

# STRATEGIC INTENT 2023



VMS 2023 is a vibrant, independent Montessori school dedicated to fostering self-motivated, creative, independent thinkers with a lifelong love of learning, who fully possess the skills necessary to navigate the complexities of the 21st century.

VMS serves 90 children from ages 18 months to 14 years, in preschool to grade 8. At the heart of the VMS philosophy across all ages of student are its “intellectually active” child-centered classrooms, developed by internationally famous educator Maria Montessori. The collaborative culture of the administration, teachers, and family community creates a warm, personal and caring atmosphere which welcomes and nurtures every student, with an intellectually challenging environment that is remarkably successful at helping students achieve their full academic, creative, physical, and social potential.

With its campus on Main St, the school is located in the heart of Vineyard Haven, which provides the unique opportunity for Community outreach that serves Vineyarders of all ages, and for community engagement that lets VMS students take part in diverse and unique community programs in partnership with local organizations. Our connections with the community are intended to bring global and local learning opportunities to the Montessori Community. The VMS campus is a resource for the larger Vineyard Community.

**VMS transforms lives!**

## Governance

VMS’s Board of Trustees supports the leadership of the school, preserving and guiding the school’s mission while contributing time, expertise, and financial resources to its current and future success.

1. Board has fully transitioned from parent board to parent, alumni, community, and fundraising board.
2. Board operates on committee model and maintains processes for future success.
3. Board follows Non-profit NAIS Best Practice Guidelines.
4. Board members are trained in the AISNE guidelines for board participation.
5. Board members are school ambassadors, support VMS special events, and contribute in many ways above and beyond meeting attendance.
6. All trustees that are parents have opted into all the Montessori years.

## Faculty & Administration

VMS cultivates and supports a mission-driven faculty that is passionate, highly qualified, and dedicated to the Montessori philosophy and the Vineyard Montessori School.

1. Robust volunteer program is in place.
2. There is a connection to new Montessori staffing opportunities.
3. There are professional development plans for each faculty.
4. Additional staff is hired to support school (advancement, marketing, bookkeeping, human resources, physical education, maintenance, and specialists.)
5. Faculty culture of collaboration is driven by the mission and success of the school.
6. Staffing levels are appropriate for an expanded school, and all teaching positions are filled by certified Montessori teachers.
7. Faculty succession plan informs planning and hiring.
8. Faculty compensation and benefits are commensurate and competitive.
9. Housing is available as needed for teachers, visitors, traveling trustees, etc.

## Programs & Services

VMS makes meaningful, impactful contributions to the community by maintaining academic excellence in an authentic Montessori child-centered learning environment serving children from 18 months through 8th grade.

1. All classrooms are fully enrolled.
2. VMS is AMS & AISNE accredited.
3. Student body is demographically representative of the Vineyard community.
4. Innovative programs are in place that inspire toddlers, preschool, and K-8 students to become independent, life-long learners.
5. Programming reflects a progressive educational learning community that is both global and local.
6. A discovery-filled learning environment elicits creativity, innovation, and engagement.
7. VMS has a formal educational relationship in place with Woods Hole Oceanographic Institute.
8. Athletics allow the opportunity for students to compete in sailing, basketball, disk golf, etc.
9. Parent and faculty educational evenings occur, targeting internal and external community needs.
10. Flourishing unique summer programming reflects 21st century opportunities not offered locally.
11. Formal alliances, partnerships, and affiliations with educational nonprofits are in place.
12. Competitive global economic and S.T.E.A.M. curriculum enhances progressive education.
13. Bus with driver is available for students.
14. Connection to or faculty specialists are in place: Science, Technology, Engineering, Art, Music, Mathematics, Athletics, Theatre, Special Education, and Global Education.
15. Existence of a Think Tank for research, experimentation, imagination, and invention is in place.
16. A “S.T.E.A.M.” lab where science, technology, engineering, arts, and math converge in robotics, audio/music, and film.

## Finances

VMS is fiscally stable and has anticipated growth and changing market conditions.

1. VMS has developed and implemented a business plan for planned expansion.
2. VMS has developed and executed a robust scholarship program serving all grades.
3. There is an established endowment fund.
4. Competitive salaries are in place for staff.
5. The school has embraced an operational model that is not only tuition based.

## Facilities & Campus

VMS offers an expanded, attractive, welcoming campus with facilities to serve children from 18 months through 8th grade.

1. Campus expansion includes thoughtful, purpose-built architecture designed to encourage the use of space as part of the child's learning experience.
2. A discovery-filled learning environment elicits creativity, innovation, and engagement.
3. State-of-the-art facilities with dynamic spaces and technology integration is in place.
4. Campus landscape includes new and improved outdoor areas, playgrounds, and parking lot.
5. Campus and facilities development process is community driven.
6. Facilities are net-zero.
7. Facilities have many windows and natural light.
8. A warm and inviting entrance foyer welcomes visitors, students, parents, and community.
9. Office space is adequate for staff and includes adult meeting spaces.
10. Campus provides opportunities for expanded community programming, used by several local organizations, and home to a robust summer program.
11. Campus reflects and enhances the VMS brand and is a place honored by the Cape and Island Community.

## Advancement

VMS has transitioned to an independent progressive school with successful fundraising initiatives to meet current and future financial needs.

1. VMS has a strong Annual Fund and launched a successful Capital Campaign with 100% board, family, and staff participation.
2. VMS has grown its Annual Fund. Major & planned gifts are an integral part of advancement.
3. VMS has completed the quiet phase of a vibrant capital campaign and the public phase is almost complete.
4. Cultivation & Stewardship continues to increase the level of financial support.
5. There is a full-time director of advancement and a part-time assistant.

## Communication & Community

Communication & community relations are an essential component contributing to the success of the leadership team at VMS.

1. VMS embraces a clear strategic communication strategy and marketing program that involves the whole community.
2. VMS has a brand that resonates with Cape & Island community.
3. VMS' word-of-mouth is a positive consistent message that all community members are trained to deliver.
4. VMSFA is fully staffed and organizes community-building and fundraising events.
5. VMS cultivates a strong, energetic alumni network.