

ISMS Strategic Plan 2015 – 2017 (2017 Update)

To achieve **Our Vision** the School Board identified six key **Strategic Pathways** for focus in the three years 2015 – 2017. Following a review of the Strategic Plan at the end of 2016, the Board endorsed the current Strategic Plan including the Vision and the six Strategic Pathways.

1.
Education

2.
Team

3.
Facilities

4.
Communication

5.
**Growth and
Sustainability**

6.
**Community
and Brand**

Actions for 2017

The School Board has identified a number of key actions and outcomes necessary to be completed over a three year period for each of the six Strategic Pathways. On the 29th November 2016 the School Board and the School Management reviewed the progress of the 2016 actions and agreed a number key actions targeted for significant completion in 2017.

1 Education

- Increased focus on public speaking and debating skills.
- Embed indigenous culture, history and reference throughout the curriculum in all levels.
- Develop new initiatives to expand interactions between stage 1 and stage 2 students.
- Review learning support capacity and programs – make formal recommendations for the future.
- Further embed technology into the learning methods in primary levels. (continued from 2016)

2 Team

- Continue working with MAF and other Montessori schools to ensure that more options for AMI training are available, and further support this through ISMS' financial backing of training by our faculty. Support alternate Montessori accredited training programs where AMI is not available.
- Develop a leadership development approach to assist with staff career development.
- Complete the policies and standards for all volunteers. (continued from 2016)
- Staff Appreciation – hold the first annual “Ten Year Celebration” for all past and current 10 year staff members and our first 25 year member.
- Principal – recruit new Principal and implement smooth transition process for succession of Principal in 2017.
- Board Succession – continue to evolve succession planning and facilitate transition of some Board positions throughout 2017.

3 Facilities

- Continue planning for additional classes and student growth – both on existing premises and possible new premises. (continued from 2016)
- Construct the Green Outdoor Space for Balmain campus. (continued from 2016)
- Develop and implement an environmental sustainability plan. (continued from 2016)
- Install Lilyfield garden watering system.
- Adopt and implement the whole of school IT strategy. (continued from 2016)

4 Communication

- Consolidate all internal communications tools – web / intranet / app / newsletter – with the aim of simplification; investigate portal option and feasibility for new app integrated with new website. (continued from 2016)
- Continue to develop the parent education program focusing on better understanding the benefits of completing the three stages, the child's preparation for Secondary School and the Infant Community.
- Develop content strategy for the Blog including policies and procedures to maintain it and ensure it is relevant for external / internal audiences.

5 Growth & Sustainability

- Develop an Alumni program.
- Develop a new marketing strategy to further secure enrolments. (continued from 2016)
- Complete the new website as a front of house introduction to the school. (continued from 2016)
- High School Project – develop high level curriculum and funding strategy.
- Parent Induction Program – develop for 1st year parents and carers.
- The second fund raising event involving the auction to become an annual event.
- Further fund raising initiatives beyond events to be developed including consideration of potential resourcing.
- Parent and Staff Satisfaction Surveys to be completed in anticipation of ‘ISMS 2020’ planning in late 2017.

6 Community & Brand

- Green Day Out to be further supported to become our core community open day.
- Develop a program to support Montessori Indigenous schools. Consider ‘Sister School’ arrangement.

Agreed and Signed by the ISMS Directors and Management following the review on the 29th November 2016: