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STRATEGIC PLAN

Presented by:
The Board of Trustees - Strategic Planning Committee
Triangle Associates

Strategic Planning Committee:

Cindy Curry	Ellen Olson
Nic Finelli	Charlene Patrell
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Crystal Jordan	Veronica Rodriguez
Lori Lauman	Rowan Webster





OUR PROCESS

During the 2021–2022 school year, the Omni Montessori School Board of Trustees elected to move forward with Triangle Associates to facilitate and assist with the creation of the school’s new strategic plan. Triangle Associates conducted detailed interviews, surveys, and focus group sessions within the Omni community including faculty and staff, current families, current students, and alumni. The opportunities to connect with stakeholders provided a mechanism to collect valuable input. The feedback ultimately revealed themes and strategic priorities for the school. The information was presented to the Board of Trustees and further dissected by the Strategic Planning Committee composed of Board members, faculty, and staff. The results represented the collective voice of Omni Montessori School and established the school’s strategic priorities. These goals established the stepping stones for Omni’s continued success.



August 2021:
Board of Trustees researches firms

November 2021:
Triangle Associates begins preliminary process.

February 2022:
Survey sent to Omni Community.

April 2022:
Draft strategic plan created.

December 2022:
Strategic Plan published.

TIMELINE OF EVENTS

October 2021:
Triangle Associates selected as final firm.

January 2022:
Triangle Associates conducts interviews with Faculty & Staff and listening sessions with the Omni Community.

March 2022:
Triangle Associates coordinated workshops with representatives of the Omni Community.

August 2022:
Final review conducted by Board of Trustees and workshop committee.

MISSION & VALUES



Mission Statement

Empowering children in a community faithful to the teachings of Maria Montessori

Core Values

Connections — We nurture respectful relationships with integrity and love between guide, parent and child. We instill a sense of interconnectedness by presenting links between student and the greater global community, between the past and the present.

Dedication — We are present in the authentic work of the school and are motivated to achieve in the face of challenges.

Potential — We unlock student potential by offering the children an environment that promotes independence and the freedom to explore and discover. Our students find satisfaction and joy through their work, learning to recognize their own strengths and weaknesses and ultimately achieving their potential.

Community — We value every voice and celebrate our individual and cultural differences. Together we strive to demonstrate active engagement, gratitude and support through fostering a sense of belonging.

Curiosity — We foster curiosity by modeling and promoting life-long learning to our community.



PHILOSOPHY & CHARACTERISTICS



Educational Philosophy

Omni Montessori School's programs and curricula uphold the values, philosophy, and principles developed by Maria Montessori (1870-1952), and receive annual accreditation by the Association Montessori Internationale (AMI).

Fundamental Characteristics

- Because children develop and master skills at their own pace, Omni students work according to their developmental levels rather than their biological ages.
- Multi-age classrooms encourage cooperative learning and allow for broad emotional and social development. The classroom dynamic creates a nurturing, family-like atmosphere where younger children watch older children and are motivated to excel. Older students reinforce their own learning by helping the younger ones.
- Guides work with students for a three-year cycle, allowing them to know each child's individual needs and learning styles. When the guide introduces concepts at developmentally appropriate times, work is not only more easily accomplished, but joyful.
- At all levels, the guide's primary role is not the transmission of information, but rather to nurture development and to guide activities, resources, and materials that allow the child to take the next step in learning.
- Guides provide an environment of calm, order, and joy in the classroom. It is their role to tap into the children's natural curiosity, encouraging them to become self-motivated, independent, and joyful learners.

STRATEGIC PRIORITIES

- ① **Montessori Continuity:** A seamless, cohesive, authentic Montessori student experience from primary through adolescence.
- ② **Community:** Nurture Omni's community and the essential partnerships with families.
- ③ **Talent:** Attract, retain and develop an outstanding, compassionate and diverse faculty and staff.
- ④ **Facilities Optimization:** Maximize Omni's campus facilities.
- ⑤ **Belonging:** Actively promote diversity, equity, and inclusion in our school.
- ⑥ **Sustainability:** Sustain organizational resilience as a business.

