

Hill View Montessori Charter Public School

Name of Policy: **Strategic Plan**

First Read: 12/14/17

Second Read: 3/15/18

BOT Approved: 3/15/18

FY18-FY20 Strategic Plan – Academic, Fiscal, and Organizational Accountability  
“...making a difference – one student at a time”

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**Goal 1: Faithfulness to the Charter (Preeminent Public Montessori): Educate and raise awareness around Montessori curriculum, values and living for parents, students, teachers, administration, board and community.**

**Objective 1: Administration and faculty will participate in continuing Montessori Professional Development.**

Action: Professional Development and certification options will be funded

Measure: Budget will include funds for Professional Development and Montessori certification programs

Action: New faculty will be offered Montessori certification program after one year of credible service.

Measure: # of teachers Montessori certified.

**Objective 2: Educate HVM families on Montessori Philosophy and methodologies**

Action: Hold parent events throughout the year.

Measure: Events documented on school calendar.

Action: Review and update marketing materials to include website and social media platforms.

Measure: Document marketing materials that describes our Montessori instructional programs and cultural norms.

**Goal 2: Academic Viability: All students will be instructed in Montessori curriculum in proper scope and sequence with appropriate materials, assessments and observational notes that demonstrate growth and mastery.**

**Objective 1: Demonstrate student growth from one year to the next while striving to meet or exceed expectations on the MCAS II.**

- Action: The DRA will be used to measure reading growth in Grades K-4 .
- Measure: 80% of students will show one year's growth based upon the DRA's.
- Action: Administer the reading, math and Science ScanTron Performance Series to analyze gaps in learning.
- Measure: Mastery of 80% of the math, reading and science concepts based upon grade level percentiles.

**Objective 2: Provide support services for students who are struggling to make growth.**

- Action: Provide Title 1, MCAS tutoring, ELL, Social and Emotional (SEL) supports for students.
- Measure: Identify # of students involved in each support system
- Measure: Provide analysis of student outcomes using progress monitoring /benchmark assessments.
- Action: Provide summary to BOT yearly
- Measure: BOT agenda and minutes

**Objective 3: Provide supports for faculty in proper scope and sequence with appropriate materials, Montessori lessons, prepared environment, assessments and observational notes.**

- Action: Teachers will observe each other for assistance with Montessori best practices
- Measure: Recorded observations and collaborative/curriculum meeting notes
- Action: The TAT process will provide additional instructional strategies for teachers
- Measure: Action plan indicating initial and implementation strategies from HVM's TAT process
- Action: A Montessori Mentor/coach will support faculty and instructional assistants
- Measure: Schedule and agendas for Montessori mentor/coach mentees and assistant training
- Action: Continued participation in the Model School Program (MCPSA) to support PD for academic and student management concerns
- Measure: Agendas for Model School Program visits.

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### **Goal 3: Organizational Viability (Fiscal Responsibility)**

#### **Objective 1: Develop a 3-year budget plan that incorporates capital expenditures and future program options.**

- Action: Prepare 3-year budget plan for Board of Trustees
- Measure: Approved budgets 2019, 2020, and 2021
- Action: Secure quotes for master capital plan
- Measure: Presentation to Finance Committee
- Action: Coordinated development plan reflects future fiscal needs
- Measure: Plan presented to Board of Trustees

#### **Objective 2: Improve communications with the community.**

- Action: Address updating the website.
- Measure: Website works on multiple applications
- Action: Develop Community Relations Director (development and marketing) position
- Measure; Include in 2018 budget and hire for 2018-2019 school year

#### **Objective 3: Support Executive Director's Transition**

- Action: Define areas of support.
- Measure: Professional Development plan and/or support resources