

Strategic Plan Version 2023



COMPASS
Montessori Junior High



THE CHILDREN'S HOUSE
Montessori School



GOALS	STRATEGIES
FOCUS AREA: GUIDING AND LEARNING	
<p>GOAL 1 Articulate The Children's House educational value</p>	<ul style="list-style-type: none"> 1.1 Create a curricular "Scope and Sequence" document for The Children's House and Compass Junior High. 1.2 Implement ISACS accreditation requirements for years five through seven in the cycle. (see addendum for details). 1.3 Define and share student outcomes through a "Portrait of a Graduate".
<p>GOAL 2 Professional Development</p>	<ul style="list-style-type: none"> 2.1 Prioritize the use of resources for ongoing and diverse professional development. 2.2 Host one professional development event annually on the topic of social/emotional well being. 2.3 Focus on strengthening TCH and Compass staff culture through opportunities to connect with each other.
<p>GOAL 3 Parent Communications</p>	<ul style="list-style-type: none"> 3.1 Develop a new webpage as a platform to share information about our educational philosophy. 3.2 Implement a strong, multi-platform parent education program focused on Montessori philosophy and our approach to learning. 3.3 Employ a Coordinator of Adult Learning to oversee Parent Education programming.
FOCUS AREA: CULTIVATING HEALTH AND WELLBEING	
<p>GOAL 4 Keeping student emotional health, resilience, and academic support at the forefront</p>	<ul style="list-style-type: none"> 4.1 Employ a school counselor at both campuses to support adults and students. 4.2 Prioritize staff and student well-being in the design of the school environment and opportunities for wellness throughout the day.
<p>GOAL 5 Safety of Campus</p>	<ul style="list-style-type: none"> 5.1 Conduct annual lockdown drills during a professional day to ensure staff are educated on protocols. 5.2 Conduct bi-annual lockdown drills with kids present to take the opportunity to talk the older kids through how to handle a dangerous situation and give the staff in the younger age groups the opportunity to practice with students as a variable. 5.3 Ongoing assessment of the safety of facilities, including maintenance, repair, and potential external threat. 5.4 Enhance security by adding additional monitoring and/or deterring devices and hardware.
FOCUS AREA: GROWING RESOURCES	
<p>GOAL 6 Ensure a strong and healthy budget with capital reserves and endowment to ensure TCH is accessible and available for generations to come.</p>	<ul style="list-style-type: none"> 6.1 Successfully complete a capital campaign for an endowment to fund tuition assistance. 6.2 Maintain a competitive and comprehensive employee compensation and benefits package. 6.3 Strengthen our engagement with community partners through the annual gala and learning opportunities for students. 6.4 Evaluate philanthropy and update the Bright Futures Fund fundraising plan to strengthen overall community participation.
FOCUS AREA: DIVERSITY, EQUITY, INCLUSION, AND BELONGING (DEIB)	
<p>GOAL 7 Intentionally prepare an environment where members of the community feel a sense of belonging, and children are equipped to live in a diverse world.</p>	<ul style="list-style-type: none"> 7.1 Conduct regular DEIB Committee meetings with an annual agenda and set of goals that further our commitment to DEIB. 7.2 Review admissions processes and marketing to aim for a more diverse student population. 7.3 Strive for diverse Staff/Board representation.