



Strategic Plan

2016-2021

November 16, 2015

MISSION

To provide a rigorous Montessori education, guiding children toward academic excellence, lifelong learning, and stewardship of the greater community.

VISION

ECMCS will educate the human potential by being a model public Montessori program and by creating empathetic, innovative, accountable thinkers who foster and advocate for community and diversity.

VALUES

Foster community by engaging students in classroom management, holding events at the school open to the community and requiring school wide participation in year-long community projects.

Create diversity by instructing a global perspective, actively educating diverse communities about Montessori and modeling embracing different viewpoints.

Honor the Montessori Philosophy by adapting methods and pace, encouraging peer and self-correction and following the needs of the child.

Practice accountability by expecting best efforts from the staff and students, diagnosing areas in need of improvement and adjusting and giving the students the tools to be successful in regards to state requirements.

Educate human potential by addressing the needs of the individual student, respecting the different learning styles and needs and demonstrating the interconnectedness of life.

Cultivate innovation by promoting creativity in teaching and learning, adapting new technologies and seeking/implementing successful best practices.

ECMCS STRATEGIC PLAN 2016-2021

EDUCATION COMMITTEE				
FOCUS: Curriculum and Best Practices in Education & Supporting the Needs of the Whole Child				
Action Steps	Priority	Time Frame	Responsibility	System of Measure
Alignment of South Carolina College and Career Readiness Standards with Montessori Curriculum and Outcomes to support the Profile of the South Carolina graduate.	High	Fall 2015-2016	Nikki Moody in conjunction with classroom Team Leaders	Completed streamlined curriculum pacing guides
Implementation of Readers and Writers Workshop to support literacy needs across all grade levels, including the purchase additional needed materials.	Medium	2015-2017	Curriculum Coordinator	Purchased materials
Conduct a needs assessment in the area of math, utilizing assessment data as well as a Teacher Feedback Committee, to determine areas of highest need, including curriculum, materials (sent home and at school), and pedagogy. Implement 1-2 goals per year as a result of the Math Committee findings.	Medium	2016-2018	Curriculum Coordinator	Math Assessment Data
Creation and implementation of a singular common ECMCS Cultural Framework (K-8) that integrates the science and social studies Montessori curriculums while meeting SCCCR standards.	High	2015-2016	Curriculum Coordinator/Teacher Leader Teams	Completed Framework
Creation and implementation of aligned Montessori-STEM follow-up shelf lessons, which support the common ECMCS Cultural Framework.	High	2015-2018	STEM Coordinator/Teacher Leader Teams	Completed curriculum
Integrate related arts curriculum with Montessori classroom curriculum	Medium	Fall 2014	Assistant Principal/Curriculum Coordinator	Lesson planning

Creation of second language - digital	Medium	2016-2017	Curriculum Coordinator/ Technology teachers	Creation of on-going program for upper elementary and middle school
Creation and utilization of a Student Support Services Data Review Process, including a school wide data plan that supports top down and bottom up referrals for students in need.	High	2016-2017	Principal, Asst Principal, Guidance, SPED Coordinator, LEA's	Creation of ongoing system of measure independent of teacher recommendations.
Continue to purchase and implement support programs for RTI (response to intervention) in the area of mathematics and literacy across grade levels.	High	Fall 2016	Special Education leaders	Purchased RTI program and longitudinal student achievement within the subgroup of intervention students
Complete the making of non-reader Kindergarten material for students not able to attain 1st grade level upon entering ECMCS.	High	Spring 2016	Principal/Admin	Material available for non-readers
Continue to assess integration of gifted instruction into classrooms and identify areas for curriculum assistance or training, assessment and materials.	Medium		GT Committee	Fulfillment of committee recommendations and achievement as reported on the Annual Report

COMMUNITY RELATIONS COMMITTEE

FOCUS: Parent Support in a Montessori School

Action Steps	Priority	Time Frame	Responsibility	System of Measure
Create Digital Student Portfolios	Med	2016-2018	Administration	
Provide opportunity for a parent mentoring program across all grade levels.	Med	Fall 2016	PTN	Learning opportunities created, feedback from student surveys
Create a video series of school tour, new parent coffee, PTN meetings, and other	Med	2016	Governing Board Budgets	Completed media packages

repeated events to post on website re: to help facilitate in the understanding of the school for new parents and community				
Develop comprehensive teacher-driven parent education series	Medium	Annual	PTN Liaison Principal Lead Teachers	Parent attendance

ADMINISTRATION, BOARD AND FACULTY VIABILITY COMMITTEE

FOCUS: Organizational Viability

Action Steps	Priority	Time Frame	Responsibility	System of Measure
Create online board manual	Medium	2017	Board Chair	Completed manual
Expand Board committee responsibilities to include additional parent/community involvement as well as the responsibility of one fundraiser per year per committee.	High	Annual	Board	Development of the committees. The amount of constructive information and completed projects
Provide ongoing training for teachers in research-based practices as well as chosen curriculum purchases, to help support the Montessori principles.	Medium	Fall 2015	Administration /Education Committee Budgets	PD Budgeting and Scheduling
Creation of a Montessori Professional Development Center to potentially include Montessori training and an additional revenue stream for ECMCS.	Low	2017-2021	Governing Board/Administration	Revenue stream
Develop a process to capture exit interview responses of faculty and families.	High	Annual	Board	Report out to Governing Board

FACILITIES COMMITTEE

FOCUS: Serving the most students and families with a high quality education, within the boundaries of our fiscal abilities.

Action Steps	Priority	Time	Responsibility	System of Measure
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		Frame		
Establish the optimal programming for school to include ages, supports and budgeting	Medium	2016-2021	Administration/ Governing Board	Completed planning
Develop planning and implementation for facility needs for Infant-toddler	Low	2020-2021	Principal/Board	Completed designs/Revenue Stream
Creation of Life Expectancy Chart to include refurbishment of materials, furniture, technology, and capital replacement items (Jody is this what you all call it?)	Low	2018-2020	Governing Board Committee	Completed spreadsheets

DEVELOPMENT COMMITTEE

Focus: Cultivate relationships with ECMCS families and the greater community to expand the capacity for giving.

Action Steps	Priority	Time Frame	Responsibility	System of Measure
Set fundraising goal and budget each year, review success of individual fundraisers, and grow Annual Fund such that at least 80% of families participate.	High	Annual	Board, PTN, Principal	Budgets developed

ADMISSIONS AND DIVERSITY COMMITTEE

Focus: Community Outreach and Diversity

Action Steps	Priority	Time Frame	Responsibility	System of Measure
Implement the goals of the ECMCS Diversity Plan, as included in the ECMCS Charter	High	Annual	Principal/Governi ng Board Committee	Specific Goal Outcomes
Develop and implement outreach	High	Fall 2015	Board	5-15% increase in

strategy to focus on increasing diversity (pamphlets, optimize the website as a tool, presence at school choice events, etc.) to ensure that 40% of our three and four year old students qualify for Free or Reduced lunch.				minority applications
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FINANCE COMMITTEE

Focus: Fiscal Health of the Organization

Action Steps	Priority	Time Frame	Responsibility	System of Measure
Develop 5-year budget with all known options including grade/age/size options as well as space options to determine opportunities and risk.	Med	Dec. 2016	Board/Financial Director	Multiple working budgets covering known factors and known years
Create committee to review bus and transportation options to support the needs of students qualifying for Free and Reduced lunch.	Low	2017-2018	Board Committee	Reports presented to the board