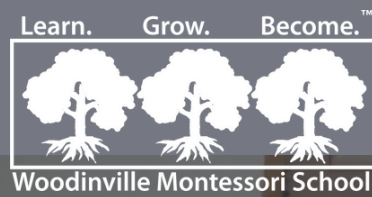


WMS STRATEGIC PLAN



2022-2027

*A five-year strategic plan for Woodinville Montessori School from
the Board of Trustees.*

The fundamental job of the Board of Trustees (the Board) for the Woodinville Montessori School (WMS) is to support the mission of the school at large.

WMS Mission

Woodinville Montessori School is a diverse community of lifelong learners dedicated to the optimal intellectual, emotional, social, and physical, ethical, and spiritual development of each child using Montessori and contemporary methods.

With this purpose in mind, the mission of the Board is as follows:

BOT Mission

Woodinville Montessori School's Board of Trustees exists to create plans, set policies, and make strategic decisions that will best ensure the viability of the institutional mission for the current students' children.



Process

To best fulfill its mission, the Board underwent a year-long process to develop a new five-year strategic plan. The process included gathering input through monthly meetings of trustees, the Head of School, and key staff members as well as surveying the broader community to help rank and identify key goals for the school.

This Strategic Plan identifies six initiatives to target and implement over the next five years. The Plan represents the culmination of this year's work and affirms the Board's commitment to the mission of the school and to Montessori education. The Board recognizes that WMS is a thriving and unique school that provides authentic Montessori education for students from toddler through high school.



Initiatives

1 & 2



1 Build & strengthen the WMS community

A strong school community is a primary factor for the success of WMS. The Board will improve and increase efforts to establish new and revitalize existing community connections.

Strategies:

- Increase Board of Trustee engagement at WMS school and family events.
- Improve communications from the Board of Trustees including the use of surveys, focus groups and the school newsletters.
- Revitalize relationships with alumni families.

2 Strengthen & grow the Secondary program

A Montessori-accredited Secondary program is unique in the Pacific Northwest and a key strategic asset to WMS. The Board will support the growth and community awareness of the secondary program.

Strategies:

- Increase electives and student life opportunities.
- Create and support internal and external marketing targeted at program retention and growth.
- Support facilities expansion and integration.

Initiatives

3 & 4



3 Improve faculty & staff recruiting & retention

Maintaining its talented, trained, and dedicated faculty and staff is essential to delivering the mission of WMS. The Board will take and support efforts to recruit and retain qualified, mission-driven faculty and staff.

Strategies:

- Research the viability of housing and commuting assistance plans.
- Support continued education for faculty and staff.
- Review annually the faculty and staff salary grids.

4 Improve & enhance facilities

A safe and inviting physical environment is critical for the continued success of WMS. The Board will prioritize upgrading and adding new facilities suitable to the school's mission.

Strategies:

- Provide necessary improvements at the Woodinville Campus.
- Provide upgrades at North Creek Campus buildings.
- Investigate improvements to outdoor spaces.
- Ensure compliance with ADA regulations for school facilities.

Initiatives

5 & 6



5 Support Diversity, Equity, Inclusion & Belonging (DEIB)

A commitment to the values of diversity, equity, inclusion, and belonging aligns with the values integral to Montessori education. The Board will support DEIB work at all levels of the WMS community.

Strategies:

- Support evaluation of the curriculum for DEIB sensitivity.
- Fund DEIB training for faculty, staff and Board of Trustees.
- Provide financial assistance to support socio-economic diversity and equity in access to Montessori education.

6 Maintain the financial stability of the school

A fundamental function of the Board is to support the financial well-being of WMS. The Board will evaluate specific financial metrics and adjust the budget to ensure its continuing strong position.

Strategies:

- Maintain facilities reserves at recommended levels.
- Increase operating reserves to recommended levels.
- Maintain an debt to asset ratio above 1.0.

Contact the Board of Trustees

If you have feedback or are interested in attending a meeting or joining the Board, please contact us.



Email

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Website

www.woodinvillemontessori.org