



Damariscotta Montessori School

2019-2026 Strategic Plan

Mission Statement

The mission of the Damariscotta Montessori School is to provide a carefully planned, stimulating Montessori environment which will help children develop within themselves the foundation for a lifetime of learning, thinking and living. We are a child centered community that honors individuality and encourages respect for one another and oneself. We believe that the deep commitment and dedication of our small community, which is made up of our school's children, parents and staff members, is vital in the fulfillment of this mission.

Core Values

1. **Respect** – Self-respect, respect for others, tolerance, honesty, integrity and responsibility.
2. **Compassion** – Concern for one another, for humanity, kindness, peacefulness, understanding, acceptance, and warmth.
3. **Love of Learning** – Discovery, exploration, working together, curiosity, and ownership.
4. **Service** – A lifelong commitment to give something back through service to others who are in need.
5. **Independence** – Doing for oneself, understanding one's own capabilities.
6. **Interdependence** – Responsibility to and healthy dependence upon one another, a love of community.
7. **Excellence** – Quality in all we do to serve the children, and the cultivation of the pursuit of excellence within our students.
8. **Universal Understanding** – A global perspective, and an understanding of being part of something bigger than oneself.

Fundamental Nature of Our School

1. The Montessori approach to learning is the educational framework of our educational program.
2. DMS is an AMS (American Montessori Society) Accredited School
3. DMS is a child-centered school.
4. DMS is a family-friendly school.
5. We are committed to developing and fostering character and values within our children.
6. We are committed to embracing the universal nature of humankind, honoring the differences among us, and fostering respect for one another.
7. DMS is an inclusive, close-knit community of students, educators, parents, and friends of the school.

Vision Statement

DMS will have a strong, supportive and thriving community of lifelong learners, including students, parents, staff members, and friends of the school from our local community. DMS will also have strong roots in our local community, including collaborative relationships with other organizations that enrich our educational programming and organizations that our students provide service to. School gardening programs will extend to all levels. The strong school community, educational programming and good will in the local community will create a deep sense of community, social responsibility and interdependence and interdependence that our students will carry with them for a lifetime. DMS will operate with a waiting list for Primary and Elementary programs.

Overall Strategic Goal

To ensure the long-term excellence, stability and sense of community of DMS.

1. **Excellence** – Maintain and increase high quality Montessori education and programming for all students at DMS – providing 35 years of high-quality early childhood, elementary and middle school education on Mid Coast Maine.
 - Formalize DMS music curriculum
 - Develop elementary and primary gardening program

- Improve current progress reporting to provide uniform reports that correspond directly with AMS Learner Outcomes
- Create formal, DMS specific, assistant and specialist training program
- Establish DMS alumni survey of learner outcomes
- Increase teacher planning time
- Build large outdoor dry play space for shoulder seasons
- Add outdoor elements to playground for older students
- Expand history curriculum to include more non-western cultures
- Continue to build library with books that represent people from diverse backgrounds.

2. Stability – Committed to responsible growth, institutional stability and financial security for the next 35 years.

- Formalize BOD best practices
- Ensure competitive staff compensation and benefits package to maintain high quality staff members
- Establish employee retirement plan
- Increase cash reserve to 6 months of expenses
- Develop Stakeholder Advisory Group (SAG) formal policies and procedures
- Feasibility study for Infant-Toddler Program
- Continued DEI training with the staff

3. Community – Build upon the wonderful sense of community at DMS and share the difference DMS makes for children, families and the local community.

- Develop alumni database and communication system
- Establish community outreach and service programming for DMS students
- Develop database of community organizations and professionals for curriculum enrichment and partnership
- Improve DMS Parent Ambassador program to provide for ongoing communication and support to new families beginning at enrollment
- Develop whole-school event that is open to the local community to increase DMS visibility
- Review staff and parent handbook for inclusive practices and language
- Communication of DEI practices and efforts

Timeline of Implementation

2021-22

- Implement DEI program with staff
- Communication of DEI practices and efforts
- Plan elementary and primary gardening program
- Plan and start to implement formal, DMS specific, assistant and specialist training program
- Increase teacher planning time
- Build large outdoor dry play space for shoulder seasons
- Add outdoor elements for older students
- Expand history curriculum to include non-western cultures
- Continue to build library with books that represent people from diverse backgrounds
- Salary: Raise assistant hourly rate
- Increase cash reserve to 6 months of expenses
- Review staff and parent handbook for inclusive practices and language

2022-23

- Ongoing DEI program with staff
- Implement elementary primary gardening program
- Formalize DMS music curriculum
- Maintain/increase teacher planning time
- Improve current progress reporting to provide uniform reports that correspond directly with AMS Learner Outcomes
- Implement formal, DMS specific, assistant and specialist training program
- Establish DMS alumni survey of Learner Outcomes
- Continue to add outdoor elements for older students
- Continue to build library with books that represent people from diverse backgrounds
- Benefits: Retirement Feasibility
- Increase cash reserve to 6 months of expenses
- Plan SAG formal policies and procedures
- Formalize Parent Ambassador program

2023-24

- Evaluate DEI program with staff
- Continue to build library with books that represent people from diverse backgrounds
- Formalize BOD best practices
- Benefits: Health Insurance
- Increase cash reserve to 6 months of expenses
- Implement SAG formal policies and procedures
- Establish community outreach and service programming for DMS students
- Develop database of community organizations and professionals for curriculum enrichment and partnership
- Continue development of Parent Ambassador program
- Develop whole-school event that is open to the local community to increase DMS visibility
- Feasibility study for Infant-Toddler program

2024-25

- Continue to build library with books that represent people from diverse backgrounds
- Increase cash reserve to 6 months of expenses

2025-26

- Continue to build library with books that represent people from diverse backgrounds
- Increase cash reserve to 6 months of expenses

2026-27

- Continue to build library with books that represent people from diverse backgrounds
- Increase cash reserve to 6 months of expenses