

The background features a series of concentric circles in light gray, some solid and some dashed, creating a ripple effect. A large red speech bubble shape is centered on the page, containing the text.

ANH Montessori School

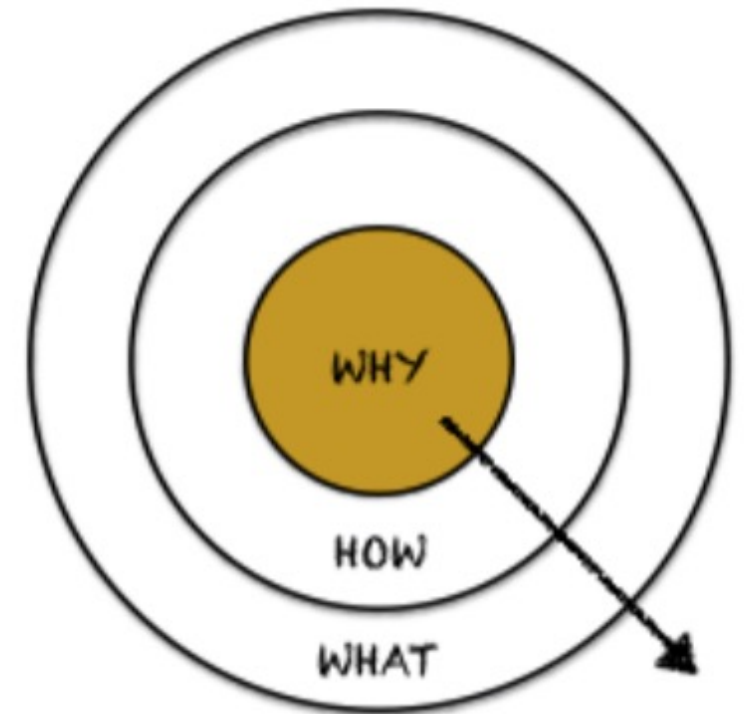
Strategic Planning Process 2020-2021

Facilitated by FamilyWorks

Why?

We have an opportunity, particularly in this moment of our world's history, to reflect on our ideal vision and set in motion a thoughtful plan to ensure ANH remains strong well into the future.

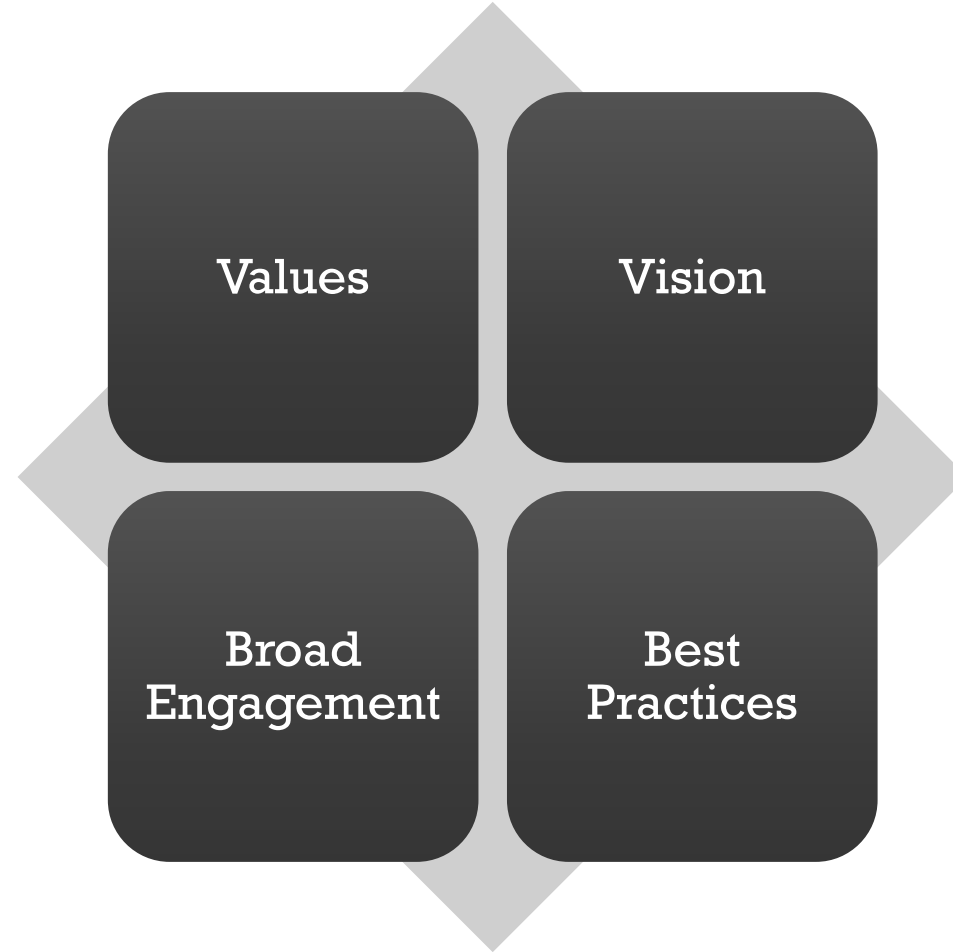
The challenge our school faces is that it would be easy to become stagnant. In the past, we haven't had a guiding document or process to help us with decision-making and communication. We have, within our community, great ideas for improvement and change, and have put in place a method to capture these great ideas.



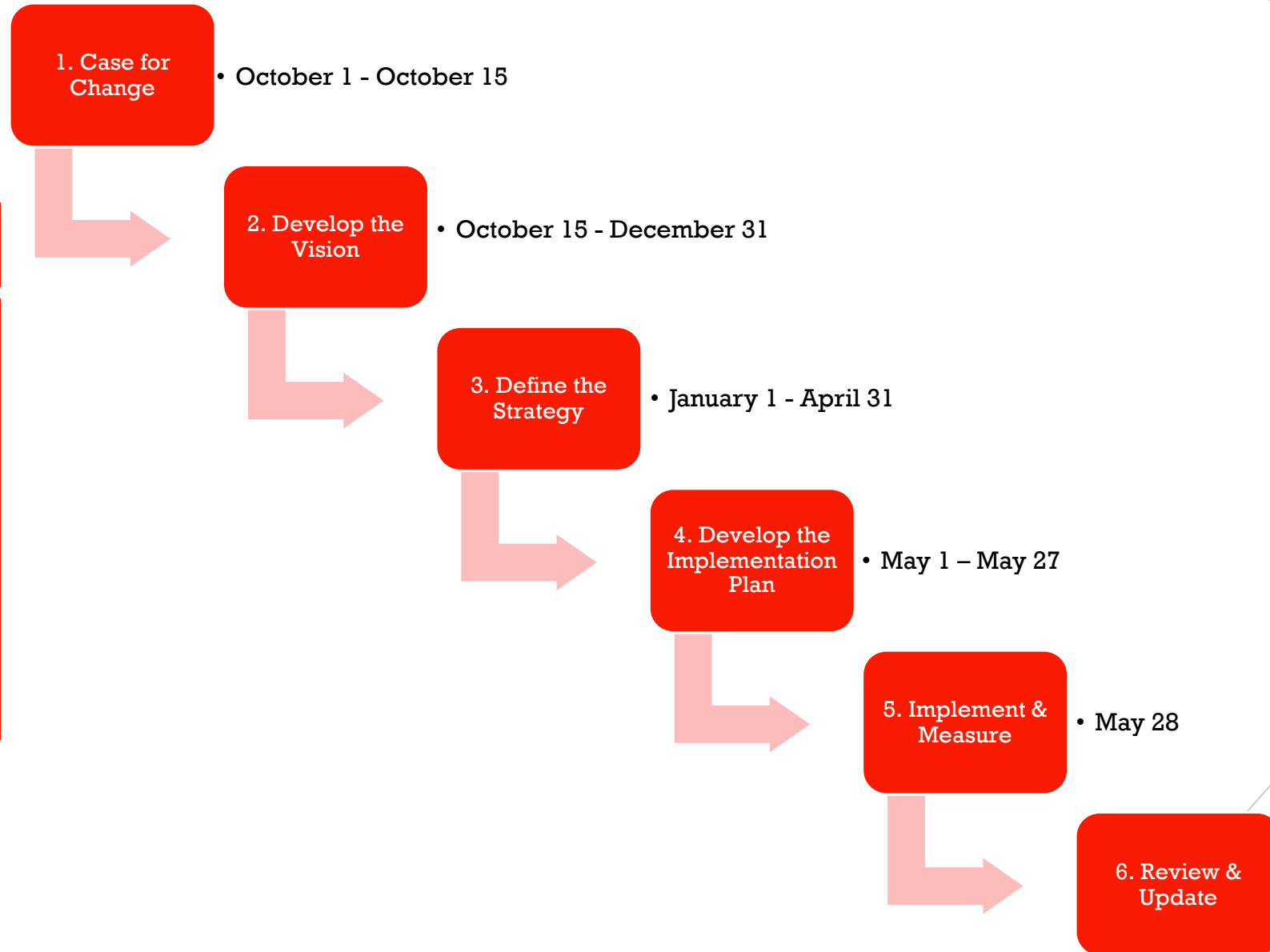
Climate

Four key pillars guided our strategic planning processes.

We operated from a set of shared values, created a shared vision, engaged over 100 members of the ANH community, used a strategic planning process adapted from industry best practices.



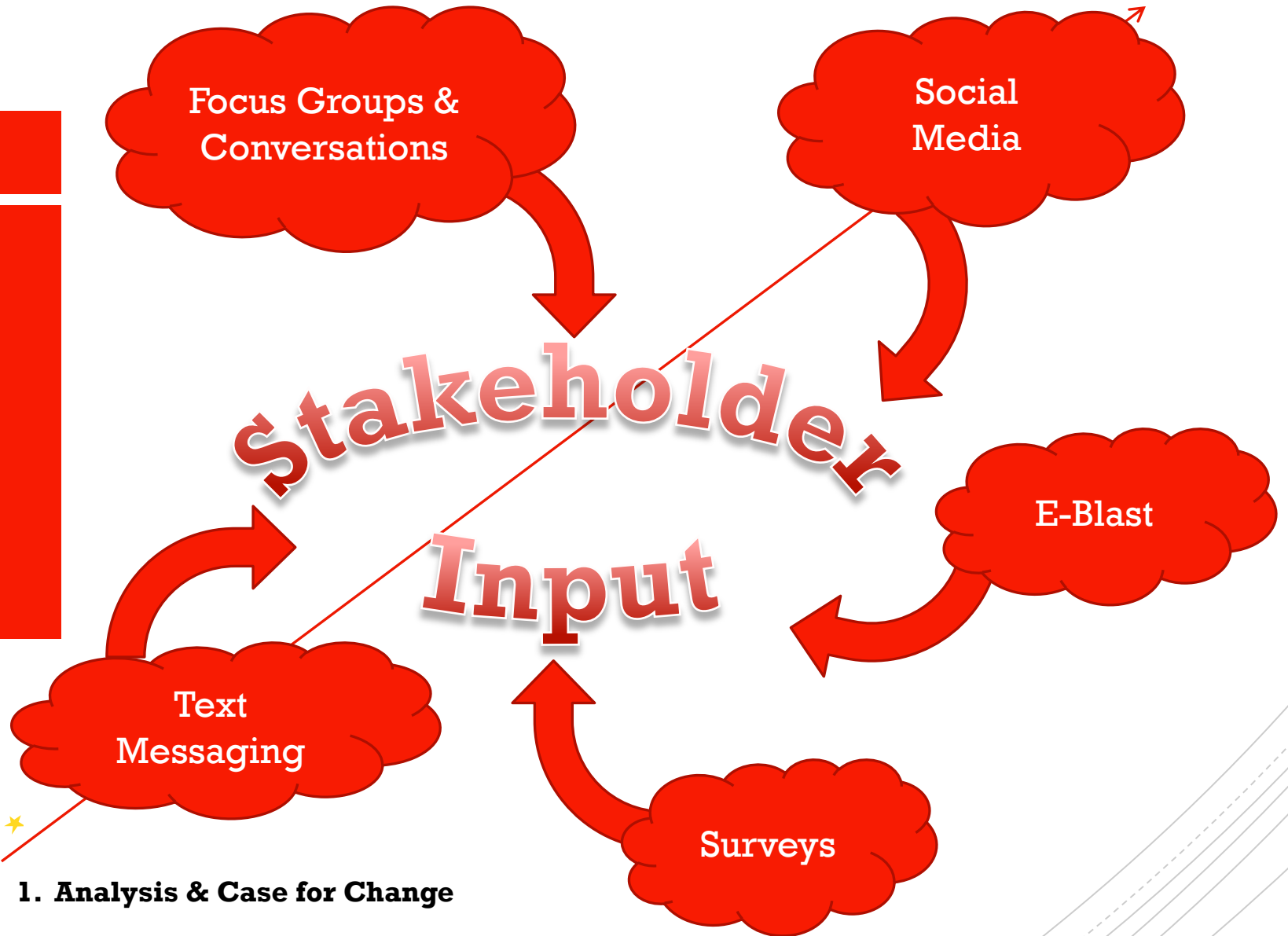
Strategic Planning Timeline (2020-2021)



2. Develop the Vision



Types of Stakeholder Input



1. Analysis & Case for Change

Vision

In November and December of 2020, we conducted focus groups with staff, parents, grandparents, and other key stakeholders. Students provided their input in February and March.

Based on that input, we drafted an updated version of our school's values, vision, and mission.

1. Case for Change

- Alignment on why

2. Develop the Vision

- Articulate our future

3. Define the Strategy

- Show the path to our vision

4. Develop the Implementation Plan

- Assignment of work

5. Implement & Measure

- Achieve our vision

6. Review & Update



Strategy

Approximately 20 staff and parents participated in strategy sessions.

First, they reviewed input from staff, parents, students, and a survey that was sent out in March 2021. Next, they finalized the individual vision statements. Finally, they drafted strategy statements for each vision focus areas.

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Implementation Plan

Approximately 25 staff and parents participated in implementation planning sessions.

First, they reviewed input from staff, parents, students. Next, they identified tactics. Finally, they assigned responsibility to each tactic.

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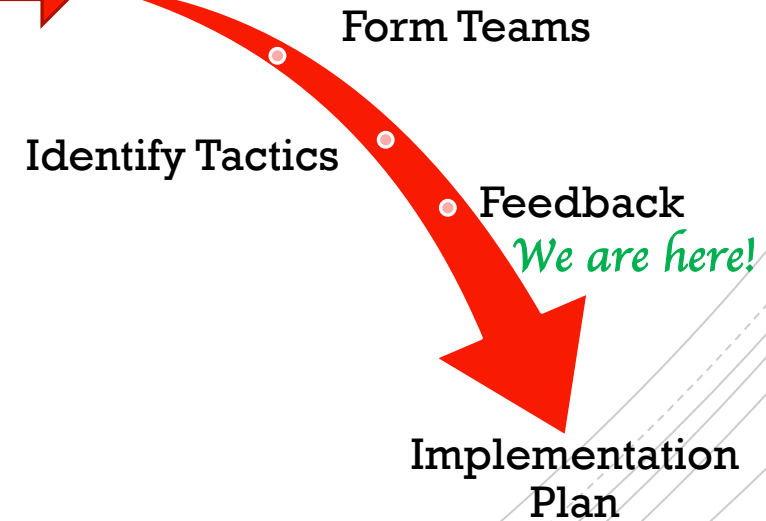
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Implementation

The ANH community is actively implementing their strategic plan with continuous measurement and improvement strategies in place.

Each item on the strategic plan is measured with a simple red, yellow, or green status and reviewed on a regular basis by ANH leadership.

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- Alignment on why



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3. Define the Strategy

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4. Develop the Implementation Plan

- Assignment of work



5. Implement & Measure

- Achieve our vision



6. Review & Update