

2024-2025 MdTL ANNUAL REPORT



Dear Montessori de Terra Linda Community,

The 2024–2025 school year was one of purposeful reflection and renewal at Montessori de Terra Linda. Coming on the heels of our unqualified seven-year CAIS accreditation, we found ourselves asking an important question: *How do we ensure that our mission clearly and confidently guides the next chapter of MdTL's growth?*



This question became the catalyst for our Mission Refresh, a thoughtful, inclusive process designed to articulate who we are, why we exist, and how we serve children and families in our rapidly changing world.

The inspiration for this work grew directly out of our accreditation experience. The CAIS self-study affirmed the strength of our Montessori pedagogy, our faculty, and our community, while also challenging us—as all excellent schools must be challenged—to be explicit about our purpose and intentional about our future. Rather than treating the mission as static language, we saw an opportunity to ensure that it truly reflects the lived experience of our students and the values we hold most dear.

The Mission Refresh was led collaboratively and deliberately. Trustees, faculty, administrators, and community stakeholders all played meaningful roles, offering perspective, history, and aspiration. Through facilitated conversations with our partners, Mission + Data, reflection sessions, and careful drafting, we examined what distinguishes MdTL, what has remained steadfast over time, and what must be held with clarity as we look ahead. This was not a branding exercise; it was a values-driven process grounded in Montessori principles and our responsibility as stewards of the school.

MdTL Mission Statement

Rooted in empathy and purpose, we nurture kind, confident learners who develop independence within a deeply connected community.

For me personally, the process was both affirming and illuminating. Working closely with this community, listening deeply to faculty describe their practice, to parents articulating their hopes for their children, and to trustees reflecting on long-term stewardship, reinforced just how aligned we are in our beliefs about childhood, learning, and human development. I was reminded that MdTL's strength lies not in being flashy or expansive, but in being deeply intentional, relational, and authentic.

Our refreshed mission captures our strengths beautifully. It speaks to our unwavering commitment to Montessori education, to the dignity and potential of every child, and to the importance of nurturing capable, compassionate, and curious learners. It reflects a school that honors childhood, values connection, and prepares students not simply for the next academic step, but for thoughtful participation in the world.

Importantly, this renewed mission is not an endpoint; it is a foundation. In the coming year, it will serve as the guiding framework for our strategic planning process, helping us make wise decisions about program development, institutional priorities, and long-term sustainability. Whether we are considering programs, enrollment, facilities, or community engagement, the mission will anchor our work and ensure coherence between our values and our actions.

As always, none of this work happens in isolation. I am deeply grateful to our faculty for their professionalism and care, to our trustees for their leadership and governance, and to our families and donors for the trust and partnership you extend to MdTL each year. Your investment of time, resources, and belief makes this kind of reflective and forward-thinking work possible.

Thank you for being part of a community that is willing to pause, reflect, and move forward with intention. I am excited for what lies ahead and confident that, guided by our refreshed mission, Montessori de Terra Linda is well-positioned for our next chapter.

With gratitude,

A handwritten signature in black ink, appearing to read "Jaye Flynn", written in a cursive style.

Jaye Flynn
Head of School
Montessori de Terra Linda

2024-2025 ANNUAL FUND

Thank you to our families, faculty, staff, board of trustees, alumni families, grandparents, matching gift companies, and community supporters for helping us raise \$153,641 in our 2024-2025 MdTL Annual Fund!



- Laurin Abramson*+
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- Zarrin Atkins*
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*Faculty & Staff
 +Alumni Families

Matching Gifts
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2025 MdTL Together

Thank you to everyone who attended and supported 2025 MdTL Together—your generous participation helped raise over \$160,000 for MdTL!



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Meredith Gendron
Jordan Miller
Sabrina Nazem
Lilly Manno

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Maggie Coin
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ACUPUNCTURE + BEAUTY + WELLNESS

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Fund-a-Need: Literacy Without Limits 2.0

Our 2025 Fund-a-Need raised \$75,050 in gifts and pledges to expand our library collection, enhance our Learning Support, bolster our focus on literacy early intervention, and increase professional development to enhance faculty literacy teaching skills. Our Montessori foundation, enhanced by structured literacy approaches, provides the ideal framework for developing strong, confident readers who love learning.

2025 Fund-a-Need Donors

Brian Arellanes & Nina Do Arellanes
Zarrin Atkins
Parth Banker & Jharna Bhatt
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Ross & Nicole Waitman
Blake Walsh & Nathaniel Henry
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Jimmy & Caitlin Wu
Justin Yau & Ahnee Min-Yau
Jamie & Jennifer Young Perlman

Fund-a-Need Matching Gifts

Baird Foundation
Google LLC (2)
Pacific Gas & Electric Company
Verisk Analytics

MdTL Read-a-Thon

We celebrated the opening of the MdTL Library with a Read-a-Thon for all students, Pre-Primary through Elementary. Thank you to the many current parents and extended family members who supported our ambitious readers!



MdTL Read-a-Thon Donors

Jim & Mara Adams
Mo & Nun Alioto
Adrine Antonian & Richard Hodges
Gilda Antonian
Flor Austerlitz
James & Emily Bae
Spencer Baldwin
Khale Negin
Chris & Lyss Banaugh
Shahram Baradran
Les & Anita Barrow
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Coleby Bunnell
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Jane Carey
Juliet Carey & Aunt Barbie
Suzie Carey & Dennis, William & Louis
Karin Carr, Ama & Sheilah
Alma Casullas
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Tina & Phu Chen
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Charles Clemons
Allie Evans
Jake & Maggie Coin
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Tom Louderback
Catherine Loudis
Art Lustgarten
Cyndi & Ron Maddalena
Nick Maddalena

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**THANK
YOU!**

Yearbook Editor

Mark Neely

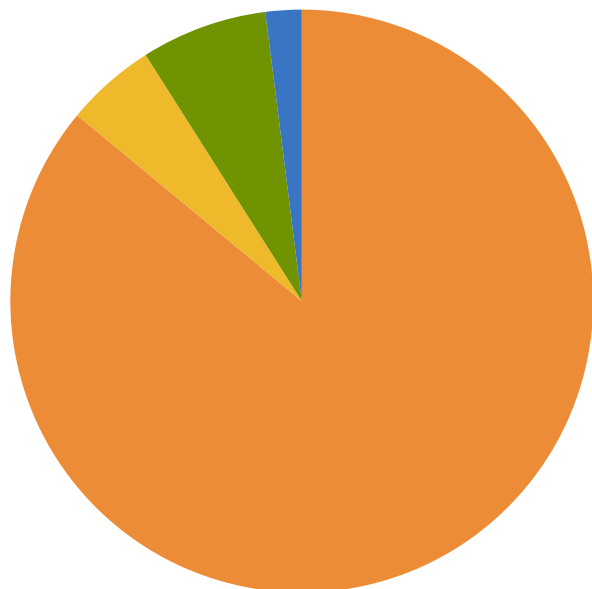
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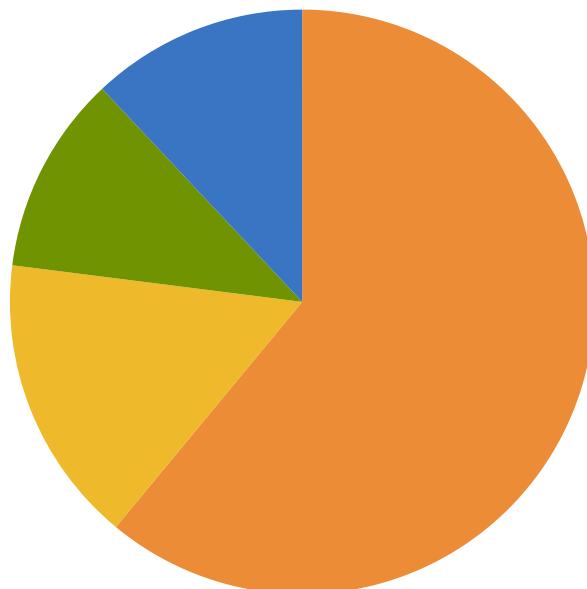
Financials

As of June 30, 2025

Revenue



Expenses



| | | |
|------------------------|--------------------|-----|
| 2024-25 Tuition & Fees | \$3,824,690 | 79% |
| Fundraising | \$693,767 | 14% |
| Special Programs | \$256,074 | 5% |
| Other Revenue | \$92,909 | 2% |
| Total Revenue | \$4,867,440 | |

| | | |
|--------------------------|--------------------|-----|
| Salaries & Benefits | \$2,671,816 | 62% |
| Facilities & Occupancy | \$686,588 | 16% |
| Tuition Assistance | \$547,971 | 13% |
| General & Administrative | \$410,124 | 10% |
| Total Expenses | \$4,316,499 | |

- Financials include depreciation

Restricted Gifts: \$63,773

| | # of Donors | Amount Raised |
|---|-------------|---------------|
| Fund-a-Need: Literacy Without Limits | 57 | \$60,900 |
| Kira & Bradley Haas Elementary Science Program | 1 | \$1,250 |
| Upper Elementary Fundraisers | Many! | \$1,623 |