



# BLUE GUM

Montessori School

## STRATEGIC PLAN 2017-19

### Vision

To be a leading Independent School that develops confident, independent, community-minded children, inspired to a life-long love of learning.

### Mission Statement

To provide an excellent Montessori Education that enables the development of every child to reach their full potential.

### Values

At BGMS we value:

#### ***Educational Excellence***

We aim to provide an excellent Montessori education. We support the students' individuality and natural phases of development so as to enable every child to fulfil their potential.

#### ***Health and Safety***

We seek to ensure a safe and healthy learning environment for our students. The wellbeing of the children, staff and all members of our school community is always a priority.

#### ***Self-Awareness***

We promote personal growth and understanding. We encourage the pursuit of individual interests and consider the impact we have on others.

#### ***Diversity and Inclusion***

We learn about, value and celebrate the diversity of people. We are respectful and inclusive of each other at all times.

#### ***Community Life***

We encourage active participation and a sense of belonging. We strive to understand and care about others, and contribute positively to our school and our broader community.

#### ***The Environment***

We learn about and appreciate the universe, nature and the connections between living things. We are aware of our impact on, and seek to care for, our natural surroundings.





# Strategic Principles

The School must:

- remain financially sustainable;
- adhere to all relevant regulatory requirements;
- maintain its duty of care to all members of our community; and
- prioritise its Montessori identity and practice.

## PILLARS

**Governance & Finance**

**Site & Size**

**Community & Culture**

**Education & Services**

**Staffing & Work Environment**

## STRATEGIC PRIORITIES

1.1 Maximise affordability for families.

1.2 Actively seek out new funding and revenue sources.

1.3 Maintain robust decision making tools and processes.

1.4 Embed risk management into governance processes.

1.5 Develop Board capability and succession plan to provide long term continuity and stability.

2.1 Maximise retention across every year group.

2.2 Expand site and develop facilities to support future enrolments and programs.

3.1 Develop a vibrant, active community of families, staff and Board Directors united and guided by our school values.

3.2 Ensure communication between all parties in our school community is effective and inclusive.

3.3 Leverage the rich cultural diversity of our families through opportunities to learn and share experiences.

4.1 Deliver Montessori education with a focus on continuous improvement.

4.2 Develop extracurricular and out-of-school-hours programs to reflect the needs of the school community.

4.3 Embed digital literacy in education programs to prepare our students appropriately for the modern world.

4.4 Integrate positive education and inclusion principles into curriculum delivery.

5.1 Ensure continuity for key roles and responsibilities.

5.2 Enhance our attraction, retention and professional development of staff.

5.3 Proactively engage in promoting diversity in employment and training.

5.4 Improve the physical work environment to support the effective operation of the school.