



Strategic Plan 2022 - 2027





Our Story

Banksia Montessori School was formed in 1982 by Christine and Richard Neale, after conceptualization by Pat and Barry Hilton. It was originally known as the Montessori Children's House, Yokine. In 1984, under a dedicated group of parents, the school became an incorporated body known as Banksia Montessori School. The school has been located at 17 Chatton st, Dianella since 1996 and currently holds a lease with the City of Stirling until 2027.

The school is a parent-governed, not-for-profit, independent school. The school caters for up to 30 children from 3 to 6 years of age and the ratio is 1: 10 teacher to children. The governing body of the school, the School Council, consists of parents who volunteer their time and efforts to undertake all responsibilities relating to the effective governance of the School and the Principal and Business Manager (ex-officio, non- voting members).

Our Mission

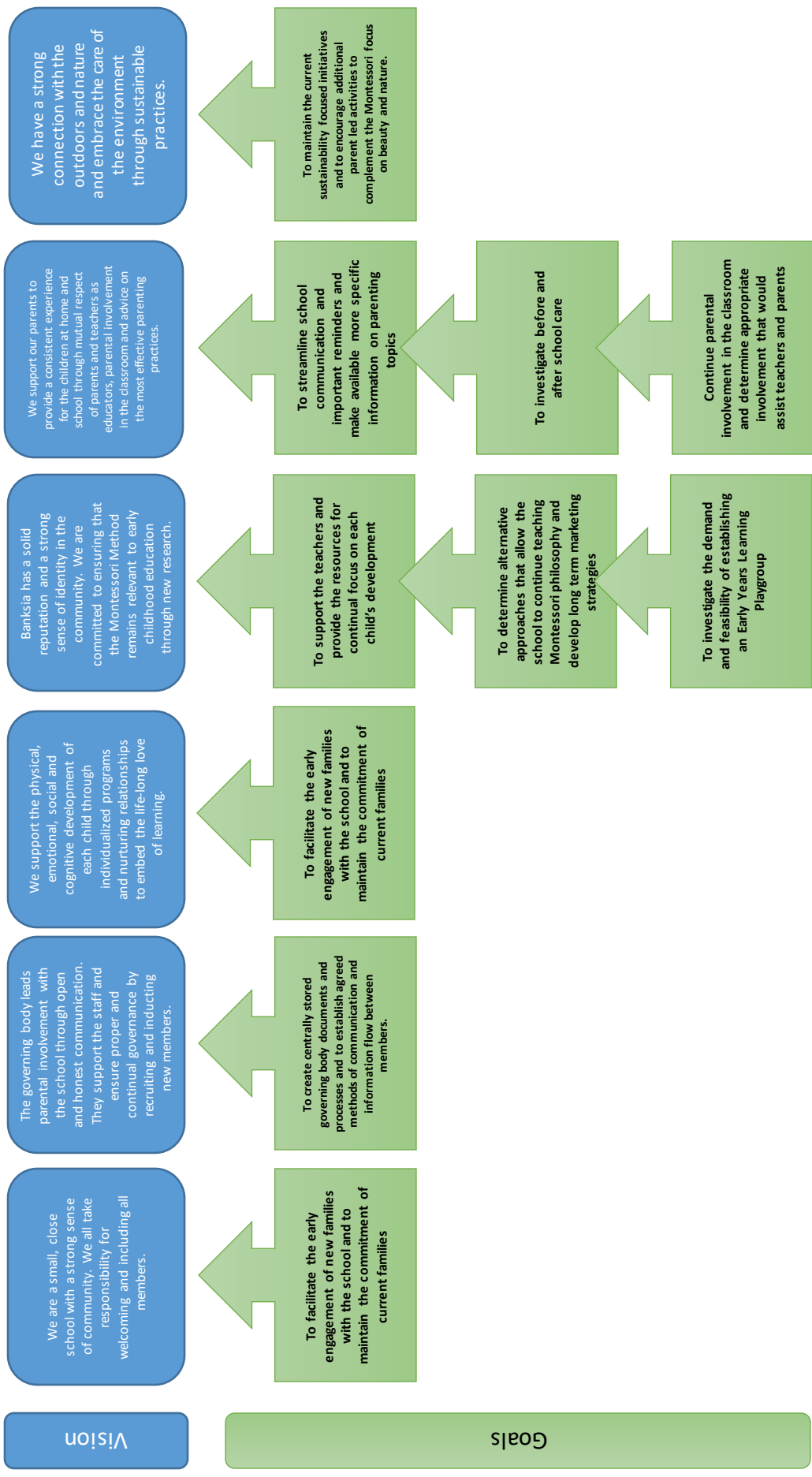
To empower children to be resilient and independent learners in all aspects of life by providing outstanding Montessori education.



Our Vision

- We are a small, close school with a strong sense of community. We all take responsibility for welcoming and including all members.
- The governing body leads parental involvement with the school through open and honest communication. They support the staff and ensure proper and continual governance by recruiting and inducting new members.
- We support the physical, emotional, social and cognitive development of each child through individualized programs and nurturing relationships to embed the life-long love of learning.
- Banksia has a solid reputation and a strong sense of identity in the community. We are committed to ensuring that the Montessori Method remains relevant to early childhood education through new research.
- We support our parents to provide a consistent experience for the children at home and school through mutual respect of parents and teachers as educators, parental involvement in the classroom and advice on the most effective parenting practices.
- We have a strong connection with the outdoors and nature and embrace the care of the environment through sustainable practices.

Our Goals



We are a small, close school with a strong sense of community. We all take responsibility for welcoming and including all members.

1

To facilitate the early engagement of new families with the school and to maintain the commitment of current families.

Actions

Action	Completion Date
Manage the parents chat group to ensure new parents are welcomed by the community.	December 2022
Survey families about their current commitment to the school. Review the Helping Hands Process & Option 2 Fee Structure to better align current obligations of families with their ability to participate.	December 2022
Formalise the roles of Fundraising and Social Organiser to general council members to lead fundraising and social initiatives.	December 2023
Create a schedule of council led events. Estimate budget for each event.	December 2023
Create Standard Operating Procedures for recurring events.	December 2024

Measures of Success

Measure
Attendance rate at school organised events and council organised events.
Annual survey questions - Parents agree that they were welcomed into the community
Willingness of families to volunteer when requested to do so by staff

The governing body leads parental involvement with the school through open and honest communication. They support the staff and ensure proper and continual governance by recruiting and inducting new members.

2

To create centrally stored governing body documents and processes and to establish agreed methods of communication and information flow between members.

Actions

Action	Completion Date
Create & improve council documents, procedures & processes	December 2022
Develop a financial model to assist council members to understand the long-term impact of financial decisions	December 2023
Create a document management structure for council documents with secure access for all council members.	December 2023

Measures of Success

Measure
Creation & Approval of documents specified above
Duration of members serving on council
Council survey questions - Council members agree that induction was effective - Council members agree that they have sufficient information to make decisions

We support the physical, emotional, social and cognitive development of each child through individualized programs and nurturing relationships to embed the life-long love of learning.

3

To support the teachers and provide the resources for continual focus on each child's development.

Actions

Action	Completion Date
Ensure adequate training opportunities and professional development are provided on a regular basis.	ongoing
Provide laptops for staff.	January 2022
Provide additional staff development days during the year.	December 2022
Increase efficiency by moving portfolios to a digital platform.	December 2023

Measures of Success

Measure
Annual staff survey results - Staff agree that they have been provided adequate professional development opportunities
There are minimal complaints from parents regarding the development of their child
Staff efficiency is increased through the use of technology.

Banksia has a solid reputation and a strong sense of identity in the community. We are committed to ensuring that the Montessori Method remains relevant to early childhood education through new research.

4

To ensure that children can transition easily from a Montessori environment into mainstream

Actions

Action	Completion Date
Staff training & professional development ensures that teachers understand the mainstream environment and the difficulties children may face transitioning.	ongoing
Create an information session for parents of pre-primary students and what they can expect if transitioning to a mainstream environment or another Montessori school.	December 2024
Survey parents whose children have graduated from Banksia about their child's social adjustment, literacy and numeracy.	December 2025

Measures of Success

Measure
Parents are informed about what to expect if their child transitions into a mainstream environment.
Postgraduate Survey Results

Banksia has a solid reputation and a strong sense of identity in the community. We are committed to ensuring that the Montessori Method remains relevant to early childhood education through new research.

5

To develop alternative approaches that allow the school to continue teaching Montessori philosophy and develop long term marketing strategies

Actions

Action	Completion Date
Produce a marketing strategy to cover years when enrolments are low. Information from financial modelling will assist with this.	December 2023
Investigate if the school can be a drop off point for Little Things for Tiny Tots, which will encourage parents of younger children to visit the school.	December 2024
Add a blog to the website and write Montessori articles that would be of interest to the wider community..	December 2025
Cost internal training options for current non-Montessori trained staff and develop a plan to offer more internal training.	December 2026

Measures of Success

Measure
Number of enrolments and waiting list numbers
Number of hours of Montessori related training
Number of blog hits and website usage statistics

Banksia has a solid reputation and a strong sense of identity in the community. We are committed to ensuring that the Montessori Method remains relevant to early childhood education through new research.

6

To investigate the demand and feasibility of establishing an Early Years Learning Playgroup

Actions

Action	Completion Date
Adapt the annual survey to assess the demand for an Early Years Learning playgroup over 3 years.	December 2022
Determine requirements for the playgroup and establish if other playgroups in the area can meet those requirements.	December 2025
Produce a feasibility study on developing an Early Years Learning Playgroup.	December 2026

Measures of Success

Measure
Sufficient data is gathered over several years to establish trends.
Requirements are consistent among surveyed families.
There is sufficient demand to establish the cost of establishing a playgroup or using an external service.

We support our parents to provide a consistent experience for the children at home and school through mutual respect of parents and teachers as educators, parental involvement in the classroom and advice on the most effective parenting practices.

7

To streamline school communication and important reminders and make available more specific information on parenting topics.

Actions

Action	Completion Date
Implement a classroom app for communication with parents to replace WhatsApp photos & notifications	December 2022
Improve the use of the website by parents for information and procedures.	December 2024
Create a parent portal to store articles on parenting topics based on questions that are frequently asked of the teachers.	December 2025

Measures of Success

Measure
Feedback from parents about whether they access the parent portal and find the information useful.
Annual survey results on communication between the school and parents

We support our parents to provide a consistent experience for the children at home and school through mutual respect of parents and teachers as educators, parental involvement in the classroom and advice on the most effective parenting practices.

8

To investigate before and after school care

Actions

Action	Completion Date
Adapt the annual survey to assess the demand for before and after school care over 3 years.	December 2022
Determine requirements for before and after school care and establish if other providers in the area can meet those requirements.	December 2025
Produce a feasibility assessment of providing before and after school care.	December 2026

Measures of Success

Measure
Sufficient data is gathered over several years to establish trends.
Requirements are consistent among surveyed families.
There is sufficient demand to establish the cost of establishing a before and after school program or using an external service.

We support our parents to provide a consistent experience for the children at home and school through mutual respect of parents and teachers as educators, parental involvement in the classroom and advice on the most effective parenting practices.

9

Continue parental involvement in the classroom and determine appropriate involvement that would assist teachers and parents

Actions

Action	Completion Date
Parents are welcomed to do jobs in the morning with their children in the classroom.	December 2022
Document the types of parental involvement most beneficial to the children such as administering the library, LOTE or teaching a special skill. Develop a program to assess the current skills of the school community and how members would be engaged to assist in the classroom.	December 2024

Measures of Success

Measure
Annual survey questions <ul style="list-style-type: none">- Parents agree that they have been able to participate in the classroom- Parents agree that their children benefit from parental involvement in the classroom

We have a strong connection with the outdoors and nature and embrace the care of the environment through sustainable practices.

10

To maintain the current sustainability focused initiatives and to encourage additional parent led activities to complement the Montessori focus on beauty and nature.

Actions

Action	Completion Date
Apply for the Waste Sorted Schools Program grant.	July 2024
Showcase existing initiatives such as Worm Farm, Containers for Change, battery & stationary recycling.	December 2025
Encourage parents to develop initiatives among themselves that focus on sustainability (such as packaging free lunchboxes) by providing information and guidance.	December 2026

Measures of Success

Measure
Participation in programs such as Containers for Change, battery & stationary recycling
Improved awareness of sustainability initiatives
Creation of and participation in parent led programs