

1-Page Strategic Plan

Date: September 17, 2018

S.W.O.T. Analysis			
Strengths	Weaknesses	Opportunities	Threats

Core Values Should/Shouldn't: Forever	Purpose (Why) 10-30 Years	Targets (Where) 3-5 years	Goals (What) 1 year	Actions (How) Quarter																																		
<p>Compassion Open and committed to understanding and supporting one another</p> <p>Curiosity Inquisitive beyond established frameworks</p> <p>Creativity Originality and fostering of ideas</p> <p>Inclusive Share and receive towards understanding</p> <p>Integrity Open, honest, and accountable</p> <p>Living the Values & Purpose <i>Discussed every quarter - do we walk the talk?</i></p>	<p>Love of Learning. Freedom to Fly.</p> <p>BHAG <i>Big Hairy Audacious Goal</i></p> <p>100% of Montessori trained staff. Become Montessori model for public charter schools. An established training center for Montessori certification.</p> <p>Brand Promise</p> <ul style="list-style-type: none"> Develop curiosity, creativity and character Foster independence and social responsibility within a community framework Inspire the love of learning independently and collaboratively Highlight global justice, fairness and peace <p>KPIs <i>Kept Promise Indicators</i></p> <p>Staff Retention Enrollment attrition World-beyond-our-door Student Exposure</p>	<p>Future Date July 1, 2021</p> <p>Fund Balance</p> <p>Sandbox</p> <p>Public Montessori education for Y5-8 grade students living in northern Ottawa and southern Muskegon counties.</p> <p>Critical #:</p> <table border="1"> <tr><td>G</td><td> </td></tr> <tr><td>Y</td><td>between minimum and goal</td></tr> <tr><td>R</td><td> </td></tr> </table> <p>Critical #:</p> <table border="1"> <tr><td>G</td><td> </td></tr> <tr><td>Y</td><td>between minimum and goal</td></tr> <tr><td>R</td><td> </td></tr> </table> <p>Key Thrusts/Capabilities <i>3-5 Year Priorities</i></p> <ol style="list-style-type: none"> Establish and achieve educational standards above and beyond the regulatory requirements through Montessori application and practices. Top Montessori Certified Teachers seek us out because of: 1) The community/culture we have created through our values and sustainable practices in development & compensation. Financial health sustainability models for enrollment under 234, breakeven @ 234, and max# of 300. (facility, staff, annual enrollment) Create physical environment that mirrors the core values (garden, meadows, modular, shared spaces, etc.) 	G		Y	between minimum and goal	R		G		Y	between minimum and goal	R		<p>Year Ending 6/30/19</p> <p>#s in 000's</p> <table border="1"> <tr><td>Revenues</td><td>\$2,372</td></tr> <tr><td>Expenses</td><td>\$2,360</td></tr> <tr><td>Net Income</td><td>\$12</td></tr> <tr><td>Fund Balance, \$</td><td>\$825</td></tr> <tr><td>Fund Balance, %</td><td> </td></tr> </table> <p>Critical #: Enrollment #s</p> <table border="1"> <tr><td>G</td><td>>250</td></tr> <tr><td>Y</td><td>[between] 235-249</td></tr> <tr><td>R</td><td>234<</td></tr> </table> <p>Critical #: Discipline/Behavior</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>Key Initiatives <i>Annual Priorities</i></p> <ol style="list-style-type: none"> 	Revenues	\$2,372	Expenses	\$2,360	Net Income	\$12	Fund Balance, \$	\$825	Fund Balance, %		G	>250	Y	[between] 235-249	R	234<	G		Y	[between]	R		<p>Rocks Quarterly Priorities & Accountability: Oct-Dec 2018</p> <ol style="list-style-type: none"> Vickie will gather ideas/costs from O'Brien Construction, Thomas Construction, Black River Montessori, and IOSD. At the October board meeting, options will be reviewed. December board meeting a final decision will be made. When exploring options for modular include: Costs, timelines and how it meets current and future capacity needs (flexibility). Kim will establish a Compensation Committee (1 parent, 1 teacher, Pam, Brooke) and lead the committee in discussion of options, discussion of preliminary proposals, and to provide a final recommendation to update compensation framework by January board meeting. Committee should be prepared to give a status update in the December board meeting. Becky and Tom will partner to lead the efforts in hiring Director for Walden Green. Becky will be the liaison with Access Point to have a candidate pool to present at October board meeting. Tom will draft a process that will be followed for hiring Director and present at October board meeting. Pam will ensure that the Finance Committee has an amended budget by the December board meeting. <p>Quarterly Theme</p>
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