

STRATEGIC PLAN
2018-2023

Beyond
Today

5 | priorities
goals
years



Forestville
MONTESSORI School

Thriving beyond...

BEYOND IMAGINED GROWING PATHWAYS



Embracing

your child's individuality
while nurturing ways to explore
a deep and meaningful understanding
of the world around them.

STRATEGIC PLAN 2018-2023

Beyond Today

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“ We are the sowers
- our children are those
who reap. We labour
so that future generations
will be better and nobler
than we are.”

Dr Maria Montessori

Exciting times

ahead for
Forestville Montessori School.

Central to everything we do is our Montessori philosophy and our commitment to providing the highest quality of Montessori education through our Birth to age 12 programs. This is strengthened by our vision and our core values.

To make this happen, we focus on aligning all that we do in our day to day practices to support our students in their growth and development, our staff in their passion for education and our parents on their journey.

Beyond Today is our commitment to identifying opportunities that ensure we are dynamic and responsive to the ever changing world we live in.

Our whole community, including our students have contributed to the formation of the Strategic Plan, providing valuable insights. Key importance has been placed on:

- Maintaining a genuine Montessori approach in our educational offering
- Ensuring we continue to provide a balanced, well rounded, nurturing learning environment
- Continuing to engage highly experienced staff
- Providing more effective support for inclusive education
- Strengthening our communication channels
- Fine tuning our business processes including financial stability

The Strategic Plan is organised under five key priorities:



Dr Maria Montessori’s words have been a driving force behind the design of our Strategic Plan. As she says,

**“To think and to wish is not enough.
It is action which counts.”**

The key priorities, goals and actions that we will undertake over the next five years are all focused on providing opportunities to ensure children are ‘thriving beyond’.

As a community we have much to be proud of and much to look forward to as we lead the school into this next exciting stage of development.

Denice Scala
CEO

Simon Harris
Chair, Board of Directors

Our Identity

We are a Montessori School educating children for life and for peace.

“I beg the dear all-powerful children to unite with me for the building of peace in Man and in the world.”

Dr Maria Montessori

Our Vision

To be the launchpad for every child to lead a fulfilling life.

Our Mission

To provide an exemplary Montessori education for all children by

- Presenting an enriched, intentionally prepared environment that embodies Montessori principles
- Nurturing individual growth and development
- Fostering independence, self-discipline, personal and social responsibility
- Enabling natural curiosity to thrive and develop into a love of learning
- Designing learning that promotes a child's own explorations, discoveries, imagination and creativity
- Making positive contributions to the world beyond school



Our Values

Our core values inform all that we do from our day to day practices to our decision making and long-term thinking, at every level of our school.

“Character education cannot be taught. It comes from experience and not from explanation”

Dr Maria Montessori

RESPECT

Acknowledging, accepting and celebrating others’ differences

RELATIONSHIPS

Bonding with others, conducting ourselves with dignity and sincerity

INTEGRITY

Knowing right from wrong, taking responsibility for our actions

SCHOLARSHIP

Competent, confident and smart thinking that leads to empowered, capable doing

CITIZENSHIP

Seeking ways to contribute to society locally and globally

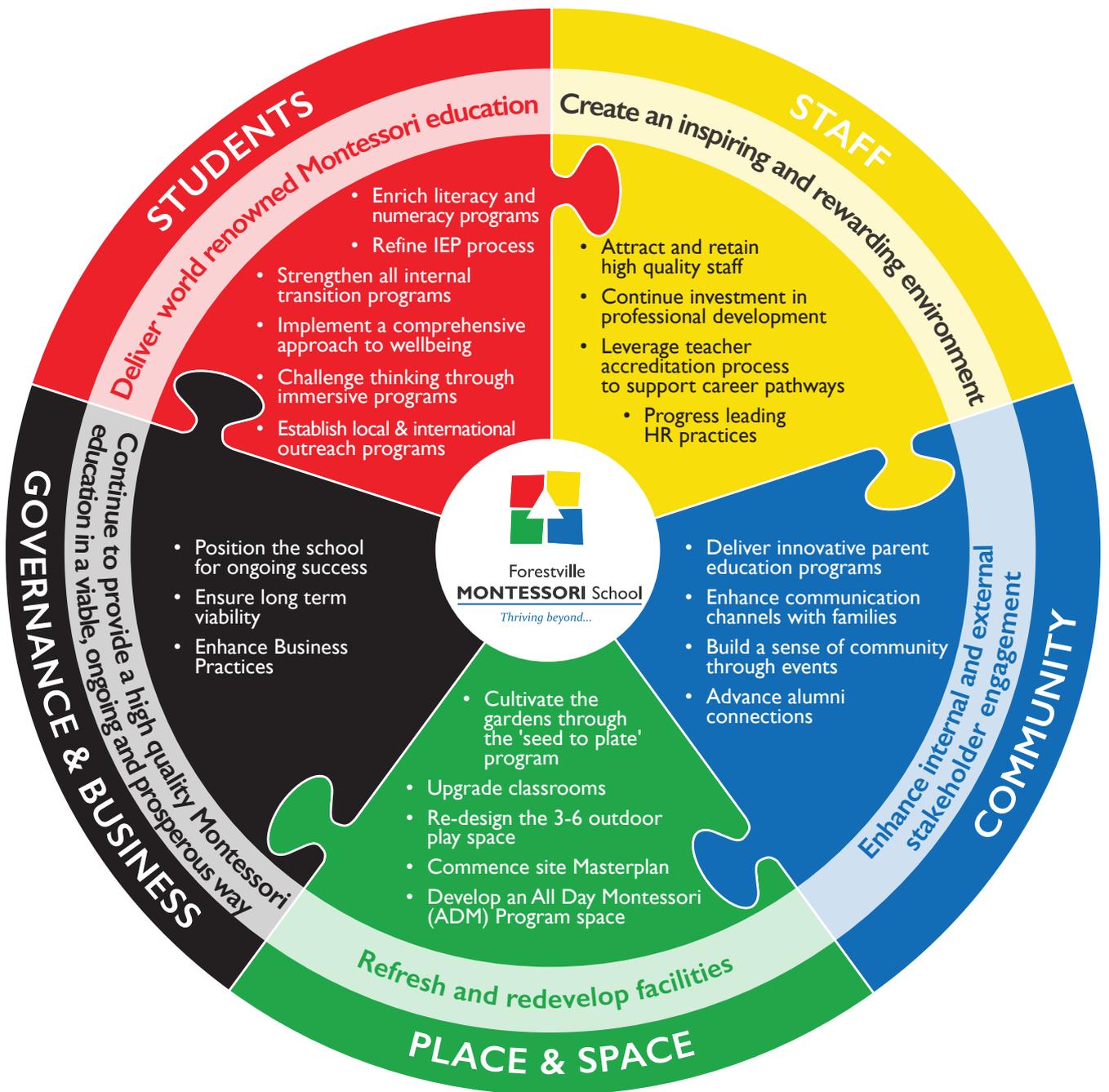
COMMUNITY

Sharing a sense of belonging by connecting and collaborating





“To think and to wish is not enough. It is action which counts.”
Dr Maria Montessori



“Education is a natural process carried out by the child and is not acquired by listening to words but by experiences in the environment.”

Dr Maria Montessori

Our Students



Our Goal

Deliver world renowned Montessori education

We will achieve this by:

Quality Programs

- Implementing the Montessori Australia Foundation Quality Assurance Program

Inclusive Education

- Employing an Inclusive Education Coordinator to work with staff to enrich literacy programs and enhance Individual Education Programs
- Designing an early intervention program at point of need for children in the Pre-Primary 3-6 Program
- Strengthening all internal transition programs

Student Wellbeing

- Implementing a comprehensive approach to wellbeing. Introduce the URSTRONG friendship program and train staff in its delivery. Ensure that the URSTRONG program aligns with the Montessori Grace & Courtesy programs and NESA syllabus expectations
- Introducing student surveys and 'wellbeing checks'

Challenging Thinking

- Designing and introducing immersive programs in
 - Leadership
 - The Arts
 - Ethics
 - Digital media
 - STEAM
 - Entrepreneurship

Citizenship Endeavours

- Establishing local outreach programs
- Partnering with the Montessori community to offer international outreach experience
- Collaborating with other Montessori schools



“The vision of the Director should be at once precise like that of a scientist, and spiritual like that of a saint. When the Director finds joy in observing the inner life of the child then she has begun to become a teacher.”

Dr Maria Montessori

Our Staff



Our Goal

Create an inspiring and rewarding environment

We will achieve this by:

Excellence

- Retaining and attracting high quality staff

Professional Learning

- Widening professional development opportunities offered to staff
- Continuing to invest in AMI Montessori training
- Introducing celebratory and fun events to build teams and recognise staff contributions

Compliance

- Leveraging Teacher accreditation processes to develop personalised teaching and leadership career pathways
- Digitising HR processes





“The child builds his innermost self
out of the deeply held impressions
he receives.”

Dr Maria Montessori

Our Community

Our Goal

Enhance internal and external stakeholder engagement

We will achieve this by:

Community building

- Seeing an increase in parent attendance at events
- Connecting with the local community to increase involvement and 'front of mind' school of choice
- Delivering innovative and comprehensive parent education programs including exploring more family friendly ways to offer parent education about the benefits of a continuous Montessori education
- Introducing a fresh selection of community events aimed at expressing our gratitude for our parents and their contribution to the school
- Strengthening Alumni connections through introducing Alumni Q&A sessions for current families

Communication

- Enhancing the communication channels with parents; including introducing new ways to strengthen student transition between cycles
- Expanding communication channels to parents by increasing the number and quality of parent interaction points; increasing information provided; re-structuring parent/teacher conference days
- Introducing an online newsletter distributed each term, called InFocus to promote initiatives and tell good news stories



The Forestville Montessori School Brand

- Designing and launching a new website helping to increase our reach and grow our reputation
- Developing a comprehensive marketing plan
- Increasing our social media presence

A young child with blonde hair is looking through a magnifying glass at a plant in a garden. The child is wearing a blue and white striped shirt. The background shows a wooden fence and green foliage.

“The child should live
in an environment of beauty.”

Dr Maria Montessori

Oyn Place and Space

Our Goal

Refresh and redevelop facilities

We will achieve this by:

Seamless indoor and outdoor learning

- Re-designing the 3-6 outdoor play space
- Enhancing the 6-9 classroom area
- Enhancing the 9-12 cottage

Creating a place of beauty

- Continuing to enhance the gardens, food growing and sustainability practices
- Upgrading reception and immediate welcoming area to school
- Introducing a rolling maintenance program

Long Term planning

- Commencing the site Masterplan
- Sustainability principles
- Upgrading the Studio to accommodate our ADM Program (All Day Montessori)



“Imagination does not become great until human beings, given the courage and the strength, use it to create.”

Dr Maria Montessori

Dyn Governance and Business

Our Goal

Ensure FMS continues to provide a high quality Montessori education in a viable, ongoing and prosperous way

We will achieve this by:

Positioning the school for ongoing success

- Tracking and reviewing the implementation of the strategic plan
- Scheduling and commencing necessary steps to introduce the ADM Program (All Day Montessori)
- Reviewing the Constitution

Long Term viability

- Being dynamic and responsive to the ever changing world we live in
- Establishing a stable, predictable enrolment model to reach capacity by 2023 without compromising integrity of Montessori approach and FMS culture
- Working to decrease reliance on government funding

Business Practices

- Supporting management to improve the quality of all business functions
- Implementing a formal Board level risk management framework
- Scheduling and implementing IT upgrades across campus





Let us take your child above and beyond

FORESTVILLE MONTESSORI SCHOOL

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