



**Montessori**<sup>i</sup>  
SCHOOL OF SUDBURY

**STRATEGIC PLAN  
2025 - 2027**

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A Foundation for a  
*Lifetime of Learning*





# The Spirit of Our **Strategic Plan**

**At the Montessori School of Sudbury, learning is a journey —** for our children, our families, and our community. Our commitment is to provide a foundation for a lifetime of learning, where curiosity is nurtured, independence is encouraged, and every child is empowered to grow with confidence.

This **Strategic Plan for 2025–2027** reflects our dedication to continually strengthening and refining the Montessori experience we provide. What you will notice in this plan is a commitment to thoughtful and intentional progress — expanding our programs, exploring a permanent home, fostering an inclusive community, and deepening partnerships with families.

Above all, it reflects our belief that education is never static; it is an evolving journey where we strive each day to do better, learn more, and create an environment where **every child can thrive.**

## *School Governance and Accreditation*

The Montessori School of Sudbury was incorporated as a non-profit organization in 1978. Montessori Canada has recognized the Montessori School of Sudbury. This association maintains, propagates, and furthers the ideas and principles of Dr. Maria Montessori for education and human development irrespective of racial, religious, political or social environment. **The Montessori School of Sudbury is registered under the Childcare and Early Years Act (CCEYA) and licensed by the Ontario Ministry of Education.**



## PRIORITY 1

# Expand services to ensure a sustainable program into the future.

### Where we want to be

The Montessori School of Sudbury will thoughtfully expand its programs and services to ensure long-term sustainability while preserving the quality and integrity of the Montessori learning experience. Strategic growth will allow the school to meet the evolving needs of families while strengthening its foundation for future generations of students.

### *How we'll get there*

- ✓ **Expand our Toddler and Pre-Casa programs (30–36 months)** to meet growing demand for Montessori education in the early years.
- ✓ **Conduct readiness assessments to guide future program expansion,** ensuring growth aligns with the school's capacity, resources, and Montessori standards.
- ✓ **Monitor and respond to relevant Requests for Proposals (RFPs)** that support opportunities for program development or partnership.





## PRIORITY 2

# Secure a permanent home with adequate space to grow.

### Where we want to be

Securing a permanent location will provide stability for students, families, and staff while creating a learning environment intentionally designed for Montessori education. A permanent home will give the school the space and infrastructure needed to grow and thrive for decades to come. This provides direction to evaluate available options and report findings and potential pathways forward.

### *How we'll get there*

- ✓ **Assess the school's short-, medium-, and long-term space needs** to ensure future facilities support program growth and accessibility.

**Design and distribute a survey to parents** to gather input on future facility needs, followed by a Board review and analysis of the results.

**Conduct a visionary planning session to explore** the school's future facility needs and long-term growth opportunities.

**Review Montessori standards and complete an audit of the current facility** to identify gaps related to space, functionality, and accessibility.

- ✓ **Engage a consultant to conduct a feasibility study and develop an executive action plan (1 page)** to guide decisions on the existing building (entering into a new lease agreement for long term stability), leasing and leasehold improvements of a new space, purchasing a new space, or building a new permanent home.



## PRIORITY 3

# Foster a more diverse, equitable and inclusive environment for all.

### Where we want to be

The Montessori School of Sudbury will continue to build a welcoming community where every child and family feels valued and supported. By advancing diversity, equity, and inclusion, the school will foster an environment where different perspectives, backgrounds, and experiences are embraced.

### *How we'll get there*



- ✓ **Strengthen Indigenous learning and cultural awareness** by increasing Indigenous cultural celebrations, building relationships with the Indigenous Friendship Centre, and providing age-appropriate cultural learning opportunities and including the Board of Directors in this journey.
- ✓ **Reflect the diversity of the school community through inclusive materials, literature, and marketing.** This will expand outreach to diverse and newcomer communities while celebrating the cultural diversity already present within the school's students, families, and educators.
- ✓ **Encourage cultural knowledge and representation within the school community** by identifying parents and volunteers who can share their cultural skills, experiences, and perspectives.



## PRIORITY 4

# Cultivate a community of engaged parents to support child success.

### Where we want to be

Montessori education thrives when families and educators work together. The school will strengthen opportunities for family engagement, communication, and participation so families feel informed, connected, and empowered to support their child's growth and development.

### *How we'll get there*



- ✓ **Improve communication with parents about the Montessori method** to expand understanding and support its application at home. Offer evening workshops and classroom tours that showcase the Montessori learning experience, creating engaging, adults-only opportunities for parents to learn more about Montessori education.
- ✓ **Create more opportunities for families to connect and participate** by increasing school events and encouraging parent volunteerism, including the addition of one to two new community social events, such as a Fall Fair.
- ✓ **Celebrate and promote Montessori pride through an interactive exhibition showcasing** the achievements of students, alumni, and the broader Montessori community at both the local and global level.

# Looking Ahead



**The journey ahead will require commitment, collaboration, and the collective effort of our Board, leadership, educators, staff, and families.** With the strength of our community and the guidance of Montessori principles, we will continue moving forward with purpose and optimism. Together, we will build on the strong foundation that has been created and ensure that the Montessori School of Sudbury remains a place where children grow, families connect, and learning truly becomes a lifelong journey.

*We invite our community to stay connected, share ideas, and help shape the future of our school by engaging with us online.*

