

**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 |
| 5 | April 2020 | Rob Gueterbock |

**Development plan for 2020 to 2023**

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

1. Develop a world leading ‘at home’ zero to 12 months programme for parents.
2. Continue development as a world leader in Montessori education from 18 months to 12 years.
3. Consolidate our pioneering Montessori 12-15 programme in Eason’s Green and create the 15-18 programme
4. Grow and strengthen the management team
5. **Develop a world leading ‘at home’ zero to 12 months programme for parents.**

The experiences in the first months of life a known to be hugely significant indicators of later life outcomes. We will extend and develop our successful Parents as Guides programme for pre-walking children with a new emphasis on an in-home consultant programme. Our goals for the next three years are:

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| Pedagogy | Who is accountable | Board Review Date |
| * Develop a programme based on ‘in-home’ consultation and peer to peer support for expectant and new parents
 | Karen Pearce | April 2021 |
| * Extend this to touch and support more families than our current 0-3 programme
 | Rob Gueterbock | April 2021 |
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| Systems |  |  |
| * Create a system to monitor the effectiveness of these interventions
 | Rob Gueterbock | April 2021 |
| * Develop work-management tools (Slack) to share the development of this programme
 | Rob Gueterbock | April 2021 |
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| Culture |  |  |
| * Create an open, inclusive and growing community of parents that support each other
 | Karen Pearce | April 2021 |
| * Extend this culture across families connected to both sites
 | Paul Pillai | April 2021 |
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| Best practice |  |  |
| * Host world-class seminars, workshops and training events sharing best practice for 0-12 months.
 | Karen Pearce  | April 2021 |
| * Share the new programme with other Montessori schools nationally and internationally.
 | Karen Pearce | April 2021 |

1. **Continue development as a world leader in Montessori education from 18 months to age 12.**

Our 18 months to 12 years programme which was expanded in 2016 to a second site has now been at capacity for 2 years. We have embedded practices and systems which ensure that the world-leading provision is continually reviewed and refined. Our goals for the next three years are:

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| Pedagogy | Who is accountable | Board Review Date |
| * Have fortnightly mentoring across both sites and all communities.
 | Karen Pearce | April 2021 |
| * Increase opportunities for peer to peer observations
 | Rob Gueterbock | April 2021 |
| * Enhance and develop the use of the outside environments
 | Rob Gueterbock | April 2021 |
| * Develop a world-class ‘Montessori Work at Home’ programme to support families and children when the cannot attend
 | Rob Gueterbock | April 2021 |
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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 2021 |
| * Review and refine record keeping systems for 6-12 year olds
 | Paul Pillai | April 2021 |
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| Culture |  |  |
| * Nurture a common culture amongst staff across all the ages
 | Karen Pearce | April 2021 |
| * Nurture a sense of continuity between home and school life
 | Rob Gueterbock | April 2021 |
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| Best practice |  |  |
| * Develop virtual formats for holding workshops and seminars for national and international Montessori community.
 | Karen Pearce | April 2021 |
| * Share our ‘Work at Home’ programme with other Montessori schools nationally and internationally.
 | Rob Gueterbock | April 2021 |

1. **Consolidate our pioneering Montessori 12-15 programme in Eason’s Green and create the 15-18 programme**

When we started The Montessori Place we had a vision to go up to age 18. Since September 2016 the 12+ programme has been operating and in September 2017, with the opening of the residence, was fully implemented for the ages attending. In 2019 the accommodation was extended to allow a bed for all of the 30 students aged 12-16 years. These are the goals for the next three years

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| Pedagogy | Who is accountable | Board Review Date |
| * Consolidate the implementation of the 12-15 curriculum
 | Paul Pillai | April 2021 |
| * Secure material change for 16-18 year olds & Implement the 15-18 programme of activities and curriculum
 | Paul Pillai | April 2021 |
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| Premises  |   |   |
| * Complete the development of the art studio, new science lab and new work and study space
 | Rob Gueterbock | April 2021 |
| * Construct a solar walkway on the south side of the building to connect both ends
 | Rob Gueterbock | April 2021 |
| * Renovate the final section of the west wing for 10 more beds
 | Rob Gueterbock | April 2021 |
| * Develop Cinder Barn into accommodation for 30 15-18 year olds
 | Rob Gueterbock | April 2021 |
| * Convert the heating and hot water main building at Eason’s Green from oil to ground source heat pump
 | Rob Gueterbock | April 2021 |
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| Systems |  |  |
| * Develop new systems for coordination of observation and assessment of young people amongst 12-18 staff team
 | Paul Pillai | April 2021 |
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| Culture |  |  |
| * Nurture a common culture amongst contract and peripatetic staff
 | Paul Pillai | April 2021 |
| * Ensure community cohesion as age range increases
 | Paul Pillai | April 2021 |
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| Best practice |  |  |
| * Develop world-class curriculum policy through by engaging with leading experts nationally and internationally
 | Paul Pillai | April 2021 |
| * Establish an in-house training programme for 12-18 staff
 | Paul Pillai | April 2021 |

1. **Further grow and strengthen the management team**

We have made new additions to the administrative team, but we have not reached the goals we sought. This is ongoing and necessary work. 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.

**Minutes of Review: March 2020**

* Sharing of best practice through seminars across Europe has developed extensively over the last 12 months
* ‘Montessori Unwrapped’ support programme now has 50+ regular participants who are Montessori 3-6 or 6-12 guides
* The SEND programme has been enhanced though stronger contractual relationship with Brighton and Hove Educational Psychologist team
* The 12-16 programme has flourished over the last two years with input from international specialists
* The 0-12 programme has been further enhanced by external moderation of our assessment approach and inviting mentors in to challenge our practice
* The Coronavirus pandemic will require some change of direction of our school goals for the coming 12 months at least
* The programme through to 18 is now ready for implementation and in massive demand from parents and students alike