



2024-2027
Strategic Commitment
For our children, our community, and our future.



MOUNTAINSIDE

MONTESORI

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INTRODUCTION

The overarching purpose of this plan is to make sure children experience their own joy of learning and self-confidence for years to come by ensuring the effective operations and long-term sustainability of Mountainside Montessori.

The plan was researched and developed by a strategic planning team made up of staff and board members who met in Spring/Summer 2023 to identify and capture current and future environmental, programmatic, and operational opportunities and challenges and shape the final plan. At a retreat in October 2023, final areas of focus were confirmed and expanded upon by the planning team.

The organization used the services of The Spark Mill, a strategic planning and change management firm headquartered in Richmond, VA to facilitate the process. Consultants from The Spark Mill collected information from four areas as part of the information-gathering portion of the planning process:

- Interviews with stakeholders (parents, donors, staff)
- Survey of current and former parents
- Staff retreat
- Review of internal data and processes



Mountainside would like to thank all of the families who participated in this strategic planning process through the survey or interview. Your input was incredibly valuable and was deeply considered when crafting this plan.

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GOALS & STRATEGIES

1. Strengthen connection with Mountainside families

- Improve communication from the administration to the school community
- Develop and implement systems to increase communication between Guides and parents
- Expand opportunities for parent participation and education around what is happening in the school and the methods and philosophy of Montessori education



2. Ensure Mountainside is a competitive employer and has the staff in place to deliver our mission

- Explore opportunities to increase pay and benefits for staff and Guides and invest in increased professional development opportunities
- Deploy creative recruitment methods for staff and Guides
- Maintain and prioritize a supportive internal culture and working environment



3. Steward and grow awareness about Mountainside within the surrounding community

- Build and strengthen relationships with individuals and businesses in the community
- Develop a communications plan to include marketing and publicity
- Explore opportunities to leverage our assets/resources in the community



4. Secure our future sustainability by developing a multi-year capital campaign

- Create and deploy a long-term resource development plan
- Complete a facility master plan, including replacing modular units

5. Strengthen internal operations to enhance organizational effectiveness and help us achieve strategic goals

- Increase the size and capacity of the board and ensure it has the right composition to provide appropriate governance and oversight
- Ensure we are operating efficiently to provide high-quality service to students, parents, and staff
- Create a culture of philanthropy where everyone has a role in school sustainability
- Create and deploy a succession plan for key leadership roles



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DESIRED OUTCOMES & IMPACTS

- Students, their families, staff, and the wider community will continue to be welcomed into a supportive, inclusive, and informed community where connections are nurtured and a sense of “home” is felt.
- Mountainside will retain, support, and attract highly qualified, mission-aligned Guides, assistants, and administrative professionals.
- Our physical campus will support the School’s vision, mission, and objectives by providing a safe, secure, and supportive environment for development and learning.
- Mountainside will practice proactive, creative, and responsible processes of conducting business and will allocate acquired resources to ensure the School’s effectiveness and ability to thrive now and in the future.



ACKNOWLEDGEMENTS

Strategic Planning Team Members:

Theo Grayson, Peter Harris, Josephine Jefferson, Edel Kunkel, Shannon Falli Lasser, Natalie Ortiz, Amie Lowery