



Kawartha
MONTESSORI
SCHOOL

Planting Roots, Growing Together: **A Collaborative Vision for Kawartha Montessori School**



STRATEGIC PLAN
2024-2029

Introduction

At **Kawartha Montessori School**, we have much to celebrate and take pride in as we look ahead to the future. As the only accredited Montessori school in the Kawarthas, we are committed to delivering **high-quality, authentic Montessori education** that prepares students for lifelong success. With a strong foundation in **academics, organizational excellence, and financial stability**, we are well-positioned to meet the needs of our current and future students. However, we also recognize the challenges that lie ahead—navigating a post-pandemic world where inflation impacts budgets, and attracting and retaining **qualified Montessori teachers** is more critical than ever.



Over the past few years, we've made progress on several fronts, from improving our Middle School program to investing in our facilities and nurturing deeper community engagement. Our **new leadership team** has focused on **innovation and growth**, including bringing curriculum transparency through program documents, **refreshing our brand, launching a new website**, and enhancing communication systems. We've streamlined registration and **communication with parents**, moved essential forms online, and developed a more unified approach through our **weekly newsletter**.





Our **outdoor education program** is a standout feature at KMS. With the advantage of being adjacent to a provincial park, our students have access to **natural landscapes** that enrich their learning and provide unique hands-on experiences. This **connection to nature** is integral to our strong outdoor programming, which includes partnerships with local organizations and **outdoor excursions** that develop students' appreciation for the **environment, teamwork, and personal growth**. We are also expanding our extracurricular offerings with **Fitness Fridays**, recess clubs, and the exciting addition of a new 10-hole disc golf course to further enhance students' physical **well-being and outdoor experiences**.

In terms of programming, we've continued to refine our **Middle School program** with initiatives like Montessori Model UN, redefined our **Culinary curriculum**, and built strong partnerships with reputable organizations such as the **Canadian Canoe Museum** and **Camp Kandalore** to offer exceptional **outdoor, experiential, and wilderness education**. We've also developed new outdoor learning spaces for each classroom, complete with proper furniture.

This **Strategic Plan**, developed through a collaborative process that included surveys, feedback from **parents, educators, administration, and the Board of Directors**, reflects our commitment to creating a **vibrant and innovative learning environment** for generations to come. Our plan is grounded in five key priorities: **Academic Excellence, Community Engagement, Staffing, Facilities, and Nurturing a Sustainable Future**. These pillars will guide us as we continue to strengthen our school and ensure that KMS remains a **place of excellence**.

This plan is practical, focused, and attainable, designed to **guide us through the next five years**. We look forward to turning this vision into reality—together.





Academic Excellence

- Demonstrate commitment to high quality, authentic, accredited Montessori teaching and learning experiences.
- Evaluate and refine curriculum at all levels
- Further develop learning support systems
- Cultivate a learning environment that embraces equity, diversity, inclusion, and belonging

Objective

Kawartha Montessori School (KMS) has the vision to be the leader of authentic Montessori education in the Kawarthas and our mission is to provide an education that fosters academic excellence and social responsibility in our students. We are always looking at ways to best meet the needs of our students.

Strategies



- ✓ Develop a plan to attract qualified staff.
- ✓ Create a staff reflection process.
- ✓ Conduct regular curriculum reviews to ensure alignment with Montessori accreditation standards, Ontario ministry curriculum and the needs of the students.
- ✓ Provide ongoing professional development opportunities for staff with a focus on learning and reflection of program quality.
- ✓ Further develop learning supports for teachers with a focus on remedial reading support.
- ✓ Promote inclusion, welcoming perspectives to inform decision making.



Community Engagement

- Continue to nurture strong relationships with KMS families
- Nurture strong partnerships with broader community that align with the KMS guiding principles
- Foster ongoing sense of community with alumni students and families
- Explore the possibility of financially beneficial relationships with various community entities that reflect KMS mission and values

Objective

Continue to strengthen KMS's relationship with current and alumni families and the broader community.

Strategies



- ✓ Identify, strengthen and nurture relationships with local organizations that share KMS's values, such as environmental groups, arts programs, or educational organizations, for joint projects. Collaborative efforts can lead to increased visibility and shared resources.
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- ✓ Continue building relationships with our parent community through weekly newsletters, parent education opportunities, and monthly events that are organized by the school and Engagement Committee.

Staffing

- Ongoing prioritization of Montessori teacher training and professional development
- Research and evaluate staffing compensation and instructional models



Objective

To attract and retain high quality staff and educators that are committed to delivering authentic Montessori education that fosters academic excellence and social responsibility in our students.

Strategies

- ✓ Continue to offer intrinsic value to staff while fostering the development of individual skills and interests in order to enhance the learning experiences of the students. Continue to offer whole school professional development based on the yearly needs of the staff.
- ✓ Create a Compensation Committee that will assess the following options:
 - Create a compensation policy to provide pay transparency and consistency.
 - Evaluate staff wages by conducting market research including the CCMA and public education sector comparators to create a KMS salary structure that is representative of our market approach.
 - Adjust the benefits policy to offer enhanced total rewards.





Facilities

- Functional maintenance and upgrades
- Aesthetic improvements for a beautiful, prepared environment
- Evaluate and enhance quality outdoor play/learning areas

Objective

We continue to pay down our mortgage while providing a safe, functional, and aesthetically enriching environment (indoors and outdoors) for students to learn and grow.

Strategies

- ✓ Survey all school subsystems and create a 5 year unified facilities plan to hone in on maintenance needs and school aesthetic needs and goals.
- ✓ Develop a 5 year plan to continue to enhance our outdoor play/learning spaces.
- ✓ Invest in sustainable, Montessori-aligned design elements to create a more inviting, functional and calming school environment (i.e. new furniture and desks in the Specialist and Middle School classrooms, new hallway systems for student belongings).



Nurturing a Sustainable Future

- Attract families that align with the Montessori principles and KMS's vision and mission, and who value a Montessori education from Casa to Middle School
- Develop a long range fundraising, admissions and marketing plan
- Increase enrollment and retention
- Ensure an ongoing membership of capable and dedicated board of directors

Objective

Ensure KMS's long-term sustainability through financial planning, fundraising, and strong community relations.



Strategies



- ✓ Develop a communication plan to collect data on influencing factors from both prospective and departing families.
- ✓ Refine and elevate our tour experience for prospective families.
- ✓ Continue to use annual investments to fund our bursary program.
- ✓ Research and evaluate governance models including a leadership evaluation process.
- ✓ Form a succession plan for the Board of Directors to ensure strong leadership continuity.

Thank you!

We would like to express our sincere **gratitude to the staff, administration, Board of Directors, and parents** who contributed to the development of our Strategic Plan. Your insights, participation, and commitment to the growth of our school have been invaluable.

A special **thank you to Catia Skinner**, who graciously facilitated and led the **strategic planning workshop**, guiding us through the thoughtful process that shaped our final plan.

The Board also extends its **appreciation to our exceptional staff**. Your dedication to Montessori principles and unwavering efforts in creating a safe and nurturing environment for our **students to grow and thrive** are truly remarkable.

To **our students**: continue to be curious, ask questions, and trust in your abilities. You are capable of so much more than you know, and it is a **privilege to watch you grow**.

Finally, **to our parent community**, thank you for your trust, support, and for choosing **Kawartha Montessori School**. Your commitment to volunteering and embracing the Montessori philosophy—through even the smallest acts of kindness—has a lasting impact, **enriching both your children's lives and the entire KMS community**.



Thank you to **all of you** for being a part of our Montessori family. Together, we are shaping a brighter future not just for our students, but for the world they will go on to lead.

In the words of **Maria Montessori**:

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Within the child lies the fate of the future.