



St Catherine's MONTESSORI

BRINGING WISDOM TO LIGHT •

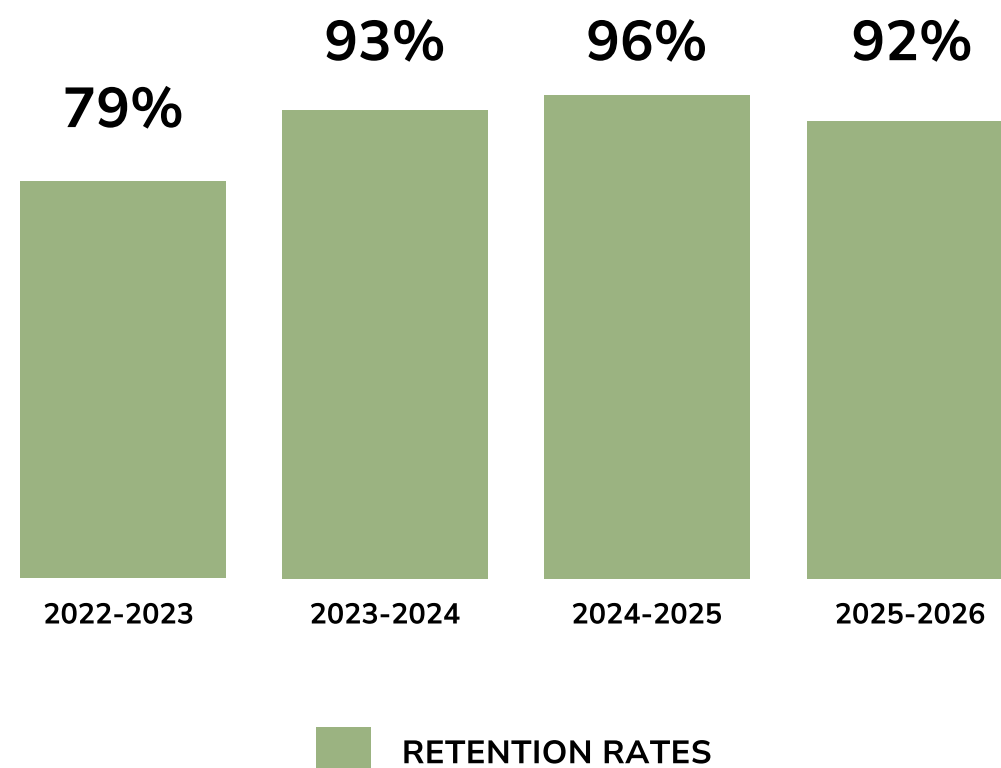
Strategic Plan Update - Year 2

2024-2025

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.

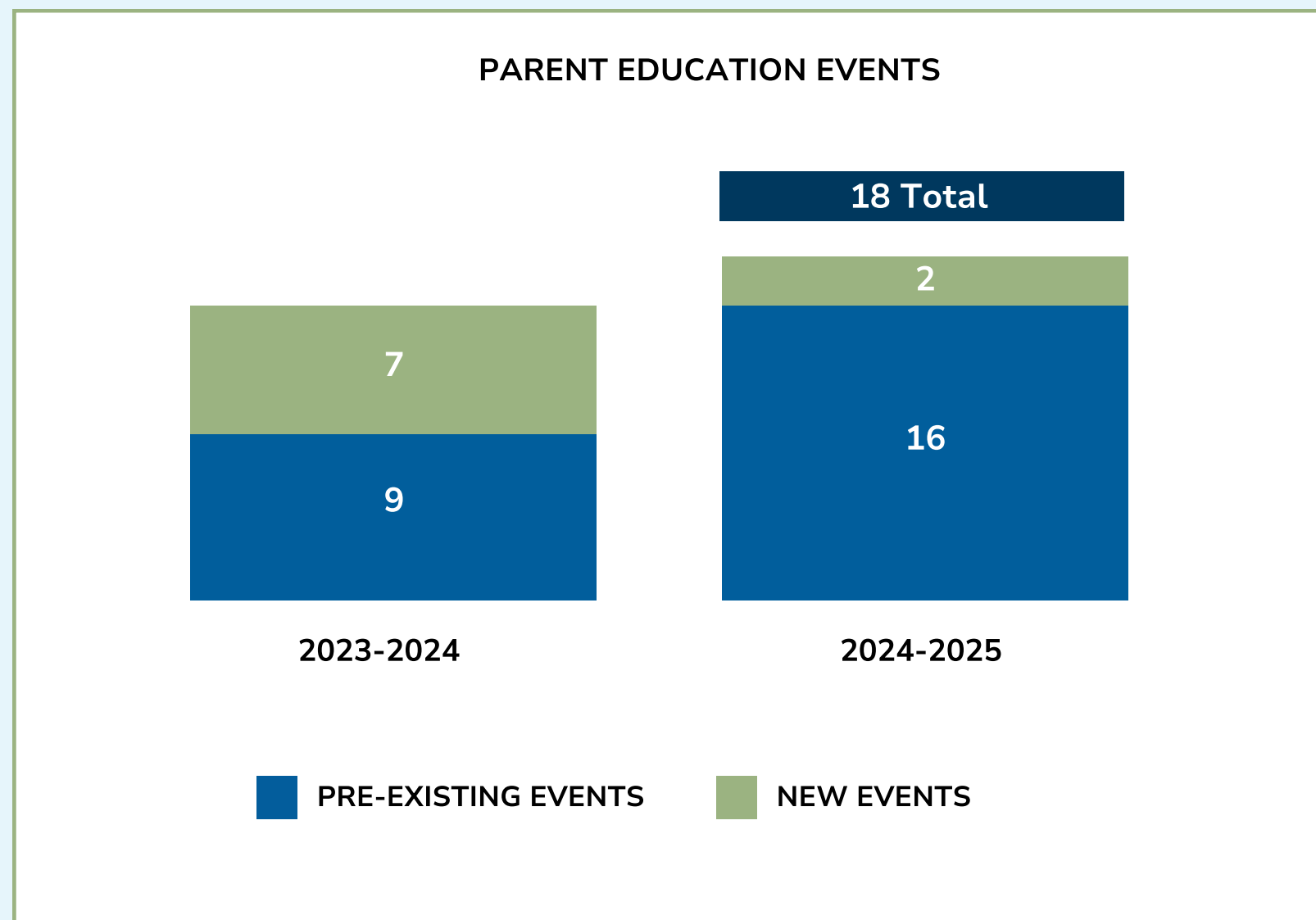
RETENTION RATES BY RE-ENROLLMENT DEADLINE



- Added a Director of Early Childhood, who is also an AML Primary trainer, to the administration team.
- Conducted targeted enrollment marketing geared towards Montessori entry levels.
- Launched our redesigned website summer 2024, which better aligns with our mission and audience needs.

Enhance Montessori Excellence

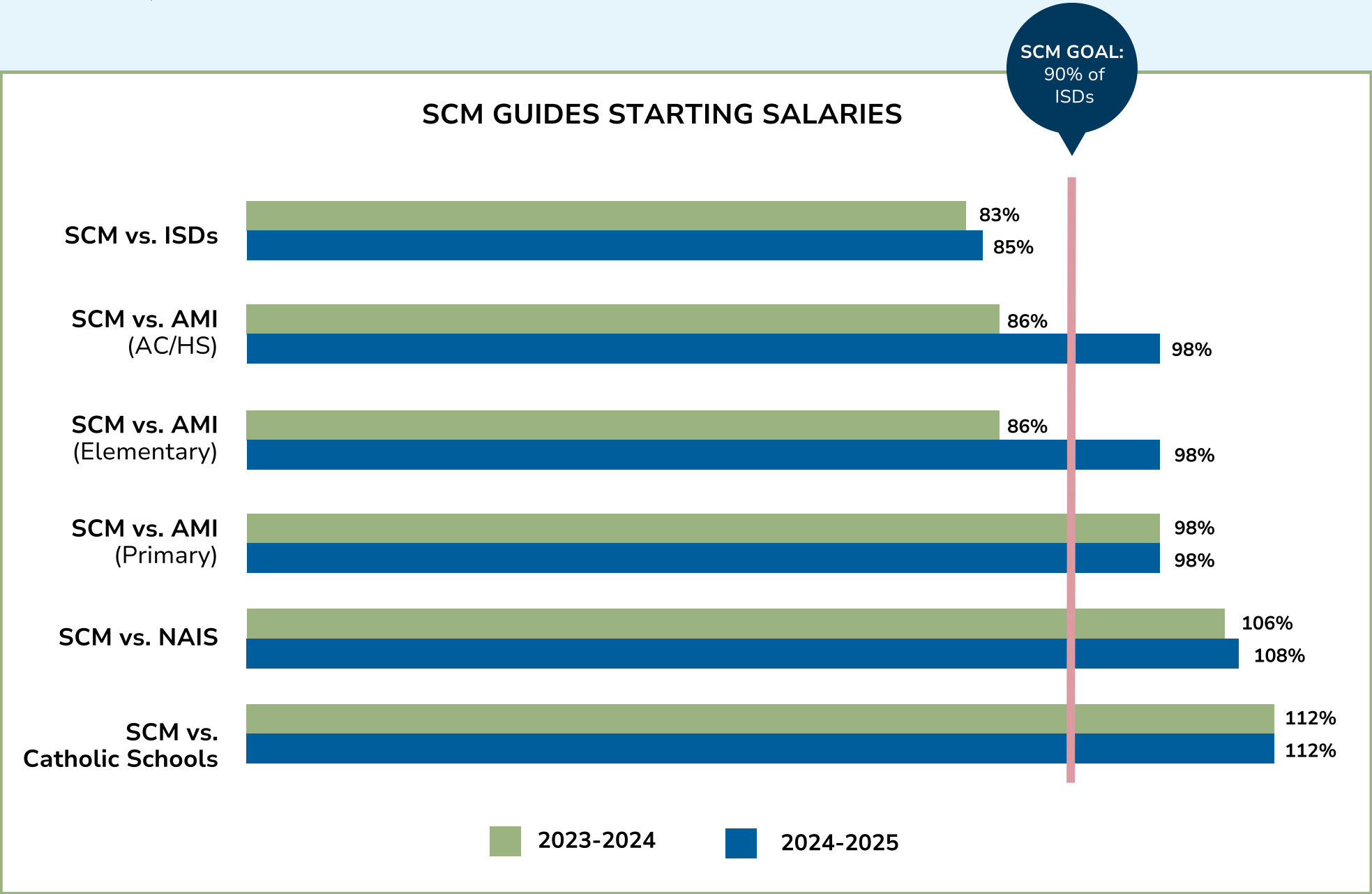
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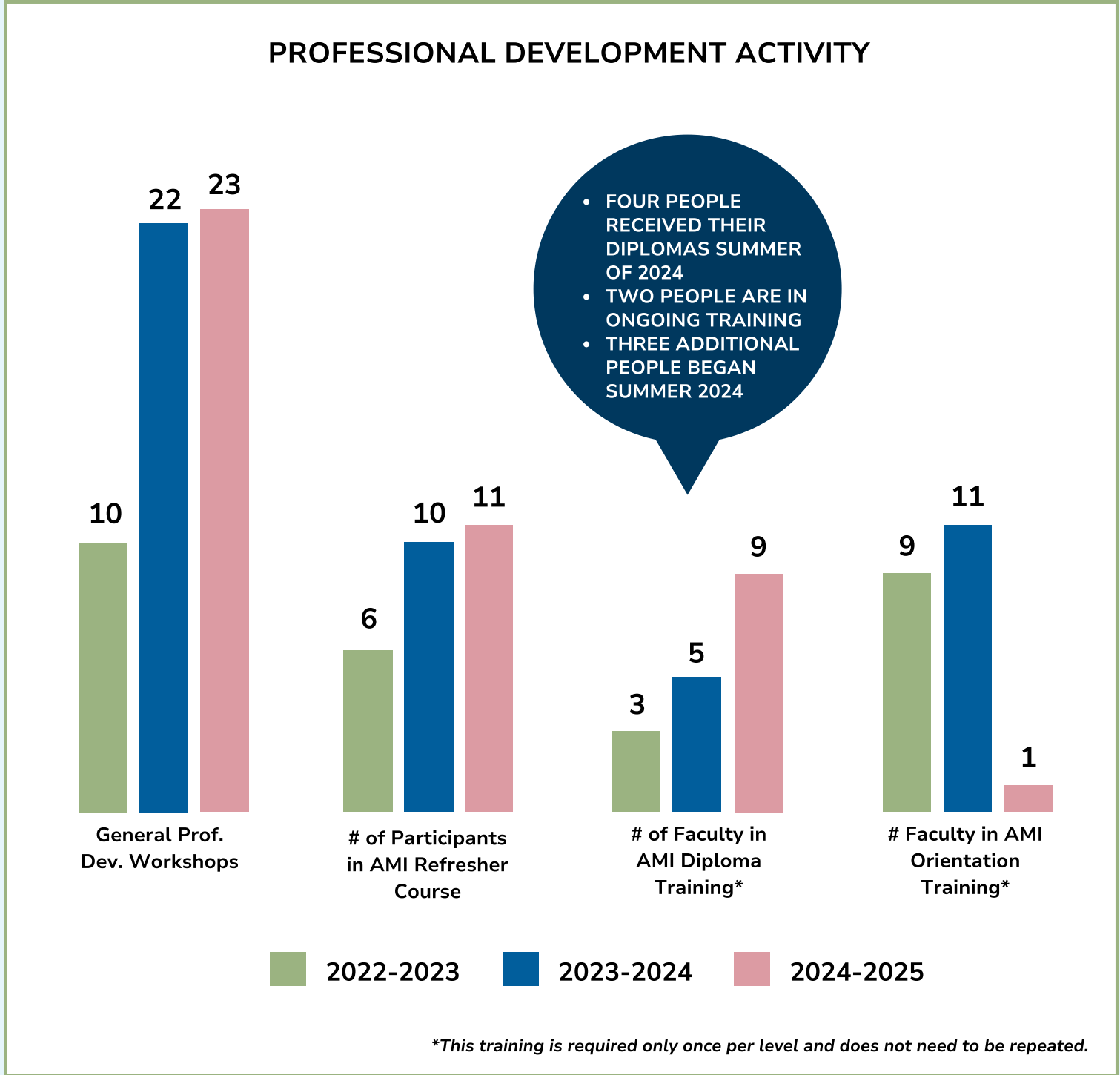
- Added to the Parent/Student Handbook a request that families attend at least one parent education event per 3-year cycle.
- Invited trained AMI professionals in each level to speak to prospective parents during open house events.
- Partnered with Montessori Sports to equip our coaches with knowledge, skills, and practical tools to integrate AMI Montessori principles into sports across all planes of development.

Enhance Montessori Excellence

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

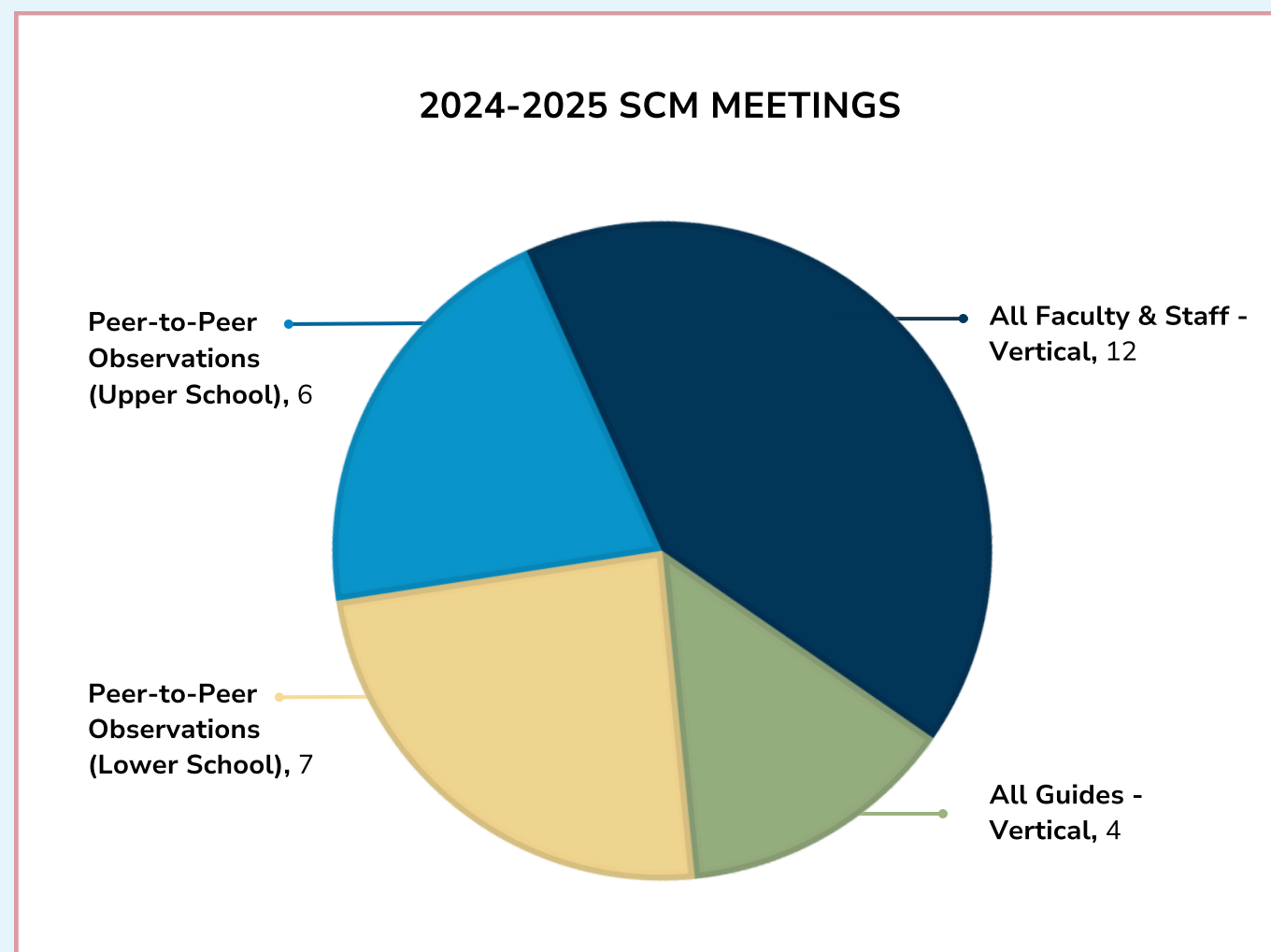


95%
Faculty retention for 2024-2025



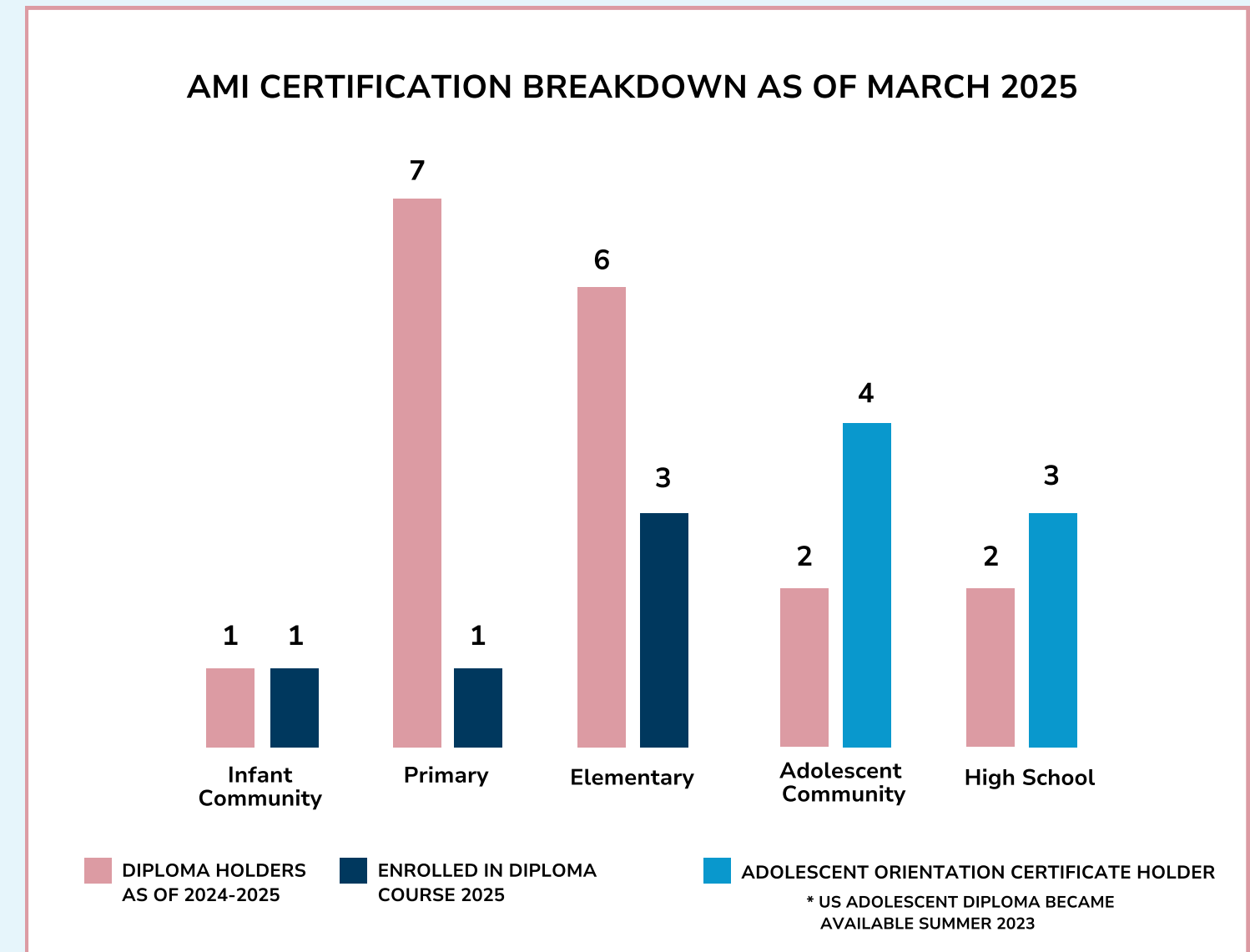
Enhance Montessori Excellence

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



- Peer observations provide guide-to-guide support as needed when evaluating student work.
- Horizontal meetings consistently held throughout the year.

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



- Received approval from AMI/USA to conduct Primary orientation courses beginning summer 2025. Will be offered through Montessori Institute of North Texas (MINT), but taught on our main campus by our Director of Early Childhood

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 hosting four Dominican Study Group sessions for parents.
- We hosted our first-ever Vocation Panel, open to all families.

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

- Upper Elementary students visited the Dominican Sisters of Mary Immaculate Province Convent.
- Adolescent Community 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 the classroom, projects, and lessons.

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

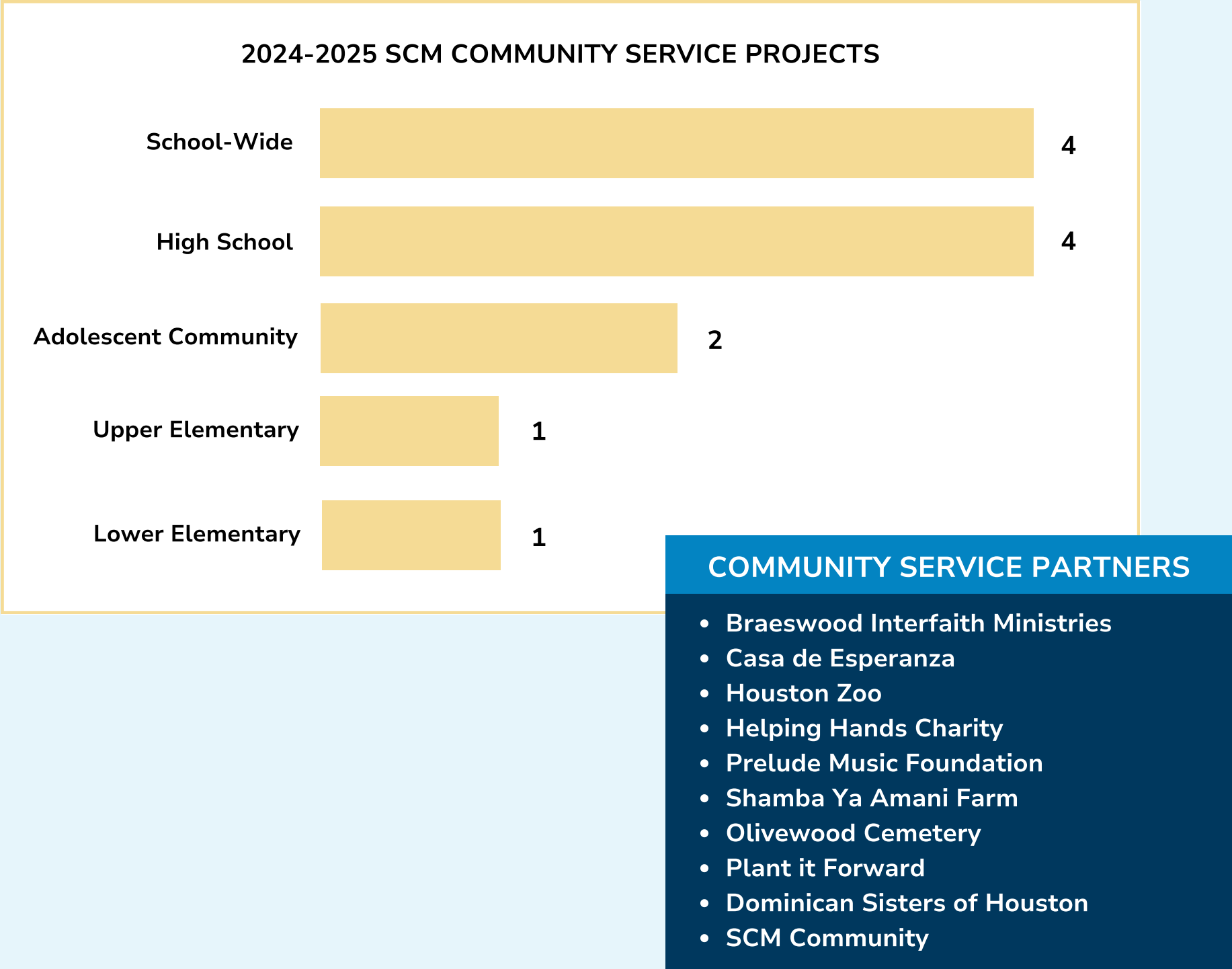
- Hosted twelve sessions on Dominican Charism for faculty and staff.
- Joined the Dominican Educator Learning Community (DELC) within the Dominican Veritas Ministries in 2025. As a school founded by Dominican Sisters, becoming a member provides St. Catherine's with the benefit of continued alignment with our founding values, ensuring access to resources, support, and a strong connection to the broader Dominican educational community.

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

- Hosted six student and parent environmental educational events.
- Introduced goats to help manage invasive weeds that were threatening native plant species in our prairie marsh. To engage the community, we hosted a prairie workday, and a goat meet-and-greet. Together, these events welcomed over 100 attendees who learned about environmental stewardship, conservation, and the important role grazing animals can play in ecosystem management.
- Sponsored an educational composting event to learn about composting and how to implement composting procedures on campus.
- Hosted three garden workdays.

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.

- EVENTS ATTENDED BY SCM ALUMNI AND ALUMNI FAMILIES
- PSO Fall Fest
 - Christmas Concert
 - Sociables, including one party hosted by alumni parents
 - Campus Expansion Workshops with Kirksey Architecture
 - January Upper School Luncheon
 - Parent Education Event: Parent Perspectives on Choosing SCM High School
 - Steps for Students 5K Run/Walk
 - Adolescent Community Musical
 - Glitz & Glam Gala

Identified key events for targeted alumni and alumni family communications, beginning spring 2025. These include Fall Fest, Spring Fling, Commencement, Internship Mentor requests, Christmas Concert, Adolescent Community Musical, Masses, select Sociables events, and calls for Alumni Class Notes.

Strengthen Community Outreach and Partnerships

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

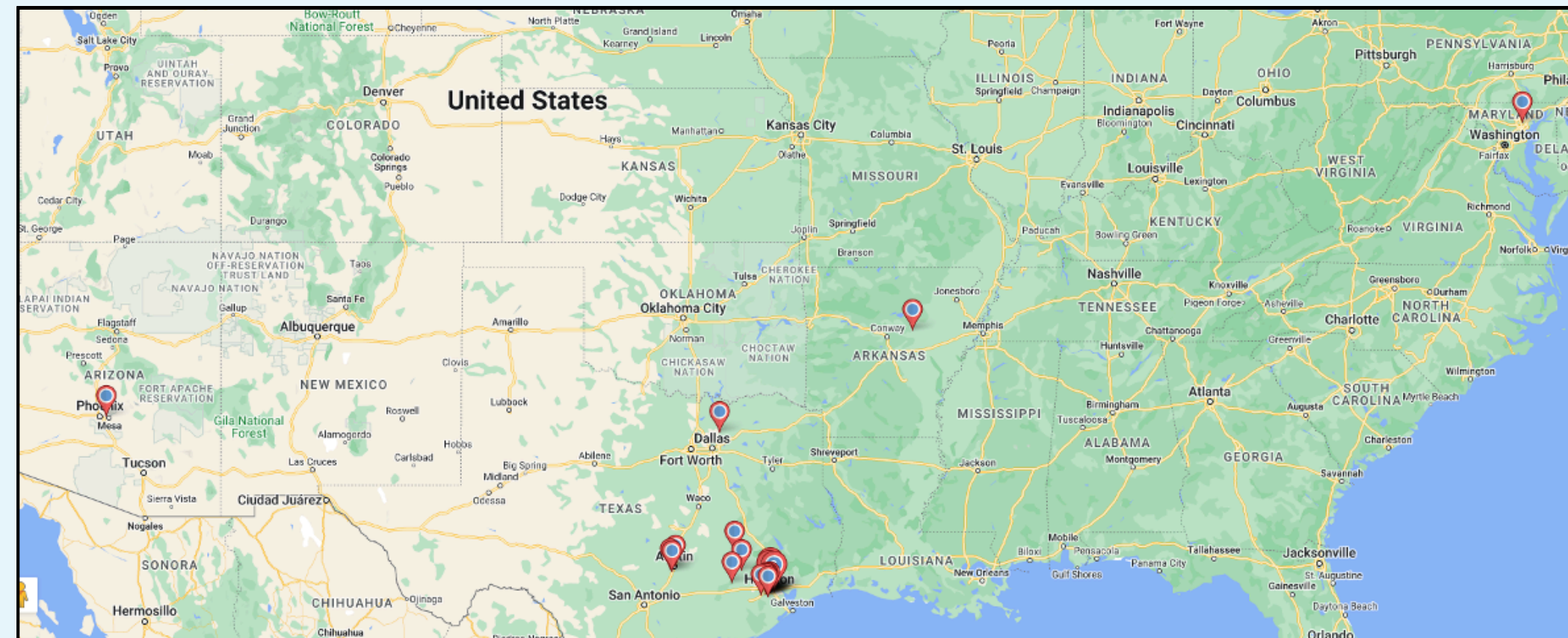
PARTNERSHIP ORGANIZATIONS

- Air Alliance Houston
- Animal Farm Center
- Arizona State University
- Blackwood Educational Land Institute
- Braes Interfaith Ministries
- Buffalo Bayou Partnership
- Casa de Esperanza
- Catholic Charities
- Dominican Family Integral Ecology Committee
- Dominican Family of Houston
- Dominican Sisters of Houston
- Dominican Sisters of Mary Immaculate Province
- EcoSchools U.S.
- Fearless Farmers
- Friends for Life
- Houston Food Bank
- Houston Zoo
- Lady Bird Johnson Wildflower Center
- Meals on Wheels
- Native Prairies Association of Texas
- Nature's Way Resources
- Organic Horticulture Benefits Alliance
- Plant It Forward
- Rent-A-Ruminant Texas
- Ronald McDonald House
- SCM Community
- Shearn Elementary
- Stella Link Animal Clinic
- Texas 4-H - Texas A&M AgriLife Extension Service
- Third Coast Clay
- The Beacon Homeless Shelter
- Toys for Texans
- Trees for Houston
- University of St. Thomas, Texas
- Urban Harvest
- Waiting Under the Willow Foundation
- Westbury Community Garden
- Willow Water Hole

INTERNSHIP PARTNERS

- Amtex Precision Fabrication
- Candace McCaddon Law
- Catholic Charities
- Datadude, Inc
- Colby Evans , MD
- Dr. Ericka Lawson
- Houston Independent School District
- Houston Methodist
- Mann Design
- Pearl Theater
- Raul Yzaguirre Schools for Success
- SCM Staff
- Service Smart Professional Autocare
- Sheila Hall - Graphic Design
- Space Telescope Science Institute
- Tejano Center for Community Concerns
- Vernonville Asset Management
- What's In The Box? Bakery

Currently, SCM has a total of **54 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 adolescent programs.
- Continued Upper School visits (UE visiting AC; and AC visiting HS).
- Continued Upper School luncheons to create engagement between AC and HS students.
- During the admissions process, included an overview of the significance and structure of the Montessori approach in adolescent plane.

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

- Faculty completed three AMI Montessori Diploma Courses in the adolescent plane.
- Hired one additional guide to support the growth of the high school program. The new hire is AMI certified and holds an Adolescent Diploma.
- Continued efforts toward achieving the world's first-ever AMI Recognition for the Adolescent Program (ages 12–18), with official consultation visits expected to begin fall 2025.
- Two Upper School faculty members attended the 2025 AMI Refresher Course.

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

- Four HS students enrolled in dual-credit classes at Arizona State University.
- Invited experts and guests to speak about issues of interest to the adolescents, including immigration, the carceral system, comparative history, and environmental impacts of energy industries. The students also hosted and invited guests for an interfaith luncheon to share a meal and discussion.
- Offered internship opportunities for Upper School students in the areas of teaching, psychology, entrepreneurship, dermatology, astronomy, photography, law, real estate, medicine, classical piano, plumbing, bee farming, forensics, front end development, graphic design, interior design, baking, and veterinary medicine.

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

- Completion of Japhet Campus renovations expected spring 2025.
- Initiated programming plans for main campus expansion through a series of workshops with architects, faculty, students, staff, alumni, parents, and community members. Upper School students actively participated in their own dedicated programming workshop to contribute their voices to the future vision of the campus.
- Added a portable building to better accommodate the growing needs of the Adolescent Community.
- Designated a dedicated kitchen space to support the growing High School program.
- Added an Upper School Land Manager to the Adolescent Community faculty.

Steward Our Future

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

- Developed a capacity planning model that leverages historical data to forecast student enrollment for the next 3 to 5 years.
- Updated Facilities Financial Plan to include current operational needs.

Strategy: Provide broader access to an SCM education.

- In 2024-2025 (actuals), SCM's Tuition Assistance Program
 - Met 33% of the total financial need requested.
 - Increased overall awarded tuition assistance by 19%.
 - 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 39 of our current students.



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