



# St Catherine's MONTESSORI

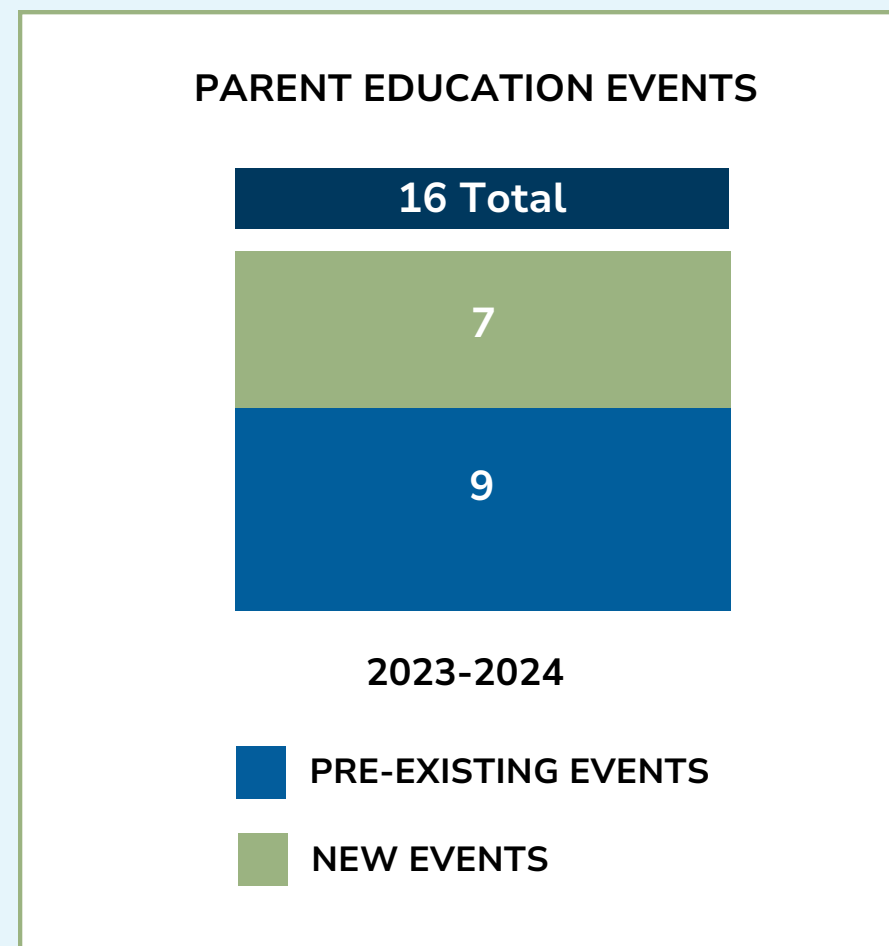
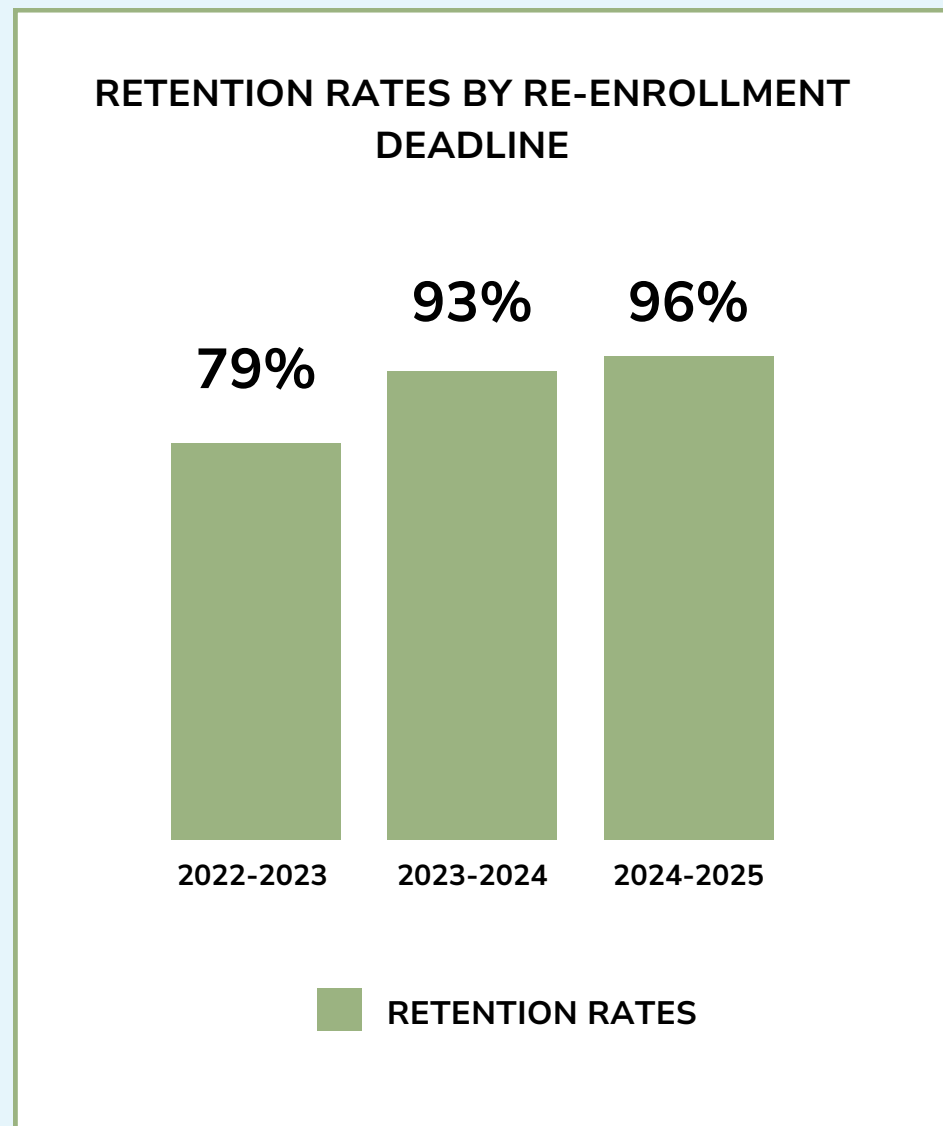
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## Strategic Plan Update - Year 1

2023-2024

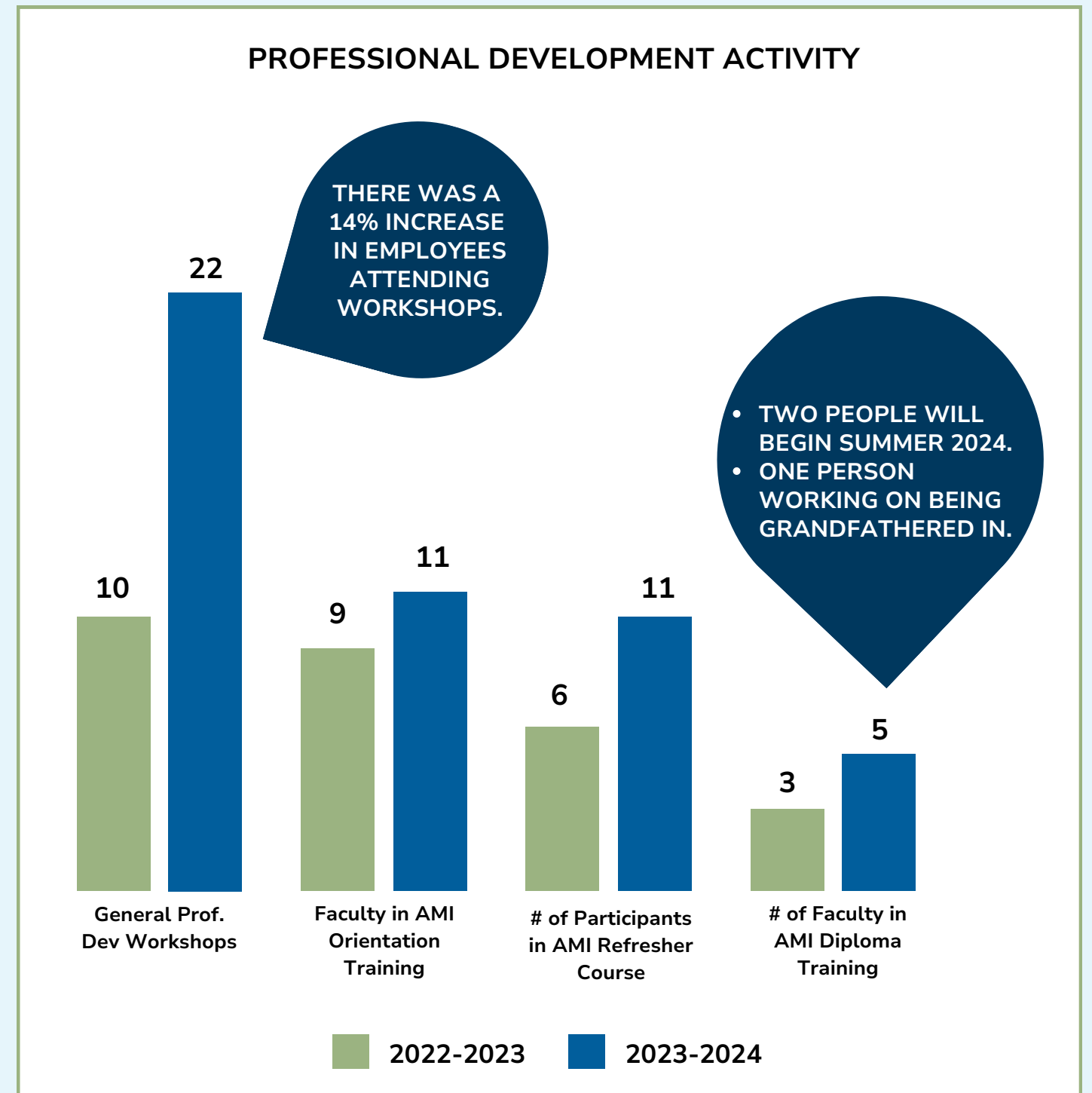
# Enhance Montessori Excellence

**Strategy:** Attract mission-aligned families and educate current and prospective parents on the breadth and purpose of our Montessori curriculum and programs.



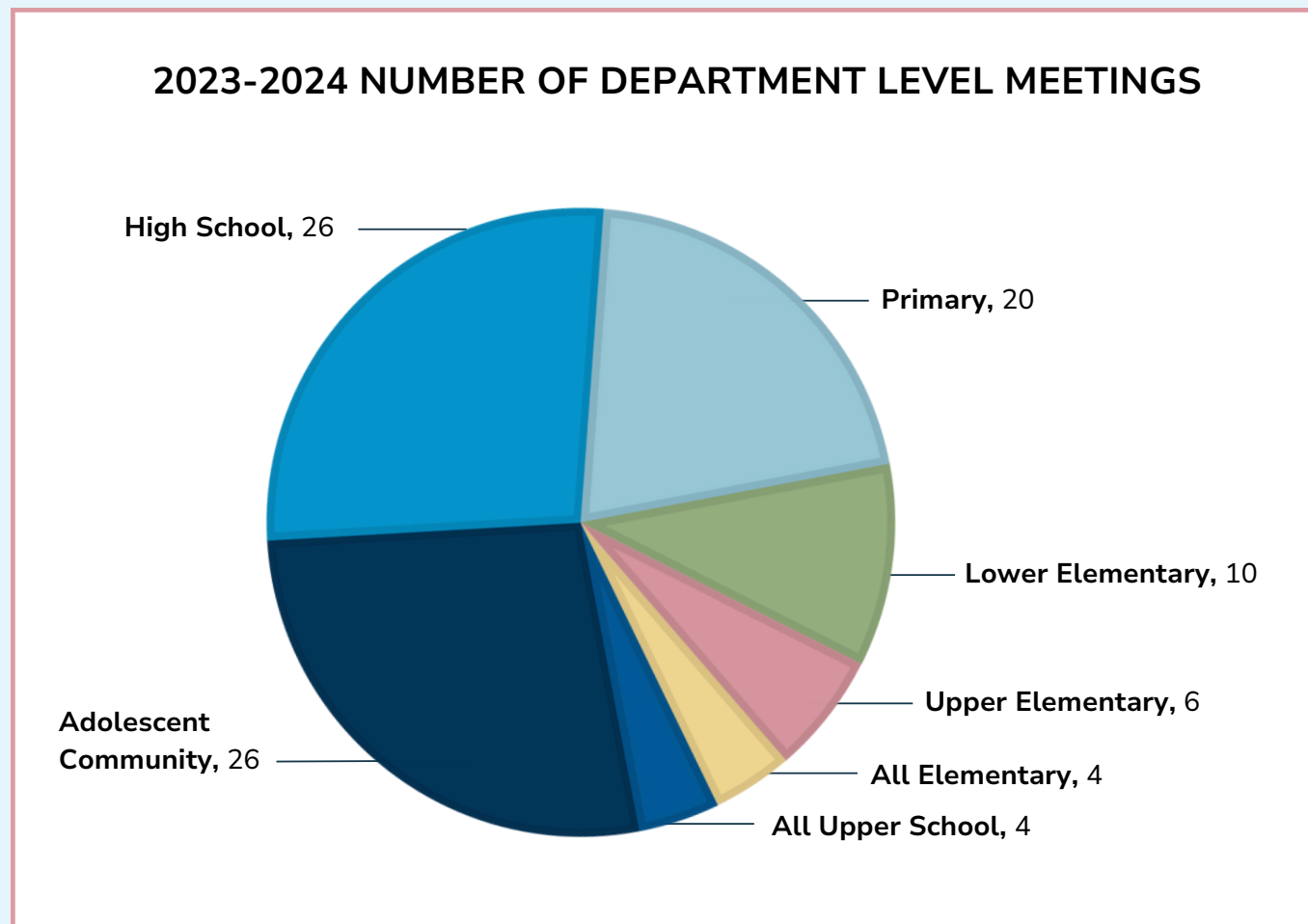
We now offer a retirement plan with a match for all our employees as an additional benefit.

**Strategy:** Recruit and retain AMI talent and provide targeted Montessori training and professional development for faculty, staff, and administration.

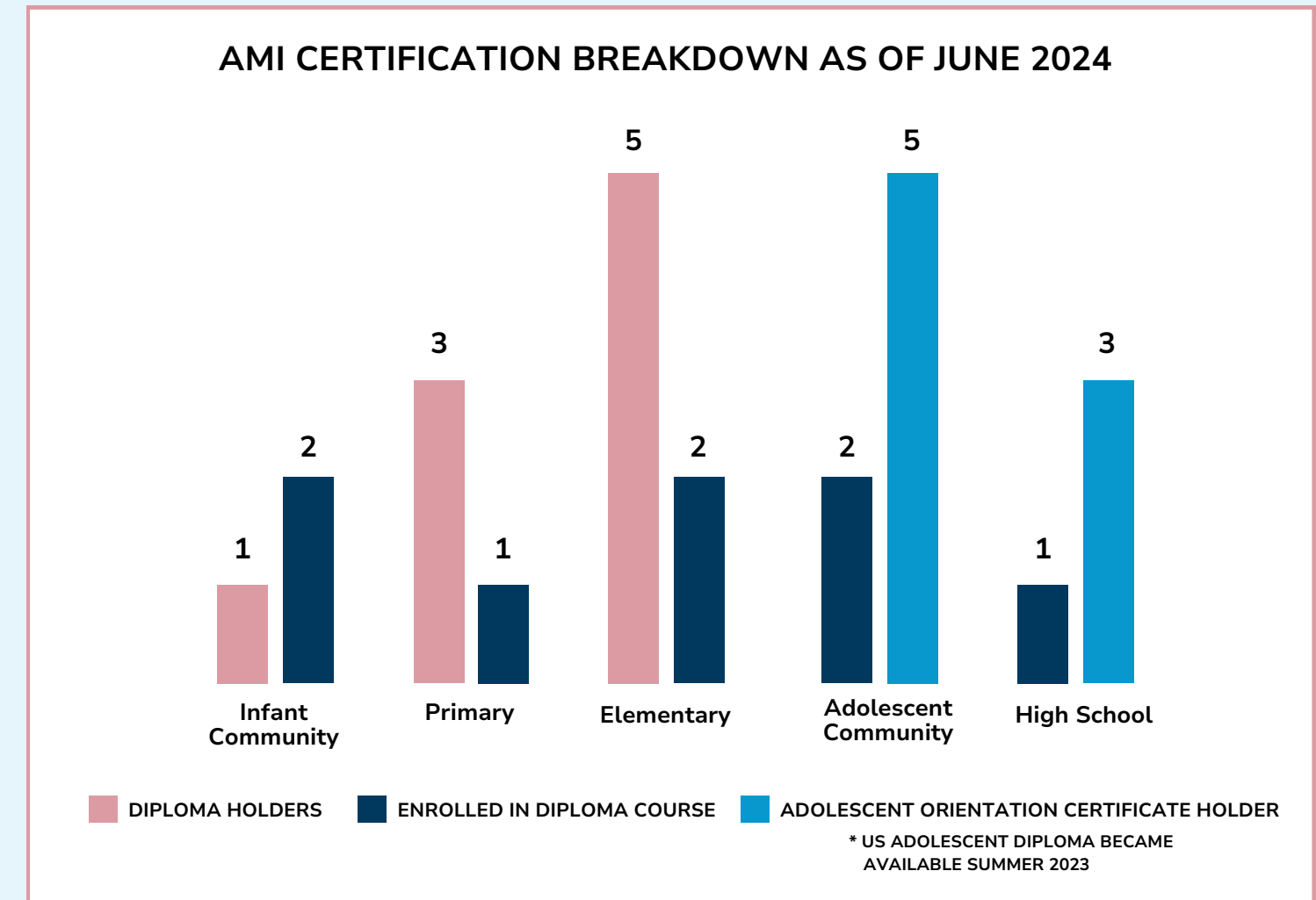


# Enhance Montessori Excellence

**Strategy:** Support faculty and staff collaboration to promote a shared understanding of the guide and student work at each level.



**Strategy:** Position St. Catherine's as a national leader in Montessori education spanning the entire educational arc.



- Total of 5 Peer Observations in Lower School to provide Guide-to-Guide support as needed when evaluating student work. This is a new effort to encourage collaboration between all faculty and staff.

- 100% AMI trained guides in all classrooms.
- Hosted AMI Adolescent trainer Laurie Ewert-Krocker to consult on current AC/HS practices, setting a precedent as this certification has only recently become available.
- Increased our presence within AMI by purchasing a booth to represent SCM at the AMI refresher course in Feb 2024.

# Support Our Catholic Faith and Dominican Values

**Strategy:** Educate the SCM community on the history and impact of our Dominican values and how they inform our purpose and philosophy.

- Supported PSO in creation of Dominican Study Group for parents.

**Strategy:** Strengthen our Dominican Catholic curriculum and programming across all levels.

- Assembled a Catholic Identity Committee to review the recommendations from the 2017 accreditation visit.
- Thoughtfully expanded and varied the collection of Catholic-themed books for all ages in the library, including lives of saints from the Dominican tradition.
- Upper Elementary students visited the Dominican Sisters of Mary Immaculate Province Convent.
- AC students volunteered with the Dominican Sisters of Houston at their Urban Harvest Community Garden.
- Students integrated Dominican principles in their studies via daily prayers in classroom, projects, and lessons.

**Strategy:** Provide professional development for faculty and staff to support the teaching of Catholic and Dominican values in our classrooms.

- Hosted two sessions on Dominican Charism for faculty and staff in 2023-2024.
- Faculty and staff are advancing their Catechism education opportunities through Capernaum and encouraging participation in Dominican training through the Dominican Families of Houston.

**Strategy:** Engage in intentional environmental stewardship in alignment with our Dominican principles.

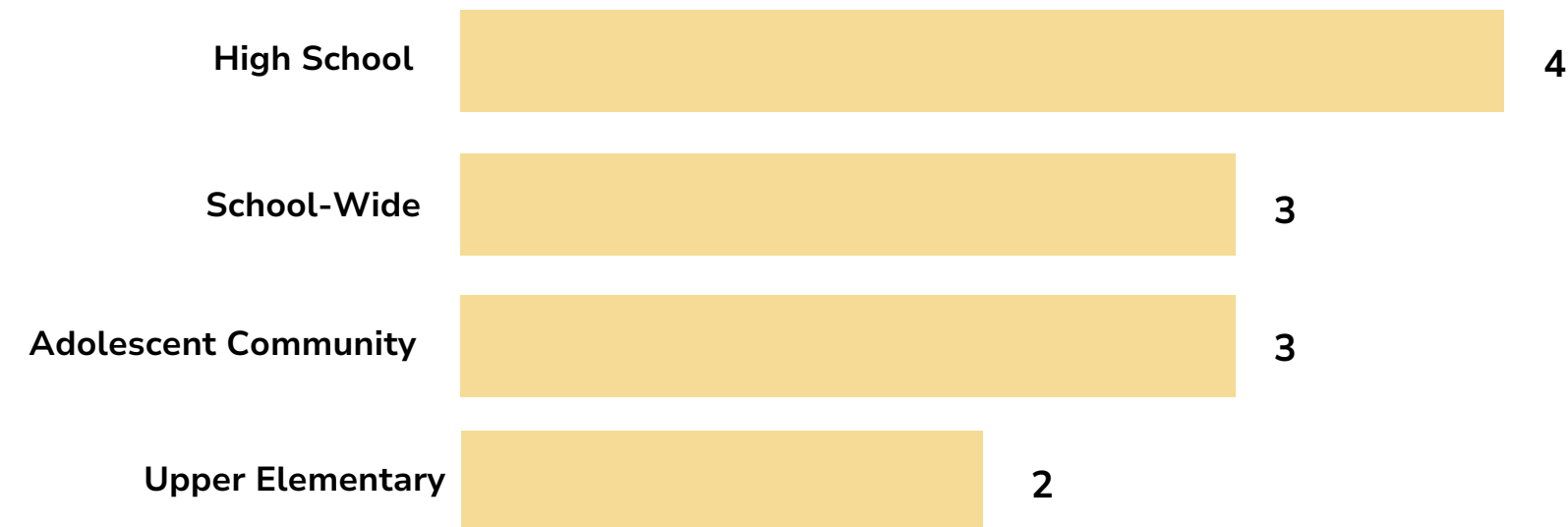
- Hosted four SCM student and parent environmental educational events.
- Launched a composting program for Primary through High School using vermiculture and pallet bins.
- Hired Peaceful Lawn and Gardens - a 0% emission organic lawn care company that is working with us on water conservation and good air quality efforts.
- Launching 2024 Summer Garden Camp as the first step of study in Evaluating and Caring for Urban Educational Environments.

# Strengthen Community Outreach and Partnerships

**Strategy:** Foster an active culture of engagement and service both within and outside the SCM community.

**Strategy:** Continue to nurture the SCM community through intentional family and alumni engagement to deepen connections with our school.

2023-2024 SCM COMMUNITY SERVICE PROJECTS



## EVENTS ATTENDED BY SCM ALUMNI AND ALUMNI FAMILIES

- Steps 4 Student 5K Run/Walk
- Post-Steps Pancake Breakfast
- Sociables + Addition of an Alumni Parent Sociable
- Christmas Concert
- January Upper School Luncheon
- Alumni Night Outing
- Fall Fest
- Spring Fling
- Senior Capstone

## COMMUNITY SERVICE PARTNERS

- Casa de Esperanza
- Shearn Elementary
- The Beacon Homeless Shelter
- Meals on Wheels
- SCM Community
- Ronald McDonald House
- Houston Food Bank
- Toys 4 Texas

# Strengthen Community Outreach and Partnerships

**Strategy:** Build and maintain a network of mission-aligned partnerships to maximize student learning experiences.

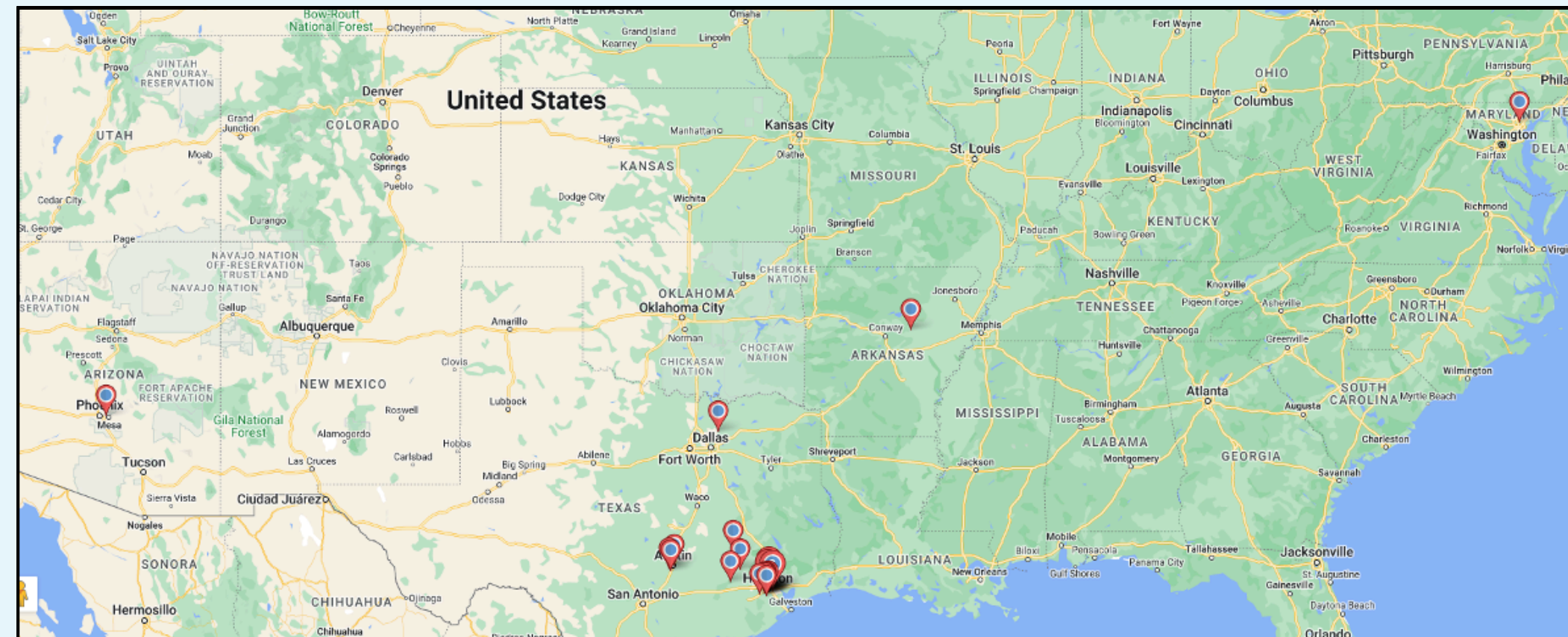
## PARTNERSHIP ORGANIZATIONS

- Air Alliance Houston
- Animal Farm Center
- Arizona State University
- Blackwood Educational Land Institute
- Buffalo Bayou Partnership
- Casa de Esperanza
- Dominican Family of Houston Convent
- Dominican Sisters of Houston
- Dominican Sisters of Mary Immaculate Province
- Friends for Life
- Houston Food Bank
- Houston Zoo
- Lady Bird Johnson Wildflower Center
- Meals on Wheels
- Native Prairies Association of Texas
- OHBA - Organic Horticulture Benefits Alliance
- Plant-it Forward
- Ronald McDonald House
- Shearn Elementary
- Texas 4-H - Texas A&M Agrilife Extension Service
- The Beacon Homeless Shelter
- Trees for Houston
- Toys 4 Texans
- University of St. Thomas, Houston
- Urban Harvest
- Waiting under the Willow Rescue Foundation
- Willow Water Hole

## INTERNSHIP PARTNERS

- Amtex Precision Fabrication Houston
- Arizona State University
- Candace McCaddon Law
- Datadude, Inc
- Dr. Colby Evans - Dermatologist
- Dr. Ericka Lawson
- Houston Independent School District
- Houston Methodist Hospital
- Mann Design
- Pearl Theater
- Raul Yzaguirre Schools for Success
- Service Smart Professional Autocare
- Sheila Hall - Graphic Design
- Space Telescope Science Institute
- St. Catherine's Montessori Staff
- Tejano Center for Community Concerns
- University of St. Thomas, Houston
- Vernonville Asset Management
- What's In The Box Bakery

Currently, SCM has a total of **44 partnerships** in the areas of internships, educational experiences, service opportunities, and conservation, which benefit the entire school body.



# Capitalize on Our Upper School

**Strategy:** Support sustainable, mission-aligned growth of the High School.

- Hosted three parent education events for Adolescents programs.
- Continue Upper School visits (UE visiting AC; and AC visiting HS).
- Began Upper School luncheons to create engagement between AC and HS students.
- Moved Upper School information nights to October 2023 to engage parents earlier in the year to bolster recruitment and retention of families.

**Strategy:** Continue to refine our Upper School program in alignment with the Montessori philosophy.

- Upper School faculty completed six AMI Adolescent Orientations.
- Two AMI Adolescent Diplomas in progress.
- Three Upper School Faculty attended 2024 AMI Refresher Course.
- Professional development hosted on-campus on the topics of artificial intelligence and nutrition to SCM Upper School staff.

**Strategy:** Provide additional opportunities for Upper School students to pursue individual interests such as internships, independent studies, service, and coursework at partnering institutions.

- Offered eighteen internship opportunities for Upper School students. They include areas in teaching, psychology, dermatology, astronomy, photography, law, real estate, medicine, classical piano, plumbing, bee farming, forensics, front end development, graphic design, interior design, baking, and veterinary medicine.
- Established partnership with Arizona State University making it possible for SCM students to take asynchronous and synchronous dual credit classes.
- Continued partnership with the University of St. Thomas, Houston with benefits such as library use for research and dual credit classes available for our HS students. Additionally, there is a new Faculty Member Benefit where UST will offer a 50% discount in any coursework taken by any SCM faculty or staff member.

**Strategy:** Update main campus and Japhet Campus facilities to strengthen the prepared environments for the Adolescent Community and High School.

- Japhet Campus is currently undergoing renovations to provide a more authentic Montessori environment.
- Ongoing sharing of knowledge through team meetings between the Adolescent guides currently in training, and their Upper School colleagues.
- In January, we completed a faculty and staff survey requesting information regarding possible uses for Japhet Campus across all levels.

# Steward Our Future

**Strategy:** Advance our financial sustainability through multi-year financial planning to support future operational and capital needs.

- Updated Facilities Financial Plan to include current operational facilities needs.

**Strategy:** Provide broader access to an SCM education.

- In 2023-2024, [SCM's Tuition Assistance Plan](#):
  - Met 24% of the total financial need requested.
  - Granted at least a portion of aid to 100% of families showing need, who requested it and enrolled in the school.
  - Awarded tuition assistance to 35 of our current students.



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