

# Vineyard Montessori School



**Strategic Vision  
2022-2025**





# The VMS Mission

Vineyard Montessori School (VMS) is an independent non-profit school educating children from toddler to grade eight.

An exceptional progressive school, VMS fosters self-motivated, creative, independent thinkers who will develop within themselves the foundational habits, attitudes, skills and ideas which are essential to a lifetime love of learning. The mission of VMS is to follow and execute the philosophy and curriculum for the education of children developed by Italian physician and educator, Maria Montessori. VMS is governed by a volunteer Board of Trustees.

What started out as a modest nursery school organized by a group of parents in 1975, has grown into the island's largest childcare provider serving over 100 children from 15 months to 14 years old on a thriving campus in Vineyard Haven.

# Executive Summary

We are proud of what we have accomplished at VMS.

We value the education we provide to our students and the community of families we support. At this point in our school's development, we have a strong faculty, solid enrollment with a diverse group of families. We want to secure and sustain this position into the future, enhancing our business and physical infrastructure, community partners creating exceptional programming, and equitable access to our school.

## PRIMARY STRATEGIC INITIATIVES

- Secure Financial Standing
- Business Infrastructure
- Physical Campus Infrastructure
- 21st Century Programming
- Equitable Access





# Key Initiative:

## Physical Campus Infrastructure

**Objective:** Vineyard Montessori School's buildings, playgrounds and facilities. contribute to a positive learning and working environment. Having sufficient and up to date infrastructure and amenities retains and attracts students and faculty. Students, families and teachers do their best work in a safe, clean, healthy, and positive school environment.



### Outcomes:

- A campus infrastructure that meets the needs of our students and families
- A transportation plan for field trips and community learning..

### Strategies:

- Understand the life of the current buildings through a professional audit.
- Understand our capacity and what is needed to meet the needs.
- A staged approach to meeting the outcome.

### Measures:

- More space for all age levels to reside on our main campus
- Enriched outdoor learning spaces
- Healthy buildings

# Key Initiative:

## Increase Equitable Access to VMS

**Objective:** Diversity is a core element of equity at VMS. We celebrate, value and respect the differences that contribute to the fabric of our community. We recognize that a diverse student body, faculty and staff enrich our school and allow us to understand and respect varied perspectives. It is critical that our school reflects the makeup of Martha's Vineyard.



### Outcomes:

- Increase the flexibility of tuition so that more families can afford a VMS education
- Increase student's exposure to Brazilian Portuguese language.
- Establish and grow an endowment to have the interest cover the difference between the flexible tuition being paid and the annual tuition increase

### Strategies:

- Develop a more progressive Financial Aid policy that supports greater accessibility to funding
- Hire bilingual staff
- Increase cross-culture communication and understanding
- Publish statistics and stories to communicate our commitment to an equitable learning community

### Measures:

- Increased amount of money available for tuition reductions
- Increased number of bilingual staff/faculty
- By 2025, the proportion of measurable racial, ethnic, sexual orientation, family makeup, socioeconomic status and religious groups will reasonably reflect that of our island community

# Key Initiative:

## 21st Century Programming

**Objective:** A 21st century education responds to the economical, technological, and societal shifts that are happening at an ever-increasing pace. Children are set up to succeed with the competencies they need to thrive by creating deeper learning through the purposeful integration of academics with real-world experiences. Students become lifelong learners and contributors in our ever-changing world, country, and island.

### Outcomes:

- Students will come to realize their unique task in and responsibility to the care of self, community and the Earth.
- Students will realize their intrinsic abilities, academic and creative potential

### Strategies:

- Connect students with enrichment opportunities that protect and enhance the islands' environment, economy, character, and social fabric.
- Create partnerships with local businesses and organizations.
- Facilitate new opportunities for students to engage with policy makers
- Continue existing gardening, language and ecology programming



### Measures:

- Increased integration of community relationships with classroom learning
- Outreach
- Increased level of community engagement

# Key Initiative:

## Business Infrastructure

**Objective:** Implementation of a quality strategic infrastructure plan that reflects the size and scope of the Vineyard Montessori School. A stable business infrastructure ensures the proper coordination of all human resources, processes and other operational tools necessary to ensure manageable, profitable growth. A strategic plan is especially important during unexpected growth spurts or downturns when preparation will determine the school's ability to be flexible and resilient.



### Outcomes:

- Employee retention rates that promotes the health and success of VMS
- A business team is in place to run a "great" independent school

### Strategies::

- Salaries that reflect the current economy and commensurate with education, length of service and performance.
- Hire additional administrative staff

### Measures:

- Salaries and benefits are competitive
- Low staff/faculty turnover rate
- Increased business administration staffing



# Key Initiative:

## Secure Financial Standing

**Objective:** To sustain VMS's successes it is critical to: maintain the current facilities, support staff with exceptional benefits and professional development opportunities, keep the school affordable for working families, and reflect the diverse socio and cultural aspects of the island through increased financial aid to lower income families. True financial security will allow VMS to weather the ebbs and flows of enrollment while ensuring the vibrancy of the campus, the well-being of faculty and staff, and the ability of families to access the invaluable education our school provides.

### Outcomes:

- Support staff with competitive salaries and benefits
- Improve budgeting and planning for maintenance
- Increase financial support for economic diversity
- Plan proactively for expansion

### Strategies:

- Complete a facilities master plan for the entire campus
- Develop capital reserve fund goals
- Launch an endowment campaign

### Measures:

- Endowment campaign results
- Interest from endowment provides sufficient funds to maintain the campus and support the faculty's and families needs







# Summary

Vineyard Montessori School is at a critical time in planning for the future. In order to secure the financial and physical stability of the school, all-encompassing goals are needed. The Board of Trustees will assume an active and critical role in the implementation and achievement of the 2022-2025 Strategic Vision and believes this plan will bolster VMS's strong foundation and allow it to thrive as it approaches its 50th anniversary in 2025.

[www.vineyardmontessori.com](http://www.vineyardmontessori.com)

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