

Dear Parents / guardians and teachers,

Rockingham Montessori School Strategic Plan

As noted previously, the Board is taking the opportunity to catch up on overdue communications, with one such item being the Rockingham Montessori School (RMS) [Strategic Plan](#). The Strategic Plan represents our 1-3 year plan to ensure our school operations align with our Vision and Mission. I'd like to thank the Board and staff for their contributions to the working version of the plan, which is summarised in this letter.

Firstly, I would like to apologise for not communicating progress on the Strategic Plan until now. In recognition of the workload and delays experienced in approval of the Karnup Campus, the communication of the Strategic Plan had to be given a lower priority by the Board despite there being considerable progress on the plan over this period.

I'd like to also announce that Board Member - Lisa Daley has agreed to take on the role of coordinating the Strategic Plan on behalf of the Board. Having a Board Member with dedicated accountability for the Strategic Plan will ensure it remains a high priority for the school, and I would like to thank Lisa for taking on this important role.

Progress on the RMS Strategic Plan...

Aside from working through approvals on the Karnup site, there has been much going on in our primary school and adolescent program. Both have had a lot of time, money and effort invested to make them the outstanding learning environments that they have become.

The Strategic Plan incorporates the key operational actions progressed over the last 12 months, as well as the stakeholder feedback recorded from the 2016 Strategic Planning session that was held at the Karnup Campus. Plan actions are mapped to 5 strategic pillars that are the foundation of the Strategic Plan. These include: 1) **School growth, financial stability and marketing**; 2) **Comprehensive adolescent program options**; 3) **Delivery of best practice in Montessori education and curriculum**; 4) **Focus on environment and sustainability**; and 5) **Development of school culture**.

2017- present	<u>Progress and completion date</u>
School growth, financial stability and marketing	<ul style="list-style-type: none"> • JDAP Planning Approval extension application submitted (Q4, 2017) Advanced determination of current school site received for five years (Q4, 2017) • Primary Program Coordinator appointed at 0.4 FTE and Duties Other Than Teaching (DOTT) at 0.2 FTE, will move increase to full time permanent (Q3, 2018) • Enrolments continuing to steadily grow (ongoing)
Comprehensive adolescent program options	<ul style="list-style-type: none"> • 2018 has the largest coverage of Senior School (SS) courses to date, all tertiary bound students in 2017 gained a university placement, all SS students now enrolled in a Vocational Education and Training (VET) course which is a requirement for Western Australian Certificate of Education (WACE) (ongoing)
Delivery of best practice	<ul style="list-style-type: none"> • 10 staff attended Prague for The International Montessori Congress



<p><i>in Montessori education and curriculum</i></p>	<p>(Q2, 2017)</p> <ul style="list-style-type: none"> • 35 staff attended School Development Day in Albany with Parklands School (Q1, 2018) • Specialist teachers - 2 music teachers, arts teacher, Bahasa teacher, media teacher appointed in addition to our existing teaching staff focusing on STEM subjects (ongoing) • Montessori Australia Foundation (MAF) holding Association Montessori International (AMI) Education Assistant (EA) 3-6 years training at RMS, (Q2, 2018) • Introduction of horticulture at Baldivis centre, extended to Primary School site (Q1, 2017)
<p><i>Focus on environment and sustainability</i></p>	<ul style="list-style-type: none"> • New basketball court at the primary school (Q1, 2017) • Additional education assistants added to the school to meet target 1:10 ratio for national quality standards in Children's House (Q1, 2018) • Cubby houses in Children's House and primary playgrounds (Q1, 2018) • Adolescent program refurbishment (Q1, 2017) • New sheds in the Children's House (Q1, 2018) • Skylights installed in Dolphins and Sea lions to improve natural light in the classrooms (Q1, 2018) • Year 6-12 Trained Montessori teacher in Starfish class (Q1, 2018) • Establishment of the Turtles classroom to support growing student numbers (Q1, 2018) • Employment of a second upper primary teacher division of Dugongs and Turtles class (Q1, 2017) • Purchase of maths materials for Turtles (Q4, 2017) • Purchase of a school bus (Q4, 2017) • Kiss and drive program introduced (Q1, 2017) • New site for Adolescent program occupations at PCYC (Q1, 2018) • Chickens at Primary school site (Q1, 2017) • Shade house at the Primary school (Q1, 2017) • New primary school staff room (Q1, 2017) • Relocated Children's House sandpit to an undercover area (Q4, 2016) • Nature play equipment installed in the primary playground (Q4, 2016) • Blinds installed to extend the Upper Primary classroom area (Q1, 2017)
<p><i>Development of school culture</i></p>	<ul style="list-style-type: none"> • Improved attendance by parents at the AGM (ongoing) • Regular community spirit events (ongoing) • Enhanced communications from School Board (ongoing) • Survey results showing an average score of 4 out of 5 on satisfaction (ongoing)

Note: Discussion points raised from the 2016 Strategic Planning session that are specific to the Karnup Campus have not been included in the current version of the Strategic Plan. The Board will address these points in the plan when we are clearer on development timelines associated with the Karnup Campus.



What's next?

The Strategic Plan items identified for the year ahead are also aligned to the 5 strategic pillars. With this in mind, the headlines and summary of our goals for 2018 are as follows:

2018 Plan	<u>What we want to achieve</u>	<u>How?</u>
School growth, financial stability and marketing	Sustain and increase student numbers. (increase to 220 by the end of 2019 between Primary and AP, currently at 201. Anticipate a school size of 350 students across Primary and AP at the new school site as part of the 10 year plan)	Marketing plan to promote the primary school and high school Continue to work with existing parents and teachers in strengthening the relationships and delivering an excellent Montessori education to our students Continue to promote the Montessori method through better communications and parent education evenings
	Progress the development of the new school site at Karnup	Achieve JDAP Planning Approval extension and school registration so that building works can commence
Comprehensive Adolescent Program Options	Enhanced diversity of adolescent program offerings	Offer a wide variety of Senior school subjects, VET programs, internships and community service
Delivery of best practice in Montessori education and curriculum	Maintain Montessori Australia Foundation Quality Assurance Accreditation Continue to focus on and improve student performance in the Montessori program	KPI Measurement and Tracking
		Performance Improvement Plans
		Staff Performance and Training
Focus on environment and sustainability	Continue to be an environmental and waste conscious school Classrooms and prepared environments that are true to the Montessori ethos	Ensure there continues to be a class and facilities budget for replacement of materials Upskilling students and parents
Development of School Culture	Good and effective communications between students, parents, teachers and the school board Regular community events	Develop and implement a communications plan Encourage support and participation in the Community Spirit group

The key improvements to our existing campuses included in the Strategic Plan for this year are as follows:

- Penguins Toilet Upgrade;
- Painting undercover area and throughout primary school;
- Administration Upgrade;
- Primary playground upgrade;



- Secret garden upgrade;
- Primary and AP - Purchase of specialised equipment (class ipads and laptops); and
- Upgrading Montessori teaching equipment.

How to provide input

There is an action plan supporting the above items which will be available on the RMS website in the next fortnight for guardians and teachers who are interested in the finer details of points raised in this letter.

The Strategic Plan is now a working document, and guardians and teachers are invited to review and comment on the plan. The plan will be accessible from the 'Board Updates' section of the RMS website (<http://www.rms.wa.edu.au/governance/board-updates/>) within the next two weeks, and comments should be directed by email to admin@rms.wa.edu.au.

The Board will communicate changes, progress and achievements in the School Board section of the Newsletter, as well as keeping you up to date with the latest on the Karnup Campus.

I thank you in advance for taking the time to consider this summary of the Strategic Plan and hope you have found these communications informative.

Yours sincerely,

Shea O'Neill

Acting Chair – Rockingham Montessori School

