Nurture the child. Empower the student. Unleash the potential.

Goal 1: Ensure Continuity of OGMS Leadership
- Hire new Head of School
- Ensure effective communication to all community constituencies regarding HOS search process and hire
- Ensure smooth HOS transition
- Develop, support, strengthen and empower new HOS

It is crucial for the school to hire a new HOS that will be guided by the Vision and Mission of Oak Grove. This individual will, through careful hiring and excellent orientation and development, maintain and nurture the very precious culture of our school. Ongoing evaluation and development for the HOS will ensure the support and care needed for a lengthy and successful tenure.

Goal 2: Strengthen Board Function and Effectiveness
- Develop capacity of the Committee on Trustees
- Ensure continuity and smooth transition in Board leadership
- Improve Board meeting efficiency and effectiveness
- Strengthen Board composition, expertise, and engagement
- Monitor the Strategic Plan and use as a guide for decision making
- Ensure efficiency and effectiveness of Board committees
- Develop, support, strengthen and empower new HOS

A well-functioning Board of Trustees (BOT) leads its institution towards a sustainable future. To accomplish this, it must be driven by the vision and mission of the institution and remain strategic. With such a weighty responsibility, the leadership of the BOT must be thoughtfully and strategically cultivated and elected to ensure strong, competent and knowledgeable leadership. So too must each Trustee understand the extent and limits of his/her role in preserving and promoting the mission of the school. The Committee on Trustees (COT) as the keeper of the health of the Board, oversees Board function, drives recruitment, orientation and Board development and preserves the engagement of trustees.

The Board will develop a strategic Plan based on the vision and mission of the school, ensure its ongoing relevance and use it as a guiding star for its work.

The Head of School is the BOT's only employee and the operational leader of the school. The HOS guides and informs the BOT on school matter relevant to the Boards work. The Board in turn guides and supports the HOS.

Goal 3: Maintain the Integrity of Montessori Principles and Practice at OGMS
- Hire, train and retain excellent Montessori teachers
- Hire, train and retain excellent Montessori support staff
- Ensure adequate teacher benefits to promote retention
- Maintain leadership that supports Montessori philosophy and practice
- Ensure adequate resources to implement authentic Montessori experience
- Educate parents on Montessori principles and practice and its application to parenting to enhance understanding and commitment to Montessori
Montessori is our mission, the core of what we do. It directs all activities in service of the child. To fulfill our mission and serve our children optimally, we must be vigilant in adhering to the highest ideals in Montessori philosophy and practice.

Goal 4: **Strengthen Engagement in our Internal and External Communities**
- Strengthen parent/teacher relationships to enhance parent trust, understanding and comfort in their OGMS experience
- Enhance parents understanding of and connection with OGMS and its mission
- Strengthen parent involvement in school activities to promote ownership of and commitment to OGMS
- Increase OGMS visibility and impact in the external community
- Track parent engagement to inform operational and BOT plans

A vital element of Montessori philosophy and practice is the community in which the child grows, learns and thrives. The child’s community expands as he develops, offering exposure to ever-greater challenges, and complexity. This experience prepares him for the largest community of all, the world he will enter on maturity.

So, it behooves us to offer the child a well populated richly diverse, and positive community that is passionate, engaged and committed. The members of this community support each other and the school. This provides a model for the child of the community they can create for themselves as they enter the world. This community enriches the child’s experience with optimally enrolled classes. Optimally enrolled classrooms are dynamic with many options for work partners, friends and classmates that stay through repeating 3 years cycles. These students with longevity become models and mentors optimizing their Montessori experience under the direction of an excellent Montessori teacher.

An engaged community supports optimally enrolled classrooms which translates to financial resources that supports retention of excellent teachers, well trained staff and well-equipped classrooms. It is only through an engaged community that we can fulfill the Oak Grove mission to “Nurture the child. Empower the student. Unleash the potential.”

Goal 5: **Grow Capacity to Secure the Financial Sustainability of OGMS**
- Optimize retention within and between levels
- Build enrollment
- Strengthen OGMS's ability to implement an effective and sustainable advancement program
- Maximize alternative revenue sources for OGMS

To fulfill the mission of Oak Grove, we must have enough resources to carry out the mission. Oak Grove’s main source of revenue is from enrollment. Enrollment is only as strong as our ability to retain currently enrolled students. Retention is critical for the optimal Montessori experience for the student and critical to maintain healthy enrollment.

Adding additional programming allows us to be responsive to parents and increase our income to support our mission.

Oak Grove endeavors to be as accessible as possible by keeping tuition as low as possible. We rely on the generosity of our supporters to bridge the gap between our enrollment revenue and the actual cost of fulfilling our mission.