

Building on Our Foundation



Strategic Plan Update 2012-2015

Our mission is to provide a learning environment that embraces Montessori principles, fosters a love of learning, and empowers children to develop to their full potential.

Welcome

Oak Hill Montessori School is the only AMI-accredited school in the Twin Cities to offer programming for children from infancy through Jr. High. Through adherence to Oak Hill's vision, mission, and core values, we continue to build upon the strength of our founding principles and look forward to celebrating our 50th year anniversary in the 2014-15 school year.

Oak Hill's Board of Trustees reviews the school's strategic plan annually and develops goals to ensure that progress is being made toward completion of the strategic plan. Upon review of the existing strategic plan, the Board determined that the foundation and objectives of the existing plan were still relevant and in many cases timeless in nature. The current plan was updated to provide general direction for the next 3-5 years.

Assisted by an external consultant, the Board reviewed information from faculty and staff, Oak Hill parent survey data, former families, enrollment forecasts, and global trends in education. The Board reaffirmed that Oak Hill Montessori's foundation is sound: our curriculum and teaching staff are grounded in the proven and enduring principles of Montessori philosophy; our community is cohesive and supportive; our indoor and outdoor facilities serve as a model for Montessori schools around the nation; and most importantly, our alumni report that they are well-prepared for educational and extra-curricular opportunities in high school and beyond. This foundation and our sustained marketing efforts will assure that Oak Hill Montessori continues to be a viable option for future generations of students.

The following three overarching strategic initiatives support Oak Hill's ongoing success in the face of today's economic reality:

- ◇ Preserving and promoting Oak Hill's authentic and effective Montessori programming,
- ◇ Fostering a sense of inclusion, commitment, and dedication among all members of our community, and
- ◇ Advancing our organizational infrastructure.

Additional information on these initiatives is contained on the following pages.

Sincerely,



Jean Melancon, Board Chair



Kathy Anderson, Head of School

Preserving and Promoting Oak Hill's Authentic and Effective Montessori Programming

Attract and retain gifted faculty, dedicated administrative staff, and talented adjunct faculty and ensure that all staff have the necessary supporting technology.

A fully realized Montessori school has at its core a cohesive staff who are gifted in their area of expertise, insightful in their vision for the future of Oak Hill, and dedicated to the full development of each student. To achieve this, Oak Hill must be attentive and responsive to the changing profile of the workforce and ensure that the time and talent of each staff member is meaningfully and effectively allocated.

Maintain the integrity of the Montessori curriculum while enhancing supplemental programming.

We will continue to enhance supplemental programming that is integrated into Oak Hill's AMI curriculum.

Maximize the use of both our inside and outside spaces while incorporating sustainable practices.

The land and buildings acquired and invested in by members of the Oak Hill community are one of our community's greatest assets. Ensuring their optimum use by students, staff, and families honors and fully embraces Montessori philosophy.

Fostering the Sense of Inclusion, Commitment and Dedication Among all Members of our Community

Enrich the sense of community among students, faculty, parents and alumni.

Our community benefits greatly when all members feel a sense of belonging and are fully engaged and deeply committed to the mission and vision of our school. We will strive to engage family and community members to stay with our school, promote our school and support our school with gifts of time, talent and resources.

Thoughtfully honor and respect the Oak Hill Community

Ensure that school events, communications and publications are intentionally planned to assure that all members of Oak Hill's community feel honored and respected.

Advancing our Organizational Infrastructure

Enrich each child's Montessori experience by sustaining full enrollment across all levels.

When enrollment is at full capacity, each child's Montessori experience is enriched, the school's primary revenue stream is more secure and predictable, and our staff and faculty are fully engaged.

Maintain financial soundness

It is essential that we continue the work of building a financially strong organization so core programming can continue regardless of economic turbulence or shifts in enrollment.

Enhance the culture of giving among all of Oak Hill's constituencies

Development dollars are critical to the long term success of Oak Hill, ensuring the financial strength of the school by providing for the future needs of the school.

Ensure the effectiveness of the Board of Trustees as a governing body.

To fulfill its fiduciary and strategic obligations to ensure the long-term viability of Oak Hill, the Board of Trustees must provide visionary leadership, be fully engaged, and be responsive to the changing economic, social and industry trends that influence independent schools.

Oak Hill Montessori School Core Values

- ◆ **To support the development of passionate learners and independent thinkers by offering an excellent Montessori education based on self-inquiry and self-reliance through purposeful work.**
- ◆ **To inspire the growth of the individual by providing an environment of order, beauty and harmony.**
- ◆ **To empower our teaching faculty in their work as they create opportunities for students to observe, reflect, and discover.**
- ◆ **To nurture inclusivity in our school community by fostering a sense of belonging for all students, faculty, and families.**
- ◆ **To prepare our children for global citizenship by cultivating compassion for one another and respect for the earth.**
- ◆ **To advance Maria Montessori's vision of peace and social change through education by collaborating with the greater Montessori community.**

The Next Steps

We invite you to partner with us to achieve the goals set forth in the *Building on Our Foundation* strategic plan. To bring this plan to fruition, Oak Hill's Board of Trustees creates task forces as needed to address each of the initiatives. If you have questions, please contact the Head of School or the Board of Trustees Chair.

2012-2013 Oak Hill Board of Trustees

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