



**Anchorage  
Montessori  
School  
Strategic Plan  
2023-2033**

# Mission & Vision

## *Our Mission*

Anchorage Montessori School is dedicated to providing a holistic education that empowers children to approach learning with a curious mindset through the values and principles of the Montessori philosophy. We respect the inherent dignity of each child, promoting independence and responsibility to themselves and the community so that together we may create a more peaceful world.

## *Our Vision*

A school community that is thriving, accessible and inclusive, which inspires students to be compassionate, empathetic leaders who view the world with a global perspective. At AMS we dream big for a better future for all.

# Envisioned Future by 2033

Be the home of a Montessori Campus for student resilience and success

## *Benchmarks for success:*

School expansion to include 7<sup>th</sup> and 8<sup>th</sup> grade classrooms with qualified enthusiastic teachers

Expanded pre-K grades to meet community needs and balance the budget

Richly diverse educational offerings to meet the needs of whole children during school, after school, and summer

Teacher training center operational and sought after across Alaska and the Lower 48

Building facility to match (expansion, renovation, new location TBD) that provides supportive caring environments for children, teachers, administrators, and families

Create and grow a true endowment to offer more student access through scholarships and to recruit and retain a professional staff team

## *Benchmarks for success:*

Internal structures for endowment are in place for a lifetime

Provide a competitive total compensation package that promotes employee wellness

Develop and offer a scholarship program that focuses on bringing in more children into AMS

# Short term goals and Objectives 2023-2028

## Goal 1: *Increase profit margin for financial stability resilience for the long-term*

*In 2023-2024 Grow earned income as our primary source of funding by moving to a 10-month program and broadening summer camp options*

*In 2023-2024 Determine the best use of our investment strategy - when do we move from long-term investments to endowment?*

*In 2023-2024 Engage carefully and strategically in charitable funding efforts to reach annual and planned giving goals*

*In 2023-2024 Build our human capacity to engage and grow financially - both charitable and investments*

# Short term goals and Objectives 2023-2028

## **Goal 2: *Invest in our internal team for recruitment and retention to reach our goals***

*In 2023-2024 Determine and build financial capacity to provide a competitive total compensation package for employees to increase retention so that our team feels deeply valued*

## **Goal 3: *Take steps for building expansion to take steps toward our envisioned future***

*In 2023-2024 Walk the Pre-Development steps to strategically align our desire for an expanded building with our ability to build and operationalize it*

*In 2023-2024 Build outdoor playground space*

*In 2023-2034 Complete small building improvement projects*

*In 2023-2024 Complete security enhancements*

# Short term goals and Objectives 2023-2028

## **Goal 4: *Build the student experience to focus on the whole student to increase student enrichment and retention***

Expand the student experiences (all grade levels) to include more external influences (field trips or school visits)

*In 2023-2024 Provide afterschool Montessori centered programs that generate earned income and attract corporate sponsors*

*In 2023-2024 Provide comprehensive access to services available to kids who have an IEP in ASD*

*In 2023-2024 Provide physical education during the school day every year*

Provide a foreign language during the school day every year at advancing levels

Provide art experiences - hands-on during the school day every year at advancing levels

*In 2023-2024 Create Moose Garden initiative for upper elementary students*

# Short term goals and Objectives 2023-2028

## ***Goal 5: Increase and deepen strategic relationships to promote enrollment and financial investment***

Launch a marketing campaign toward prospective parents for recruitment

Provide school tours on scheduled days

Publish a marketing piece that highlights the success of our students based on a Montessori-based assessment tool that also offers some way to compare to ASD or other independent school success results (Share with current parents too)

Create and maintain consistent communication with Alumni to engage them a potential donors and strong advocates for Montessori education to potential parents

## ***Goal 6: Increase and deepen the parent experience to create a welcoming and tight-knit community connection regardless of tenure to promote student retention (purposeful, strategic, consistent)***

*In 2023-2024* Focus on creating **welcoming space** for parents through an executed annual plan including:

*In 2023-2024* **Build a bridge** between the board of director, staff, parents so that the board feels more approachable and parents are more informed about what is most important

# Short term goals and Objectives 2023-2028

## ***Goal 7: Give back to the community as an opportunity for parent and child fun and connection***

Develop a decision-making matrix/establish criteria to determine which community events/outreach we undertake (example: mutually beneficial with business, address neighborhood issues)

## ***Goal 8: Develop a teacher training program at our existing location as part of our envisioned future***

Determine and approve the business plan to create and sustain the program at least break-even with the added benefit of educational opportunities for our own teachers