employees
  - Supported four teachers to obtain their Montessori teaching Credential, one for each level: Infant/Toddler, Children's House, Elementary, and Middle School
  - Reserving toddler spots for staff children so they can return to work!

- **Explore additional revenue streams**
  - Boys & Girls Club using the campus for Summer Camp
  - Considered selling our water to fertility clinics

## STUDENT EXPERIENCE

- **Offer rich opportunities that allow for the discovery and development of student passions**
  - Music: Expanded the strings program, now part of the weekly curriculum in grades K-3, as well as two levels of after school instruction. Advanced students participated in a concert last spring with the Keene Chamber Orchestra
  - STEAM: Embarking on plans to expand the Elementary wing to hold more science materials and hands-on lesson capability
  - Language: Providing three levels of Mandarin lessons after school
- **Provide a sustainable, robust level of student services**
  - Added the role of Social Emotional Learning Coordinator and the Child Study Team
  - Clarified Learning Specialist Team (LST) and Social Emotional Learning (SEL) offerings and capabilities in a handbook
  - Provided two additional breakout rooms for LST groups
  - Incorporating more Tier 2 SEL work into the classrooms

## FAMILY EXPERIENCE

- **Regular opportunities for families to meaningfully engage with one another and staff**
  - Coffee Connections and All School Gathering at an all time high level of attendance!
  - Community Association up and running, contributing to events including: Peace Day Picnic, Tag Sale in the spring, smartphone pledge and social media discussions, and end of the soccer season party
- **Explore the feasibility of value-added offerings to enhance the family experience, enrollment, and retention**
  - Administered a pilot lunch program to gauge interest and viability - considering staffing and monetary investment in order to provide a sustained program
  - Explored possibility of a morning bus option, currently not financially feasible
- **Evaluate and ensure that communication between the school and families is regular, meaningful, and comprehensive**
  - Adapting newsletter and school emails based on community feedback
  - Considering family and community educational offerings on a variety of Montessori-related topics