



The Beehive Montessori School

Strategic Plan 2008 – 2012

Mission

The Beehive Montessori School aims to provide an environment that helps the developing child to move towards their fullest potential.

By respecting and nurturing individual needs and abilities, we encourage an enjoyment of learning, intellectual, physical, spiritual and emotional growth, independence, and a sense of community responsibility.

The Beehive Montessori School is an educator of children and adolescents according to the Montessori Method with a particular reference to the guidelines of the AMI (Association Montessori Internationale).

Vision

In 1976 eleven parents who wanted a Montessori education for their children dreamed of founding a school in their area. By the end of that year they had a Principal, a school council, a hall, a name and 15 students. In February 1977 they opened the Beehive Montessori School. They could hardly have imagined what Beehive would become by 2007, an internationally recognised Montessori School with almost 200 children that would soon be opening an Adolescent Program.

We acknowledge the enormous and valuable contribution that the parents, principals and teachers, staff and children who have preceded us have made to our school and from which we benefit. We are contributors to a continuum stretching from the founding of the school to its distant future. So much has been achieved, in the last few years especially, as we look forward to the launch of the Adolescent Programme in Feb 2008 and the land tenure approvals that will allow us to build new school buildings over the next few years.

We who are at the Beehive carry the torch for the School to achieve its great potential and we have a bold vision:

While recognising that the school's direction will evolve as time passes, our vision is that the Beehive Montessori School becomes the benchmark for the very best of Montessori education practice in the world.

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We envisage opportunities for Beehive to provide Montessori education for:

- babies and children from birth to 3 years and their parents,
- 3 to 11 year olds in primary school education,
- 12 to 14 year olds in a unique occupations-based adolescent programme,
- 15 to 18 year olds in an international baccalaureate programme,
- students within our Special Education Support Unit and for
- teachers from around the world.

The Beehive campus will be seen an exciting example of Montessori practice in its architecture, function, gardens and the use of its natural surroundings. The school will demonstrate in its use of the land and in its behaviour, its commitment to being environmentally responsible. We envisage the school being complemented by its unique access to educationally valuable surroundings in Mosman Park, Fremantle, the Swan River and the Indian Ocean.

The School's staff, and potential employees, will find Beehive an outstanding employer that fully supports and encourages their personal and professional development within an enjoyable and stimulating working environment. The school will continue to attract dedicated staff and will be a Montessori school employer of choice in Australia and worldwide.

Teachers associated with the Beehive will be recognised worldwide as having the highest Montessori credentials, and will themselves excel in teaching and promoting Montessori principles and practice.

Past Beehive students will identify strongly with the Beehive and its reputation, and the school will have an active alumni that will be a testament to the school's achievements and could contribute financially to the future developments of the school.

The school will be financially sound with secure tenure over its land. This financial strength could offer opportunities for establishment of Montessori schools elsewhere, not only in Perth but also for example in Aboriginal communities where the model of learning within the environment may complement local cultural traditions.

The Beehive will have valuable relationships with other educational institutions in our community, such as secondary schools and universities, through which Beehive can benefit from, and contribute to, mutually beneficial projects and facilities. The School will be active in its local community and participate in worthwhile activities.

This strategy is for the next part of this journey and outlines the work of the school for the next five years from 2008 to 2012.

Objectives

Beehive intends to achieve the following objectives over the next five years:

1. To preserve and continuously improve on an educational system for children based on the education of the whole child in keeping with the purest ideals of the **Montessori Method** and with reference to the guidelines provided by the AMI (Association Montessori Internationale).
2. To maintain its commitment to a **Special Education Support Unit** for students with special needs.
3. To support and promote the personal and **professional development of its staff** and to ensure it attracts, promotes and retains the employment of AMI trained teachers within the school.
4. To establish an **Adolescent Programme** to educate students from years 7 to 9.
5. To establish an **Infant Programme** to educate children from 0-3 years and their parents.
6. To redevelop its current site at Leighton Beach to incorporate **purpose built school buildings** and gardens to accommodate the current and future needs of the school.
7. To maintain an **operational financial surplus** from year to year in order to accumulate reserves for future expansion, improvement and other needs.
8. To maintain a **bursary system**.
9. To develop and foster mutually beneficial **relationships with educational organisations** in our community with the aim of sharing resources and projects.
10. To develop and foster a strong and vibrant school community and build relationships with the wider **Montessori Community**.

Strategies

	OBJECTIVE		STRATEGY	
1.	To preserve and continuously improve on an educational system for children based on the education of the whole child in keeping with the purest ideals of the Montessori Method and with reference to the guidelines provided by the AMI (Association Montessori Internationale).	1.1	The School will continue its commitment to maintaining its purist Montessori ideals by adhering to the guidelines of the AMI and by ensuring the employment of AMI trained teachers.	
		1.2	The School will review its current commitment to an optimum of 225 students from 3 to 12 years and the current model of 4 pre-primary, 3 middle primary and 2 upper primary classrooms in light of the establishment of the Adolescent Program. In particular it will investigate the potential for a fifth pre-primary classroom.	
2.	To maintain its commitment to a Special Education Unit for students with special needs.	2.1	The School will continue its commitment to maintaining the Special Education Unit and ensure that its needs are considered in the redevelopment of the school site.	
3.	To support and promote the personal and professional development of its staff and to ensure it attracts, promotes and retains the employment of AMI trained teachers within the school.	3.1	The School will provide opportunities for, and encourage, its staff to develop their careers within the school, to attend personal and professional development courses and to have the opportunity to contribute their unique abilities to projects within the school. In particular Beehive will support teaching staff in attaining AMI qualifications.	
		3.2	A teaching staff succession plan will be developed to both ensure that the career aspirations of staff are acknowledged and there is a continuity of AMI trained teachers available within the school. This plan will be enhanced by the relationships the school has developed with Universities involved in teacher training.	
4.	To establish an Adolescent Programme to educate students from years 7 to 9.	4.1	The School will ensure that resources are available to successfully develop the Adolescent Programme to be launched in February 2008.	
		4.2	Beehive will actively market its Adolescent Programme to the wider Montessori community and maintain its strategic alliances with other Montessori schools. This will include a Prospectus for prospective students.	
		4.3	The School will actively look for ways in which strategic alliances can be formed with private and government organisations prepared to fund, or contribute to the Adolescent Programme.	
5.	To establish an Infant Programme to educate children from 0-3 years and their parents.	5.1	The School will undertake a feasibility study into the establishment of an Montessori Infant Programme for babies and toddlers from birth to 3 years and their parents	

6.	To redevelop its current site at Leighton Beach to incorporate purpose built school buildings and gardens to accommodate the current and future needs of the school.	6.1 6.2 6.3	<p>The School will continue its negotiations with the WA Government and the Mosman Park Council to consolidate land tenure at its Mosman Park site.</p> <p>When land tenure issues have been resolved the School will commence the development of the site to accommodate its current and future needs. This includes the Adolescent Program and for space to be set aside for potential future development of the school.</p> <p>Work will be undertaken to improve the outdoor environment of the School for immediate needs and in preparation for the redevelopment of the school.</p>	
7.	To maintain operational financial surpluses from year to year in order to accumulate reserves for future expansion, improvement and other needs.	7.1	<p>The School will ensure that its responsible financial management is maintained, that optimum student numbers are maintained and that it ensures that all available government funding is accessed.</p>	
8.	To maintain a bursary system.	8.1	<p>The School will ensure that it maintains a bursary program to allow for short-term financial support for families in need.</p>	
9.	To develop and foster mutually beneficial relationships with educational organisations in our community with the aim of sharing resources and projects.	9.1 9.2	<p>Beehive will continue to develop its relationships with other schools and with Universities with the aim of sharing resources and projects.</p> <p>The School will continue to develop its relationship with government agencies such as the Mosman Town Council to allow both educational opportunities for our students and good relationships with its neighbours.</p>	
10.	To develop and foster a strong and vibrant school community and build relationships with the wider Montessori Community.	10.1 10.2 10.3 10.4 10.5 10.6	<p>Beehive will continue to look to ways for better communication throughout the school and will collect information from key stakeholders in its questionnaire and use that information to better aspects of the School.</p> <p>The School will research and develop a plan to ensure greater retention of students.</p> <p>The School will establish a Beehive Alumni Association.</p> <p>The School will hold a number of social events throughout the year to assist in further developing our school community.</p> <p>Beehive will continue its support and membership of the Montessori Australia Foundation.</p> <p>Beehive will actively market its programs through the Montessori network.</p>	