

NEAR NORTH NM MONTESSORI

STRATEGIC PLAN 2025



A hand-drawn map of Southeast Asia is shown on a piece of paper. A hand is using a pencil to draw the outline of a country, likely Laos or Cambodia. The map includes labels for 'Laos', 'Thailand', 'Cambodia', 'Vietnam', and 'Malaysia'. The word 'PURPOSE' is written in large, white, capital letters across the center of the image, overlaid on the map and the hand.

PURPOSE

SUMMARY



BACKGROUND

NNM set out to build a five-year strategic plan to support our mission while securing the school's position as a leader in Montessori education. Based on extensive research and community feedback to provide a thorough situational analysis, the plan identifies strategic pillars that uphold our school's values and will guide our progress with measurable achievements.

STRATEGIC PILLARS

MISSION

Near North Montessori educates students to reach their inherent potential. A partnership between home, school and the community fosters intellectual growth, independence, responsibility, a respect for differences and a sense of self-worth.

DIVERSITY, EQUITY, & INCLUSION

NNM Values

- Concern for others and empathy
- Humility and Cultural Competency
- Civility and Respect

CURRICULUM

NNM Values

- Life-long Learning
- Responsibility

PARENT SCHOOL PARTNERSHIP

NNM Values

- Sustainability and Community
- Courageous Leadership
- Integrity, Honesty, and Authenticity



PROCESS

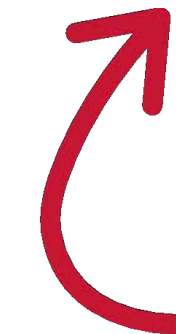
PROCESS

COMPLETED STEPS

- Review and refine existing NNM mission/vision/values
- Engage Board of Directors, staff, and parents
- Perform situational analysis
- Identify Strategic Pillars and New Imperatives
- Develop strategies to support achieving New Imperatives

CURRENT PHASE

- Form pillar subcommittees
- Collect available data/information to establish baseline
- Create tactics, execution timeline and KPIs
- Implement approved strategies
- Review and evaluate progress and impact according to established KPIs



A close-up photograph of a hand holding a pencil, drawing a line on a piece of wood. A ruler is placed on the wood to guide the drawing. The image is overlaid with a semi-transparent red filter. The word "PLAN" is written in large, white, bold, sans-serif capital letters across the center of the image.

PLAN

DIVERSITY, EQUITY & INCLUSION

STRATEGIC PLAN CORE COMMITTEE

Pillar Subcommittees

Increase racial diversity of our teachers to provide authentic windows and mirrors for our students.

- Lead: Carrie Goodman
- Faculty: Marcela Gomez Sixto, Meg Broz, Kandyce Woods, Emely Flores, Keisha Min
- Parents: Mike Beyer, Reid Schar

Increase enrollment & retention of racially underrepresented students and families.

- Lead: Vaneesha Pause
- Faculty: Vinkle Thakkar, Cynthia Castiglione
- Parents: Clo Ewing

Expand socioeconomic diversity, equity, and inclusion.

- Lead: Robert Hart
- Faculty: Meg Broz, Marcela Gomez Sixto, Molly Miner
- Parents: Lauren Collins, Bhumika Gashti, Ariel Litvin, Frederic Boyer
- External: Chip Hunter



DIVERSITY, EQUITY, & INCLUSION

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DIVERSITY, EQUITY, & INCLUSION

Imperatives & Strategies

Increase racial diversity of our teachers and staff to provide authentic windows and mirrors for our students.

- Develop systemic hiring norms that center anti-bias, anti-racist practices
- Reduce barriers for candidates without Montessori credentials providing a path for training
- Complete an equity audit to inform strategies
- Develop programs and practices that focus on the retention of a racially diverse faculty and staff

Increase enrollment & retention of racially underrepresented students and families.

- New pipelines for racially underrepresented communities
- Conduct equity trainings
- Increased financial aid

Expand socioeconomic diversity, equity, and inclusion.

- Define NNM socioeconomic mission/vision
- Establish goals and benchmarks to show annual progress
- Review and redesign financial aid structures
- Increase financial resources available



DIVERSITY, EQUITY, & INCLUSION

Imperatives & Measures of Success

Increase racial diversity of our teachers and staff to provide authentic windows and mirrors for our students.

- Faculty and staff racial demographics to mirror student population
- Increased retention of racially underrepresented employees; increased number of applicants from underrepresented groups
- Employee participation in DEI training and groups

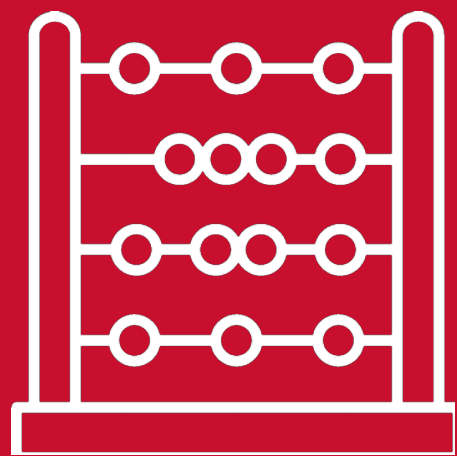
Increase enrollment & retention of racially underrepresented students and families.

- Increased retention of racially underrepresented families for all families throughout the enrollment funnel. (Threshold based on Equity Audit to be completed by Q2 '21)
- Participation in DEI enrichment opportunities for all new families

Expand socioeconomic diversity, equity, and inclusion.

- Clear mission/vision readily articulated by all constituents
- Financial Aid Dollars awarded
- Increase % of families below median income level as reported in annual parent survey

CURRICULUM



CURRICULUM

Pillar Subcommittees

Establish clear & consistent expectations in Math & Reading curriculum across all levels.

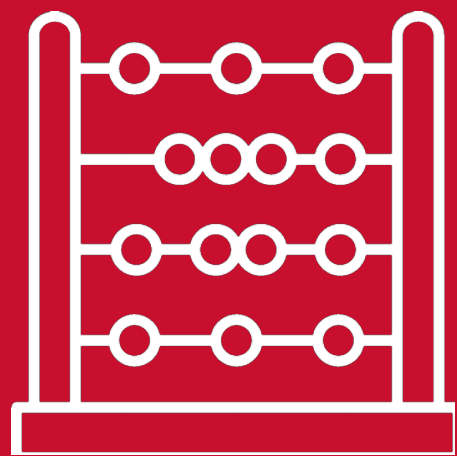
- Lead: Chris Ambroso
- Faculty: Gary Sircus, Anne Matern, Janeen Cohen, Emma Smart, Annie Stone, Ranjita Chattopadhyay, Sonja Fauske, Lydia Brandt, Cynthia Castiglione, Jess Wacker
- Parents: Kathleen Caliento

Ensure all elements of classrooms at NNM are culturally responsive prepared environments, inclusive of teachers, resources, materials, and curriculum.

- Lead: Anne Matern
- Faculty: Emma Smart, Molly Miner, Marcela Gomez-Sixto, Wendy Toan, Juliana Iturralde
- Parents: Asha Sutton, Puja Patel
- External: Maati Wafford

Define and enhance the modern Montessori approach to STEAM.

- Lead: Annie Stone
- Faculty: Janeen Cohen, Joe Philips, Darcy McDonnell
- Parents: Miiri Kotche, Dana Johnson



CURRICULUM

Imperatives & Strategies

Establish clear & consistent expectations in Math & Reading curriculum across all levels.

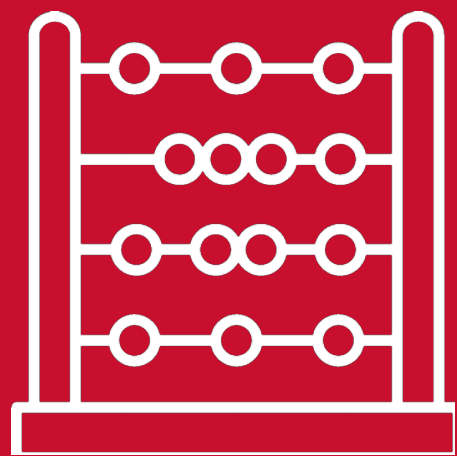
- Communicate vertical curriculum between levels
- Benchmark MAP scores to inform learning
- Increase internal student support resources
- Administer test prep for best practices, anxiety management, etc.

Ensure all elements of classrooms at NNM are culturally responsive prepared environments, inclusive of teachers, resources, materials, and curriculum.

- Audit materials keeping only those that are diverse/non-racist/culturally responsive
- Establish plan for future materials to meet standards
- Anti-bias anti-racist training for all faculty

Define and enhance the modern Montessori approach to STEAM.

- Communicate vertical curriculum between levels
- Define STEAM in the Innovation Space
- Update STEAM in Scope and Sequence
- Statement of intent for STEAM and Montessori
- Inventory all STEAM materials
- Establish process for documenting and sharing benefits of STEAM studios



CURRICULUM

Imperatives & Measures of Success

Establish clear & consistent expectations in Math & Reading curriculum across all levels.

- Tracking MAP scores to be able to articulate demonstrated progress
- Updated and published Scope and Sequence document
- Faculty, Staff and Parent PD specific to MAP testing and data and high school application process

Ensure all elements of classrooms at NNM are culturally responsive prepared environments, inclusive of teachers, resources, materials, and curriculum.

- Based on findings in E & I Audit, areas of growth in cultural competency and inclusivity in classroom experience are identified
- Faculty have the resources and feel more equipped to support student learning in these areas
- Annual Parent Satisfaction Survey
- Materials audit completed annually

Define and enhance the modern Montessori approach to STEAM.

- Meetings with individual teachers to identify specific areas of STEAM work that they would like to explore with their classes over the next year. Track progress, engagement, and outcomes
- Create and share clear statement of intent for STEAM spaces, affirming adherence to school mission and alignment with best practices in Montessori
- Share the stories of STEAM teachers, including art, craft, technology, drama, music and farm with the school community, highlight important aspects of the STEAM curriculum that extend Montessori learning

PARENT SCHOOL PARTNERSHIP



PARENT SCHOOL PARTNERSHIP

Pillar Subcommittees

Strengthen the partnership between School and Home.

- Leads: Sarah Cutrara, Reena V. Morgan, & Nick Love
- Faculty: Amy Price, Ina Strauss, Sonja F. Smith, Jamee W., Jennifer Nilsen
- Parents: Jordan Bond, Becky Butler, Clo Ewing, Christina Glickman, Britta Katt, Nevila Lowe, Sachin Master, Erik Nordby, Aimee Schuster
- External: The Jane Group, Laughlin Constable

Accelerate DEI education and cultural humility across all constituency groups.

- Leads: Kandyce Woods, Elise Cade, Molly Miner
- Faculty: Viola Lee
- Parents: Sylvia Tamashiro, Sacha Coupet
- External: Brian Corley



PARENT SCHOOL PARTNERSHIP

Imperatives & Strategies

Strengthen the partnership between School and Home.

- Strengthen the understanding, engagement and trust of Montessori
- Define successful partnership between home and school
- Implement methods, standards, and tools for communication school-wide
- Increase parent awareness of vertical alignment between the 9-12, 12-14 and high school

Accelerate DEI education and cultural humility across all constituency groups.

- Establish all-school expectation of participation in equity and inclusion trainings
- Develop a core cultural humility training protocol for all faculty and staff
- Implicit bias and cultural humility education for all supervisors



PARENT SCHOOL PARTNERSHIP

Imperatives & Measures of Success

Strengthen the partnership between School and Home.

- Increased parent attendance at Montessori education sessions (virtual or in person)
- Parent, faculty and staff satisfaction result improvement
- Establish a mentorship program to better increase parent awareness of the vertical alignment between the 9-12 and 12-14 programs and the steps to transition to high school
- Enhancement of communication methods, standards and tools (derived by the Communications Audit)

Accelerate DEI education across parents, faculty and staff

- Increase of parents, faculty and staff participation in ongoing DEI education and enrichment annually. (Threshold based on Equity Audit to be completed by Q3 '21)
- 100% of BOD must have completed a reflective racial equity training experience (e.g. SEED, AWARE, Courageous Conversations on Race) by end of 2021 or within their first year on BOD

A wooden tray with multiple compartments, each containing a different 3D cursive letter. The letters are made of a light-colored material, possibly wood or cardboard, and are arranged in a grid. The entire image is overlaid with a semi-transparent red filter. The text "UP NEXT" is centered in the middle of the image in a white, bold, sans-serif font.

UP NEXT

UP NEXT



FALL 2021

State of the School
o Progress Report



THANK YOU!

Presented By The Strategic Plan Annual Committee: Mary Beyer, Gary Cloudman, Randall Froeschle, Shubhra Jain, Ali Khan, Audrey Perrott, Tony Sutton



QUESTIONS

Contact: office@nnms.org