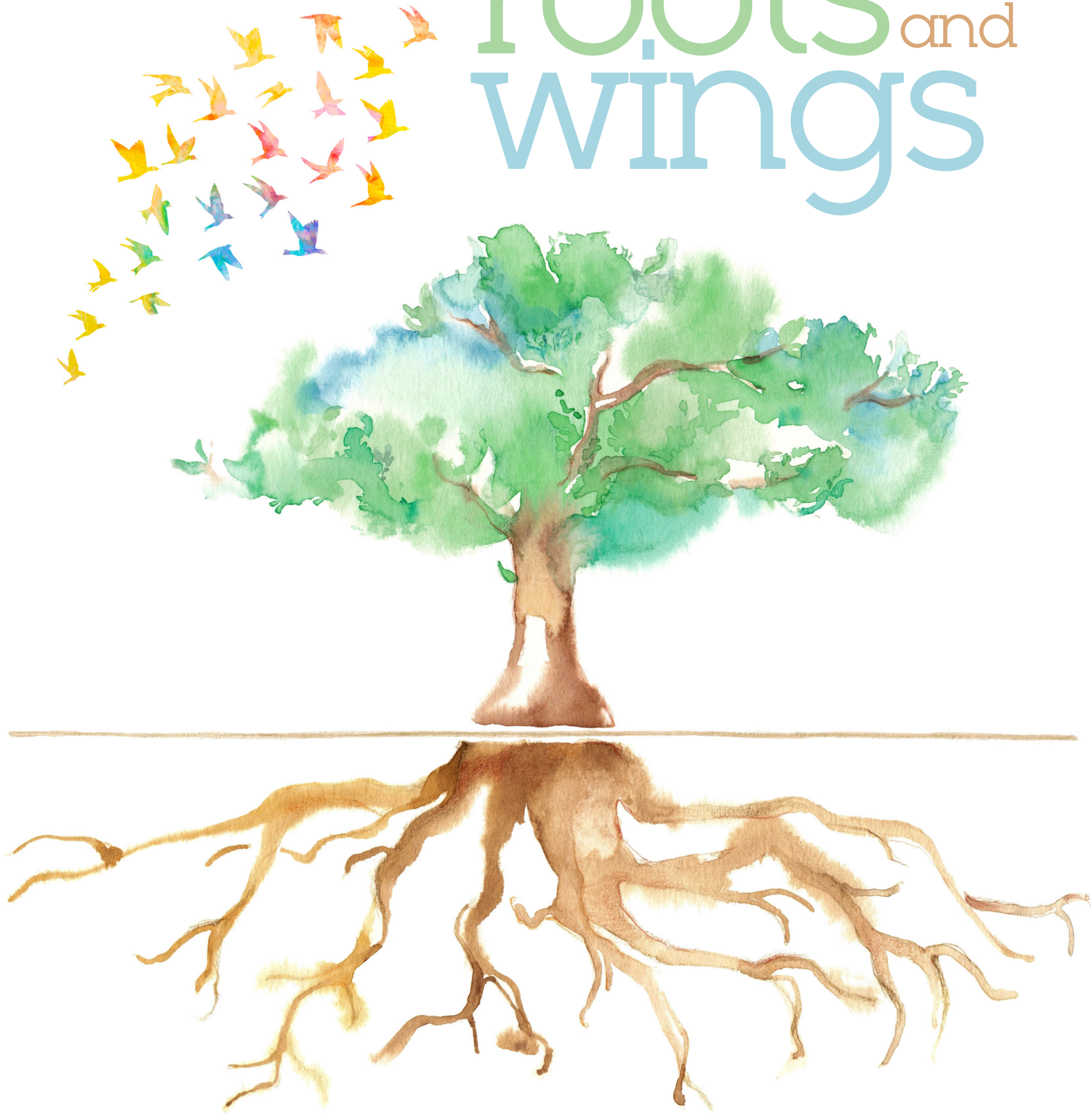


# roots and wings



WACO MONTESSORI SCHOOL STRATEGIC PLAN 2022-2028



The greatest  
gifts we can give  
our children  
are the roots of  
responsibility  
and the wings of  
independence.

-Dr. Maria Montessori

# Roots and Wings

---

Waco Montessori School (WMS) stands distinctive in the greater Waco community because of our commitment to the Montessori Method pioneered by Dr. Maria Montessori nearly a century ago. Rooted in research-based practices, the Montessori Method fosters rigorous, self-motivated growth for children and adolescents in all areas of their development — cognitive, emotional, social, and physical.

As we embark on a six year strategic plan for WMS, we will deepen our roots in the Montessori Method to inspire the next generation of innovative leaders and independent thinkers who will transform the world.

When children discover their joy of learning, the academic outcomes are limitless. Montessori students grow wings of independence that take them to achievements beyond those afforded through other pedagogies, proving Waco Montessori School the best environment for early childhood to sixth grade education in our community.

To this end, we are committed to cultivating five areas of growth for our school as we prepare to celebrate 50 years of distinguished Montessori education at Waco Montessori School:

## I: Roots of Responsibility

We are committed to having a community united in purpose that has consistent clear communication.

## II: Wings of Learning

We are committed to creating a culture where each member is expected to contribute to our common goal of creating an exceptional Montessori educational journey for all.

## III: Roots of Connectivity

We are committed to creating a community that seeks to encourage one another.

## IV: Wings of Independence

We are committed to ensuring the long-term health of the school.

## V: Roots of Community

We are committed to being a proactive force in our local community.

# I: Roots of Responsibility

---

We are committed to having a community united in purpose that has consistent clear communication.

At Waco Montessori School, we use the language of respect to define expectations for how we interact with the child and how the child should interact with their environment. To further cultivate a culture of respect within our community, we must have fidelity of purpose through transparent, open, and consistent communication. From the Board of Trustees to the administration, teachers, parents, and students, all members of our community are responsible for and worthy of respectful interactions that bring order, manage expectations, and acknowledge the value of each individual.



MILESTONE	MEASUREMENT	2023 PROGRESS	2024 PROGRESS	2025 PROGRESS
Transparent evaluation and development processes established for each level of governance, inclusive of Board and governance of HOS				
Train incoming Board members and strengthen Board governance and processes based on research-based best practices in board operations				
Annual statement of community-wide goals published, and communication plan to report progress toward goals				
Clear, consistent and documented processes for all student plans, inclusive of behavior, academic and/or health exceptionalities				
MILESTONE	MEASUREMENT	2026 PROGRESS	2027 PROGRESS	2028 PROGRESS



## II: Wings of Learning

---

We are committed to creating a culture where each member is expected to contribute to our common goal of creating an exceptional Montessori educational journey for all.

Fidelity to the Montessori Method is paramount to maintaining distinction within the educational landscape of the Waco community. The American Montessori Society recognizes five components as critical to high-fidelity implementation of the Montessori Method — trained Montessori teachers, the multi-age classroom, using Montessori materials, child-directed work, and uninterrupted work periods. When guided in a truly Montessori learning environment, students soar “as confident, enthusiastic, and self-directed learners and citizens, accountable to both themselves and their community. They think critically, work collaboratively, and act boldly and with integrity.”<sup>1</sup>



<sup>1</sup> American Montessori Society; <https://amshq.org/About-Montessori/What-Is-Montessori>

MILESTONE	MEASUREMENT	2023 PROGRESS	2024 PROGRESS	2025 PROGRESS
Achieve American Montessori Society accreditation				
Clear vision on WMS approach to learning exceptionalities defined: Who we are and who and how we serve, with communication plan				
Defined plan for living out the Montessori value allowing children to develop at their own pace by following their own, unique set of interests				
All lead teachers Montessori certified (assistant, specials, and enrichment teachers Montessori trained) with documented opportunities for professional development throughout their tenure				
All children grades 1-6 achieving significant academic growth over the three-year cycle, making meaningful progress toward closing gaps with or surpassing grade level work				
MILESTONE	MEASUREMENT	2026 PROGRESS	2027 PROGRESS	2028 PROGRESS

## III: Roots of Connectivity

---

We are committed to creating a community that seeks to encourage one another.

The language of Montessori incorporates the term “grace and courtesy” where children are formally instructed in social skills they will use throughout their lives. These skills are first observed in the home and then are modeled by the classroom guides. Grace and courtesy are cornerstones to a successful Montessori journey.

As we pursue and require deeper, more meaningful connections within our school through various engagement opportunities in and outside of the school learning environment, we will create a foundation of mutual respect built from the grace and courtesy we extend to one another.





MILESTONE	MEASUREMENT	2023 PROGRESS	2024 PROGRESS	2025 PROGRESS
Develop and execute a plan for family engagement, supporting parents in creating a home environment conducive to Montessori practice, and communication of expectations				
Identify methods for collecting and incorporating staff and community ideas for school improvement; create an annual system of review and accountability for implementation				
Cultivate a culture of grace and courtesy through establishment of community expectations and accountability for interactions within the WMS community				
Create a facility enrichment plan in the spirit of Montessori fidelity that is child-centric and promotes lively and purposeful engagement in both indoor and outdoor settings				

MILESTONE	MEASUREMENT	2026 PROGRESS	2027 PROGRESS	2028 PROGRESS

## IV: Wings of Independence

---

We are committed to ensuring the long-term health of the school.

For nearly 50 years, Waco Montessori School has educated children in our community, and we look forward to more years to come. To ensure WMS continues to thrive, we must set forth an ambitious financial plan to secure the future of the school. We will define expectations for giving and ask the Waco Montessori School community to give even more generously of their time, resources, and talents so that the school can soar to new operational heights.



MILESTONE	MEASUREMENT	2023 PROGRESS	2024 PROGRESS	2025 PROGRESS
Transition operating budget to be fully funded by earned revenue (not fundraising)				
Define capital campaign plan, setting the groundwork for a robust fundraising effort incorporating the celebration of the school's 50th anniversary in 2027				
Develop plan to significantly increase volunteerism throughout the year and measure growth of active WMS community engaging through PTO, classrooms and campaigns				
Continue closing out each year with financial solvency, and growing services and/or staff compensation whenever possible based on earned revenues				

MILESTONE	MEASUREMENT	2026 PROGRESS	2027 PROGRESS	2028 PROGRESS

# V: Roots of Community

---

We are committed to being a proactive force in our local community.

Maria Montessori urged us to give children a “vision of the universe” to help them discover how all of its parts are interconnected and interdependent and to help them understand their place in society and the world. A Montessori education has the power to transform a student and inspire them to act for the greater good in their local community and throughout the globe.

Waco Montessori School is rooted in uptown Waco, positioning the school to live out this commitment of transformation and inclusion in practical ways throughout our neighborhood and the entire Central Texas community.



MILESTONE	MEASUREMENT	2023 PROGRESS	2024 PROGRESS	2025 PROGRESS
Maintain NAEYC accreditation and good standing in child care licensure				
Define plan to build community service into our program and culture				
Lay the groundwork for a tuition scholarship program or “Giving back” citizenship component to 50th anniversary celebrations and capital campaign				
MILESTONE	MEASUREMENT	2026 PROGRESS	2027 PROGRESS	2028 PROGRESS



