



# Pacific Crest School

## Overview

Pacific Crest School's 33 year legacy of Montessori practice, reflection and refinement serves as the primary foundation for this strategic plan. The 2018 Pacific Crest Strategic Plan is a forward facing and pragmatic three-year roadmap that accounts for current conditions and establishes clear actionable goals to advance Montessori program excellence in- and outside of the classroom, while inspiring an informed, vibrant and engaged community.

Plan preparation benefited from the school's 2017 Accreditation Report and Work Plan, prior strategic plans, annual reports and most importantly, our deeply committed faculty and community. The collaborative process that informed preparation of this plan illuminated our school's many strengths and opportunities that will enable us to better achieve our vision, support our mission and leverage our school's professional and physical assets, its vitality and community.

Four strategic themes, and their related goals and objectives, form the strategic framework for this plan. Thematic work groups, comprised of representatives from across the school community, were convened in support of preparing this strategic plan. The resulting strategic framework, as suggested by the school community and approved by the Board, will be advanced through implementation of five strategic actions (below) over the next three years.

# 2018 Strategic Planning Framework

## Strategic Themes

### Montessori Program Excellence

**GOAL** Pacific Crest School delivers exemplary Montessori programming, both in and outside of the classroom, for the entire school community and beyond.

#### OBJECTIVES

1. Merge urban and farm experiences and curriculum into a unified program.
2. Enhance and augment indoor, outdoor and farm environments to serve PCS program excellence.
3. Develop and retain well-trained and inspired program staff and volunteers.
4. Ensure that our programs work together to support the development of the whole child within family, school and community.
5. Formalize a PCS administrative approach to program management.

### Community

**GOAL** Together we work to build a welcoming, informed, inspired and engaged community in support of our children.

#### OBJECTIVES

1. Foster belonging and connectedness among PCS students, families, alumni and staff.
2. Create the space for children to remain open hearted, curious and courageous.
3. Inspire service and collaboration within the school and its broader community.
4. Provide warm and welcoming community interactions and gatherings.
5. Seek innovative ways to connect with and improve access to Montessori for traditionally underrepresented communities.
6. Prepare students to be thoughtful members of the global community.

### Communication

**GOAL** People throughout the Pacific Crest School community feel informed, inspired, welcomed and engaged.

#### OBJECTIVES

1. Share what makes Pacific Crest Montessori School special.
2. Foster an inspired and informed community of Pacific Crest Montessori families, alumni, faculty and staff.
3. Communications that orient the parent to the child's development and the life of the classroom.
4. Leverage technological and online tools on behalf of adult educational enrichment and administrative efficiencies.
5. Formalize an administrative approach to communications, marketing and access to information.

### Facilities and Infrastructure

**GOAL** Our urban and farm campuses are sustainable and provide prepared interior spaces that are connected to outdoor environments in support of exemplary Montessori programs.

#### OBJECTIVES

1. Coordinate the design and maintenance of farm and urban facilities, so they function together in support of land and classroom-based programming.
2. Improve and maintain indoor/outdoor spaces at the farm campus to support the comfort, safety, development of the child, their teachers, staff and the school's broader community.
3. Upgrade and maintain indoor spaces and their prepared environments at the urban campus in support of the comfort, safety, development of the child, their teachers, staff and the school's broader community.
4. Improve the functionality of the campus' outdoor spaces to foster community, inspire learning and enhance safety.

## Five Actions We Will Take By 2021

1

### Complete a Pacific Crest Farm Strategic Plan

Identify and prioritize the improvements needed to facilities, farming, community and natural spaces to support exemplary Montessori programs across all levels.

2

### Enhance our new parent/family orientation and mentorship program

Build upon our commitment to a strong community we will formalize a program to expedite the process by which our new families feel informed and engaged.

3

### Strengthen our school-wide volunteer program that promotes a culture of impactful volunteerism and joy

Inspire all families to participate in volunteer and service opportunities in support of our school, thereby preparing our students to be thoughtful members of our local and global community. Leverage technology and online tools in support of this program.

4

### Develop and implement a new Outreach, Recruitment and Retention Plan

Share more effectively what makes our school special. We aspire to attract the interest of all who value the highest quality Montessori education, so that our school community is more reflective of the broader Seattle community.

5

### Complete a Communications Plan that engages current parents, families, alumni and the broader school community

Foster an inspired and informed community through consistent communication regarding the child's development, the life of the classroom and the broader richness and lifelong outcomes of a Montessori education.