



Strategic Plan

2020-2024



Learning: Thinking globally and acting locally.



Thinking in Action

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Message from the Chair of the BGMS Board

I, along with the Board am delighted to present the School's Strategic Plan for 2020-2024.

Our strategic plan builds on the hard work completed by previous Boards and the 2017-2019 plan.

While 2017 to 2019 were primarily concerned with recovery and resetting after the turmoil of Roe 8, 2020 to 2024 promises to be one of consolidation and improvement for the Board and the school.

Having achieved our strategic aims of maximising retention, securing adjacent land and delivering excellent educational outcomes, the school is in the enviable and exciting position of being able to capitalise on strong student numbers, a stable administration and teaching staff... and extra space!

By the end of this five year period, the Board sees a school that has settled comfortably into its expanded physical footprint, with facilities that allow for dedicated science, technology and creative endeavours.

We see a school that has grown only a little in terms of student numbers (thus reaching the Board-identified optimum), but greatly in terms of educational delivery, community engagement, diversity and inclusivity.

As the largest Montessori school in WA, we see a school that is setting the example for other Montessori (and Independent) schools to follow.

We see a continuation of committed and engaged parents and staff working to provide the best possible education and childhood experience to our children.

The Board will continue its work behind the scenes guiding, evaluating, taking feedback and delivering on our vision, values and strategic principals.

You (whether a parent or guardian) are as much a part of the school's colourful landscape as the teachers and students and I encourage you to join in and help us in this next chapter of Blue Gum Montessori's journey.

Alex Brownbill
Chair of the Board

Child Safety Acknowledgement

We have a responsibility to understand the importance and the role we play, both individually and collectively to ensure the wellbeing and safety of all children at Blue Gum Montessori School.



Introductory Message from the Principal

Learning is at the forefront of what we do at Blue Gum Montessori School.

In consultation with our community, we are now in a position to formally communicate the School's Strategic Plan. This Strategic Plan leads us into a future with a focus on thinking both locally and acting globally. Our International Montessori curriculum provides students with the necessary keys to a love of learning.

A Montessori education is steeped in tradition which is insightfully adapted for the modern world.

Blue Gum Montessori School is recognised for its high achievements across a holistic curriculum. We celebrate the literacies, science and the arts with a focus on keeping the student healthy in mind and body.

We are delighted to share this Strategic Plan as testament to our ongoing commitment to student learning at BGMS.

Dr Maree G Matthews
Principal

About Us

Blue Gum Montessori School (BGMS) was established by passionate parents in 1983. It is an independent and non-denominational school situated on the edge of the wetlands in Bibra Lake, Perth.

The School is committed to educating the children as citizens of the 21st Century. Implementing the Montessori Method of Education, the School offers a prepared Montessori learning environment that fosters the children's innate desire to learn and encourages the development of their independence. The activities and materials are scaffolded in complexity to meet the natural phases of child development providing opportunities for critical thought and problem solving. The ages of the children in each class span a three year period, Infant Toddler Community (0-3), Junior Primary (3-6), Middle Primary (6-9), Upper Primary (9-12), providing many possibilities for the development of social skills and self awareness. Peer coaching and collaborative learning is encouraged and supported in a strong culture of positive education. This framework, together with various academic skills, provides a firm foundation for the children to be motivated individuals and to be able to develop to their full potential.

BGMS is registered with the Western Australian Department of Education Services and is fully compliant with its requirements. Our unique Montessori curriculum enhances and expands on the government required outcomes.

The School is a member of the Montessori Australia Foundation and the Foundation's Quality Assurance Program which it recently received a 5 star rating.

What does a BGMS education look like?

At BGMS we get personal! We want to know how your child learns and how we can best nurture their growth and development. We invite you to work in partnership with us.

Infant Toddler Community

Learning through play for children aged 1-3 years.

An opportunity for children under the age of three, who are walking, to 'explore and discover' in the company of other children and adults.



Junior Primary

Our school has five Junior Primary classes – Melaleuca, Jarrah, Wattle, Tuart and Mallee. Recognising that children are curious, enthusiastic and eager to learn, these classes are equipped with materials to provide stimulation and challenges.

The classes have a flexible structure which allows the pre-primary children to develop at their own pace. The 'birthday ring' is an example of a structured activity in a Junior Primary Montessori classroom.

Middle Primary

Montessori Primary Education is a natural progression from the 3-6 pre-primary experience, and changes with the needs of the child as they enter the second and third stages of development, which is the development of their intellect.

The curriculum is a holistic curriculum; it presents a unique 'big picture', stimulating the child's imagination and demonstrating the interconnectedness of different areas of study. In the 6-9 cycle the curriculum is a mixture of explicit instruction and an opportunity for self construction. We have five Middle Primary classes - Wandoo, Karri, Lilly Pilly, Tingle and Eucalyptus.



Upper Primary

In Upper Primary, 9-12 years old, the children build on and extend their knowledge and skills they began with their parents, continued to build in the 3-6 cycle, and added depth to in the 6-9 cycle. This cycle is one of consolidation, similar to the 3-6 cycle.

As the children approach the age of nine, they are beginning to move away from concrete to abstract learning. Their experiences and thoughts begin to connect. Numeracy and literacy activities continue to be pursued for consolidation purposes and are strongly linked to the research projects.

At this age, ethics and justice are prime focuses and issues relating to these often form the basis of their projects as students explore their place within society, their rights and their responsibilities.

Extra Curricular Programs

BGMS offers a number of Before and After School Clubs and a range of outside of hours programs which are available to parents 48 weeks of the year. The purpose of these programs is to extend student learning, assist working parents, and help children to socialise.



Learning in Nature



Achievements and Celebrations

Blue Gum Montessori School prides itself on the achievements in personal learning journeys of its students.



2020-2024

Our commitment to the BGMS community of learners, is to uphold the Vision, Mission and Values that need our engagement.

Strategic Pillars

The work of the BGMS Board and educational staff are centred on these five pillars:

1. Governance, Business and Finance
2. Site and Size
3. Community and Culture
4. Learning and Community
5. Staffing and Work Environment



Pillar 1: Governance, Business and Finance

Statement of Intent

BGMS engages strategic intent to be sustainable and secure its future. It is committed to support investment in facilities and resources to optimise student learning.

Strategic Aims

- 1.1** Maximise affordability for families.
- 1.2** Actively seek out new funding and revenue sources.
- 1.3** Maintain robust decisions through reviews, analysis and evaluation.
- 1.4** Embed risk management into governance process and procedures.
- 1.5** Maintain Board capacity and succession plan to provide long term continuity and stability.



Pillar 2: Site and Size

Statement of Intent

BGMS will continue to consolidate its healthy enrolment to meet the demand. Class configuration and size is determined by Board Policy within a number of variables. E.g. Legislation, Philosophy and Operation.

Strategic Aims

- 2.1** Maximise retention across every year group.
- 2.2** Secure adjacent land and develop facilities to support future enrolment, programs and innovation.
- 2.3** To explore a Montessori Adolescence Program in proximity to our current campus.



Pillar 3: Community and Culture

Statement of Intent

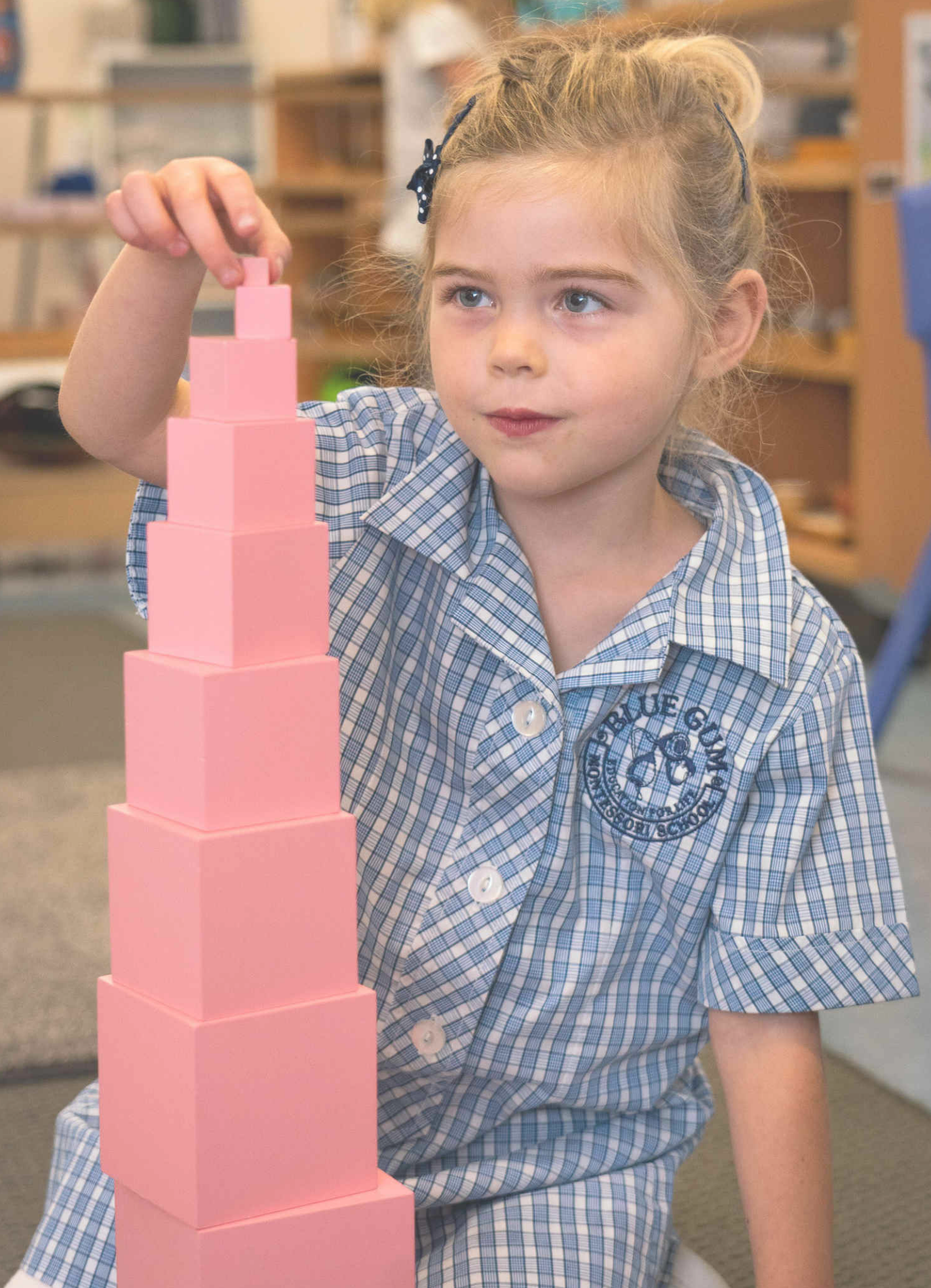
BGMS community continues to welcome students and their families from across the world. The school provides a sense of belonging for all members of the community.

Strategic Aims

- 3.1** Develop a vibrant, active community for families, staff and Board Directors united and guided by our school values.
- 3.2** Engage the community to ensure communication between all parties in our community is effective and inclusive.
- 3.3** Leverage the rich cultural diversity of our families through opportunities to learn and share experiences.
- 3.4** Think globally and act locally.



Absorbent Learning



Pillar 4: Learning and Community

Statement of Intent

We provide a comprehensive and challenging Montessori curriculum that is aligned to the Australian Curriculum, government legislation and serves to meet student personal learning needs.

Strategic Aims

- 4.1** Develop extracurricular and out-of-school-hours programs to support the extended learning needs of the school community.
- 4.2** Integrate digital literacy across the school to prepare our students appropriately for the modern world.
- 4.3** Engage parents in the learning process.
- 4.4** Deliver programs in STEAM (Science, Technology, Engineering, the Arts and Mathematics.)
- 4.5** To develop awareness and appreciation of Blue Gum as part of an international Montessori learning community.
- 4.6** Develop a pedagogically robust eLearning Campus that enables flexible learning and teaching opportunities for students, the parent community and teachers.

Pillar 5: Staffing and Work Environment

Statement of Intent

We recognise the quality educational outcomes are key to personal learning journeys. Excellent and highly motivated staff are a key to student learning. Enhancing the prepared learning environments ensures smoother operations and output.

Strategic Aims

- 5.1** Ensure continuity of key roles and responsibilities to ensure an harmonious work place.
- 5.2** Promote diversity in recruitment to ensure the school continues to enrich the learning program.
- 5.3** Enhance our attraction, retention and professional development of staff.
- 5.4** Improve the physical work environment to support the effective operation of the school.
- 5.5** Recruit the highest quality Montessori trained staff and specialists available.
- 5.6** Ensure and support the wellbeing, happiness and safety of all staff.





BLUE GUM

Montessori School

Strategic Plan 2020-2024

Vision

To be a leading Independent School that develops confident, independent, community-minded children, inspired to a life-long love of learning.

Mission Statement

To provide an excellent Montessori Education that enables the development of every child to reach their full potential.

Values

At BGMS we value:

Self-Awareness

We promote a sense of self. Encourage pursuit of passion and respect for others.

Educational Excellence

Provide an excellent Montessori Education within today's society. Support the students' individuality, and natural phases of development to optimise their potential.

Health and Safety

Ensure a safe and healthy learning environment for our students both mentally and physically. The wellbeing of all members of our school community is always a priority.

Diversity and Inclusion

We value and celebrate the diversity of people. Engaging respectfully and inclusively at all times.

The Environment

Appreciate the universe, nature and the connections between living things. Consider our impact on, and seek care for, our natural surroundings and educate others.

Community Life

Encourage active participation and a sense of belonging. Strive to understand and genuinely care about others. Contribute positively to our school and broader community.



BLUE GUM
Montessori School

Strategic Principles

The School must:

- remain financially sustainable;
- adhere to all regulatory requirements;
- maintain its duty of care to all members of the community;
- prioritise its Montessori identity and practice; and
- implement the School Master Plan to enhance students learning.

Pillars

Governance, Business and Finance

1.1 Maximise affordability for families.

1.2 Actively seek out new funding and revenue sources.

1.3 Maintain robust decisions through reviews, analysis and evaluation.

1.4 Embed risk management into governance process and procedures.

1.5 Maintain Board capacity and succession plan to provide long term continuity and stability.

Site and Size

2.1 Maximise retention across every year group.

2.2 Secure adjacent land and develop facilities to support future enrolment, programs and innovation.

2.3 To explore a Montessori Adolescence Program in proximity to our current campus.

Community and Culture

3.1 Develop a vibrant, active community for families, staff and Board Directors united and guided by our school values.

3.2 Engage the community to ensure communication between all parties in our community is effective and inclusive.

3.3 Leverage the rich cultural diversity of our families through opportunities to learn and share experiences.

3.4 Think globally and act locally.

Learning and Community

4.1 Develop extracurricular and out-of-school-hours programs to support the extended learning needs of the school community.

4.1 Integrate digital literacy across the school to prepare our students appropriately for the modern world.

4.3 Engage parents in the learning process.

4.4 Deliver programs in STEAM (Science, Technology, Engineering, the Arts and Mathematics.)

4.5 To develop awareness and appreciation of Blue Gum as part of an international Montessori learning community.

4.6 Develop a pedagogically robust eLearning Campus that enables flexible learning and teaching opportunities for students, the parent community and teachers.

Staffing and Work Environment

5.1 Ensure continuity of key roles and responsibilities to ensure an harmonious work place.

5.2 Promote diversity in recruitment to ensure the school continues to enrich the learning program.

5.3 Enhance our attraction, retention and professional development of staff.

5.4 Improve the physical work environment to support the effective operation of the school.

5.5 Recruit the highest quality Montessori trained staff and specialists available.

5.6 Ensure and support the wellbeing, happiness and safety of all staff.

Strategic Priorities

Learning: Thinking globally and acting locally.



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