

# 1-Page Strategic Plan

October, November, December

Date: September 2019

Core Values Should/Shouldn't: Forever	Purpose (Why) 10-30 Years	Targets (Where) 3-5 years	Goals (What) 1 year	Actions (How) Quarter																																										
<p><b>Compassion</b> Open and committed to understanding and supporting one another</p> <p><b>Curiosity</b> Inquisitive beyond established frameworks</p> <p><b>Creativity</b> Originality and fostering of ideas</p> <p><b>Inclusive</b> Share and receive towards understanding</p> <p><b>Integrity</b> Open, honest, and accountable</p> <p><b>Living the Values &amp; Purpose</b> <i>Discussed every quarter - do we walk the talk?</i></p>	<p><b>Love of Learning. Freedom to Fly.</b></p> <p><b>BHAG</b> <i>Big Hairy Audacious Goal</i></p> <p>100% of Montessori trained lead teacher. Value academic growth and equally value the holistic development of the child (cognitive, emotional, and physical well being). Sharing knowledge and resources with broader community.</p> <p><b>Brand Promise</b></p> <ul style="list-style-type: none"> <li>Develop curiosity, creativity and character</li> <li>Foster independence and social responsibility within a community framework</li> <li>Inspire the love of learning independently and collaboratively</li> <li>Highlight global justice, fairness and peace</li> </ul> <p><b>KPIs</b> <i>Kept Promise Indicators</i></p> <p>Behavior Rubric &amp; Trends Staff Retention Re-Enrollment Rate World-beyond-our-door Student Exposure Capstone and transition</p>	<table border="1"> <tr> <td>Future Date</td> <td>July 1, 2024</td> </tr> <tr> <td>Fund Balance</td> <td>25%</td> </tr> </table> <p><b>Sandbox</b></p> <p>Public Montessori education for Y5-8 grade students living in northern Ottawa and southern Muskegon counties.</p> <p><b>Critical #: Enrollment #s</b></p> <table border="1"> <tr> <td>G</td> <td>&gt;250</td> </tr> <tr> <td>Y</td> <td>between 235 and 249</td> </tr> <tr> <td>R</td> <td>234&lt;</td> </tr> </table> <p><b>Critical #: Fall to spring 3% academic growth</b></p> <table border="1"> <tr> <td>G</td> <td>3&gt;%</td> </tr> <tr> <td>Y</td> <td>between 2-2.9% and goal</td> </tr> <tr> <td>R</td> <td>1.9%&lt;</td> </tr> </table> <p><b>Key Thrusts/Capabilities</b> <i>3-5 Year Priorities</i></p> <ol style="list-style-type: none"> <li>Establish and achieve educational standards above and beyond the regulatory requirements through Montessori application and practices.</li> <li>Top Montessori Certified Teachers seek us out because of: 1) The community/culture we have created through our values and sustainable practices in development &amp; compensation.</li> <li>Financial health sustainability models for enrollment under 234, breakeven @ 234, and max# of 300. (facility, staff, annual enrollment)</li> <li>Create physical environment that mirrors the core values (garden, meadows, modular, shared spaces, etc.)</li> <li>Explore the addition of grade levels (including child development and high school and classes)</li> </ol>	Future Date	July 1, 2024	Fund Balance	25%	G	>250	Y	between 235 and 249	R	234<	G	3>%	Y	between 2-2.9% and goal	R	1.9%<	<table border="1"> <tr> <td><b>Year Ending</b></td> <td><b>6/30/21</b></td> </tr> <tr> <td></td> <td>#'s in 000's</td> </tr> <tr> <td>Revenues</td> <td>\$2,521</td> </tr> <tr> <td>Expenses</td> <td>\$2,547</td> </tr> <tr> <td>Net Income</td> <td>(\$26)</td> </tr> <tr> <td>Fund Balance, \$</td> <td>\$869</td> </tr> <tr> <td>Fund Balance, %</td> <td>25%</td> </tr> </table> <p><b>Critical #: Min of 25% fund balance</b></p> <table border="1"> <tr> <td>G</td> <td>25%&gt;</td> </tr> <tr> <td>Y</td> <td>[between] 20-24%</td> </tr> <tr> <td>R</td> <td>19%&lt;</td> </tr> </table> <p><b>Critical #:</b></p> <table border="1"> <tr> <td>G</td> <td></td> </tr> <tr> <td>Y</td> <td>[between]</td> </tr> <tr> <td>R</td> <td></td> </tr> </table> <p><b>Key Initiatives</b> <i>Annual Priorities</i></p> <ol style="list-style-type: none"> <li></li> <li></li> <li></li> <li></li> <li></li> </ol>	<b>Year Ending</b>	<b>6/30/21</b>		#'s in 000's	Revenues	\$2,521	Expenses	\$2,547	Net Income	(\$26)	Fund Balance, \$	\$869	Fund Balance, %	25%	G	25%>	Y	[between] 20-24%	R	19%<	G		Y	[between]	R		<p><b>Rocks</b> Quarterly Priorities &amp; Accountability: Oct-Dec 2019</p> <ol style="list-style-type: none"> <li>Finance committee to revisit compensation freeze and retirement contribution once federal and state funding is determined. Propose a plan of action board by November 30, 2020.</li> <li>Establish community outreach committee by December 31, 2020. Determine goals/objectives for committee, identify # of members and make-up.</li> <li>Board succession plan - determine a formal approach to build pipeline, discuss leadership succession by December 31, 2020.</li> <li>Evaluate implementation of COVID-19 preparedness plan for Sept and Oct by November 30, 2020.</li> <li></li> </ol> <p>Update WG academy functional chart?</p> <p><b>Quarterly Theme</b> <b>Building Sustainability</b></p>
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