

Strategic Plan Overview

2026-2030

The Montessori School
KINGSLEY • EST. 1962

Growth Through Sustainability

The Montessori School Kingsley has undergone a rapid growth phase in the last five years, moving from around 160 students to 200+ students. There has been an increase in the number of classrooms, staff, students and resources in this time. All of these new additions require increased management, the result of which has been the increase in new processes and policies.

The strategic goals of the school have also shifted and coupled with the change of leadership, we transition to a new phase in the school's growth cycle: sustainability. The goal of this is to allow for a stable financial position and consolidation of the culture of the school, reflecting on our practices as we grow. The school continues to deliver high quality education through high fidelity Montessori practices and keeping the child at the core of everything. From the grass roots to the leadership, every element of the school is seen through a Montessori lens and adhering to these principles is critical to ensuring the best outcomes for the children that attend.

The Co-Principal model has been adopted again to better suit the needs of an expanding school, creating an expanded leadership model that harks from the past to better support the future. This document aims to succinctly describe the proposed plan and direction of the school, ensuring that every part of the school receives the attention, expertise and support it requires as we support the largest community our school has ever seen and navigate the challenges of the modern era.

Process

A process of inquiry was undertaken to ascertain the views of as many stakeholders as possible; from the Board, staff, administration, parents and students. A phenomenological approach was used by the Board to turn the feedback given into themes that were categorised based on the Vision Mission Statements of the school and subcategories were created to inform the strategic plan.

The final review was conducted by the Co-Principals and ratified by the Board to give a clear direction for the school and ensure that the Strategic Plan is practical based on the current constraints and resources available.

Purpose

This Strategic Plan informs the community on the direction and shared vision of the School in order to provide accountability and context for decisions in the near to medium term future. Our Strategic Plan is rooted in Montessori philosophy and uses qualitative, observable outcomes to align with our core ways of working. It is our hope that aspirations and plans will be shared by all, enhancing the strong foundation on which every student will thrive.

Key Priorities



Education and the Prepared Environment

- Maintain high standards of adherence to Montessori or International Baccalaureate practice as well as ensuring relevance to today's world.
- Optimise the outdoor learning environment
- Articulate our culture of inclusion with a Montessori framework



Natural Environment

- Conserve our bushland through increased student engagement.
- Increase participation in broader societal conservation efforts.
- Utilise our bushland connection and our place in the local area to develop greater understanding of Noongar culture and heritage



Our Staff

- Maintain high levels of staff wellbeing
- Ensure careful adherence to pure Montessori principles and practice (or International Baccalaureate as applicable)



Engagement

- Preserve core Montessori values as we enhance the School's community engagement and culture.
- Refine and expand strategies for student retention and filling capacity in a sustainable way.



Governance and Finance

- Maintain processes to ensure the panel of Board directors is based on School needs, preserves our philosophy, and includes independent members.
- Manage business critical risks: specifically economic recession and changes to regulations, funding and curriculum requirements.



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