



**STERLING  
MONTESSORI**

EST. 1997

# STRATEGIC PLAN

2020 - 2023

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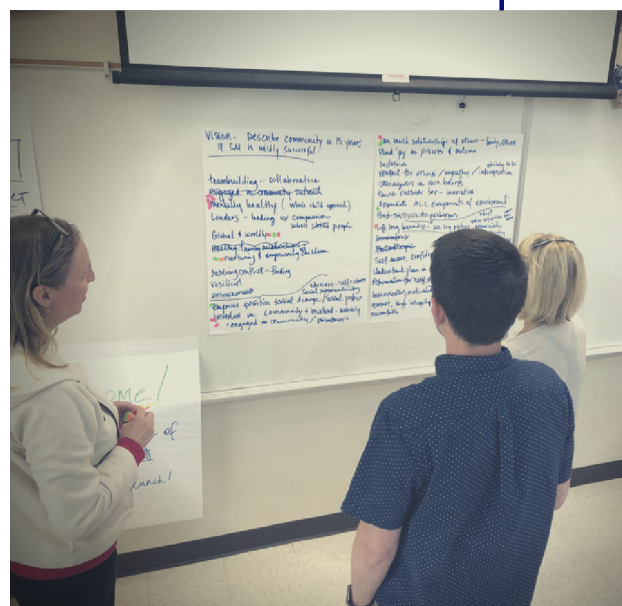
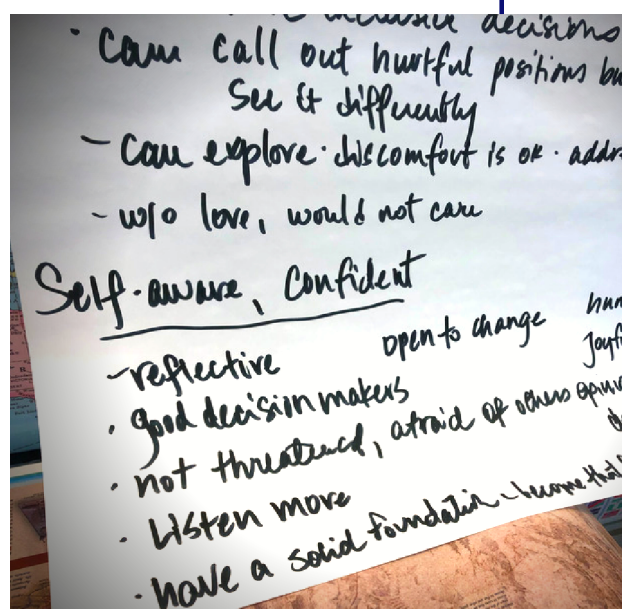
## Our Process

Work began with an LHU Board retreat in May of 2019 with the help of professional facilitator, Katheryn Northington. Following the retreat and an exercise addressing, "How is our community different because Sterling exists?", the ideas discussed by the board and leadership were distilled into a collection of key themes and articulated in a strategic case for support.

A series of questions and the strategic case for support were shared with stakeholders to both inform the board's next steps and ensure that decisions about strategy incorporate perspectives from both teachers and parents.

Six teachers and members of the staff, representative of varying areas, participated in an individual and independent dialogue with Katheyrn Northington. Additionally, teachers, staff, and parents attended one of three focus group discussions or contributed to an online survey. Both opportunities provided a mechanism to collect valuable input. That feedback and content was discussed over the next few months moving the process from vision to feedback, then themes and ultimately, strategic priorities.

This document contains the collective voice of direction and areas of significance as clarified through months of discussion, feedback, and decisions, setting the course for Sterling's continued success and positive impact in the community we serve.







## Mission

The mission of Sterling Montessori is to create a diverse educational community, grounded in the Montessori philosophy and teaching practices, that fosters curiosity, creativity, and critical thinking in its students. We strive to empower each student to become life-long learners who respect themselves, others and their environment.

## Vision

Sterling Montessori is a model charter school that demonstrates how the Montessori Method and a commitment to academic excellence helps students reach their full potential.

We envision a sustainable, accessible, and diverse institution that graduates thriving students who are engaged in lifelong learning and are empowered to become positive, contributing members of their immediate and global communities.



## Educational Philosophy

Sterling Montessori follows the philosophy and teaching practices based on the Montessori Method developed by Dr. Maria Montessori (1870-1952). Montessori education emphasizes learning through all five senses.

**Children develop physically, socially, emotionally and cognitively in order to thrive in the real world.**

Children learn at their own pace with a goal of nurturing a natural desire for knowledge, understanding, and respect. A child's work at Sterling Montessori is an exciting process of discovery leading to concentration, motivation, self-discipline, and a love of learning.

Montessori classrooms have three-year multi-age groups (ages 3-6, 6-9, 9-12, and 12-15) together, forming communities in which the older children spontaneously share their knowledge with the younger children. The Montessori method of education is a child-centered educational approach based on scientific observations of children. Children develop physically, socially, emotionally and cognitively in order to thrive in the real world.





# Guiding Principles

## Sterling Montessori...

- nurtures in its children a lifelong love of learning and respect for themselves and others, in a peaceful environment
- follows the philosophy and curriculum of Maria Montessori as the cornerstone of the educational programs. The Montessori curriculum is scientifically based and meets the requirements of the North Carolina Department of Public Instruction (NCDPI) and the Office of Charter Schools
- has an aesthetically pleasing campus and is an interactive extension of the classroom by offering a prepared and sustainable environment for children
- has prepared environments that are developmentally appropriate and provide hands-on learning, freedom of choice, a mixed-age classroom, the absence of rewards and punishments, uninterrupted work periods, and individualized instruction that supports each child's growth
- views diversity as a strength where every individual is welcomed, treated with respect, and supported in their own educational journey. Our diverse population is celebrated and enriches our students' cultural education so that they learn to value differences and listen respectfully to a variety of ideas as a step towards supporting a more peaceful world
- understands that to follow a child with learning differences might require additional expertise and implementing a specialized learning plan in addition to the Montessori curriculum
- is a community where the voices of children, parents, and staff are valued and all members are active participants in creating an ideal learning environment for all
- in pursuit of our mission and goals, is a financially sustainable institution, whose leadership models transparency, accountability, and professionalism for its staff



## Strategic Priorities



### 1: MONTESSORI

Deliver a high quality, Montessori-education experience that is consistent for all students and families from Children's House through Middle School.

### 2: CULTURE

Cultivate a community that works together sharing a set of beliefs, principles, and traditions to promote a culture that is positive and empowering.

### 3: COMMUNICATION

Ensure all community members are well informed on the mission, vision, and actions of the school.

### 4: STEWARDSHIP

Support growth and sustainability through strong development and public relations in order to meet the long term needs of the community.

### 5: INCLUSION & EQUITY

Advance the principles of equity, diversity, and inclusion through an environment in which all feel valued, respected, and empowered.