

**SCHOOL DEVELOPMENT PLAN**

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| Version | Date | Author |
| 1 | August 2010 | Paul Pillai |
| 2 | August 2013 | Paul Pillai |
| 3 | September 2015 | Paul Pillai |
| 4 | August 2017 | Paul Pillai |

**Development plan for 2017 to 2020**

We have three areas of focus for the next three years:

1. Continue development as a world leader in Montessori education from birth to age 12.
2. Build our pioneering Montessori 12-18 programme in Eason’s Green
3. Grow and strengthen the management team
4. **Continue development as a world leader in Montessori education from birth to age 12.**

In September 2016 we opened our second site, at Eason’s Green, supported by parents, many of whom paid 10 years worth of school fees in advance. Two terms into our first year, we are starting to see signs of The Montessori Place culture, transplanted from Hove, taking root in Eason’s Green. Our goals for the next three years in this area are to:

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| Pedagogy | Who is accountable | Board Review Date |
| * Have fortnightly mentoring across both sites and all communities.
 | Karen Pearce | April 2018 |
| * Bring international experts in Montessori pedagogy to challenge our practice and help keep it world-class.
 | Rob Gueterbock | April 2018 |
| * Tighten our SEND provision including developing a network of external specialists.
 | Rob Gueterbock | April 2018 |
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| Systems |  |  |
| * Refine the whole-person assessment systems we have put in place for school age children. Have these systems externally moderated.
 | Rob Gueterbock | April 2018 |
| * Create and refine systems, policies and procedures that work across the school as a whole. Have these systems audited.
 | Paul Pillai | April 2018 |
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| Culture |  |  |
| * Nurture a common culture amongst staff across the two sites. Develop our new layer of middle-managers.
 | Karen Pearce | April 2018 |
| * Nurture a sense of community amongst families across the two sites. Raise a further £250,000 from families.
 | Paul Pillai | April 2018 |
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| Best practice |  |  |
| * Host world-class seminars, workshops and training events for the national and international Montessori community.
 | Paul Pillai  | April 2018 |
| * Share our assessment tools, systems, policies and procedures with other Montessori schools nationally and internationally.
 | Paul Pillai | April 2018 |

1. **Build our 12-18 programme in Eason’s Green**

When we started The Montessori Place we had a vision to go up to age 18. The first five years from 2011-2016 were focused on the 0-12 programme, and that work continues as we stabilise and strengthen the programme we offer for those ages. In September 2016 we took the first steps towards the second stage of our vision, and over the next few years we will look to build momentum.

Premises

* Completed the renovation of two dorm rooms by September 2017.
* Create a state-of-the-art science laboratory adjoining the main study area for September 2018.
* Plan and raise funds for the renovation of two additional dorm rooms for September 2019.

Regulatory

* Secure Department of Education permission to offer overnight stay to students.
* Secure Home Office permission to sponsor visas for overseas Montessori students.
* Secure Department of Education permission to extend school registration from age 16 to age 18.

Pedagogy

* Recruit into three key teaching positions: Natural Sciences, Physical Sciences, Humanities.
* Develop our second language and sports provision.
* Cultivate understanding of the Montessori approach amongst specialist staff.
1. **Grow and strengthen the management team**

This past year we have been stretched by the demands that our expansion has placed on us. We had a way of running the school that was good for the first 5 years; but the school has changed, and the way we run the school will need to change too.

The key responsibilities we would like to share are:

* Regulatory – maintaining our systems, policies and procedures to ensure compliance.
* Financial – managing income and expenditure, budgeting and forecasting, ensuring compliance.
* Facilities – managing our assets: building, vehicles, and equipment.
* Contractual - lease and loan agreements, contracts with parents, staff and suppliers.

We anticipate this being a full-time management role, with an assistant. Our key challenge will be to recruit someone who has a depth of understanding of our mission, ideally a Montessori guide, and brings these other strengths to helping fulfil that mission.