Lexington Montessori School is currently operating under the guidance of a long-range plan created in 2004. We have attained many goals set out in that plan, but there are a number that are still in process, including the implementation of the school’s first ever capital campaign to raise money for an endowment.

While the plan was originally formulated as a five-year plan, the Executive Committee of the Board of Directors, together with the Administrative Team, proposed an addendum to the current long-range plan to capture strategic priorities over the next two years, and plan to create a new strategic planning document to be released in the Spring of 2011.

The goals laid out in this interim plan remain relevant and critical to the future of the school; diverting labor to engage in an intensive strategic planning process at this time does not seem wise. The results of the AISNE self-study in 2009-2010 will help to serve as a launching point for our new strategic planning process. The AISNE report will provide us with clear guidance about our strengths and areas for growth, and will provide a solid foundation for thinking about the next five to ten years of the school’s development.

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**June 2009**
- Interim long-range plan discussed by Board

**2009-2010**
- AISNE self-study and accreditation process completed
- Community wide survey
- Executive Committee and Administrative Team define process for Strategic planning as well as identify Planning leadership

**2010-2011**
- Board of Directors engages in strategic planning process, producing Plan by June 2011

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*LMS* INTERIM LONG RANGE PLAN 2009-2011*

* Derived from the LMS 2004-2009 Long Range Plan*
STRENGTHEN THE SCHOOL’S FINANCIAL POSITION

**Key Initiatives**

SUCCESSFULLY RAISE $2.2 MILLION FROM SEE OUR POTENTIAL, THE SCHOOL’S CURRENT CAPITAL CAMPAIGN:

- Create a general endowment for LMS
- Build community
- Educate about philanthropy
- Further develop Investment strategy

DEVELOP AND IMPLEMENT MISSION DRIVEN PLANS TO BRING ALTERNATIVE SOURCES OF REVENUE INTO THE SCHOOL:

- Expand and improve the summer camp offerings
- Explore other ideas generated by the Alternative Revenue Committee, including external Spanish language program
- Review and consider enhancements to the Before and After School Program

ATTRACT AND RETAIN EXCELLENT, DIVERSE FACULTY & STAFF

**Key Initiatives**

MAINTAIN AND INCREASE FACULTY SALARIES:

- Consider benefits
- Consider equity within LMS

ENSURE ADEQUATE FACILITIES FOR THE SCHOOL

**Key Initiatives**

CREATE FACILITIES AND MAINTENANCE MASTER PLAN:

- Consider savings plan for periodic repairs and replacements
- Consider systematic calendar for repairs and replacements

FOSTER AN LMS COMMUNITY THAT IS PLURALISTIC, STRONG AND INCLUSIVE

**Key Initiatives**

INCREASE RECRUITMENT OF STUDENTS FROM NEARBY DIVERSE COMMUNITIES:

- Expand and monitor progress of Waltham recruitment strategies
- Monitor ongoing recruitment efforts of African American and Latino students

INCREASE FINANCIAL AID TO 20% OF TUITION REVENUE:

- Goal to be achieved over several years
- Monitor distribution to be in line with Diversity Goals

FLATTEN FINANCIAL “JUMPS” BETWEEN TUITION LEVELS

COMPLETE COMMUNITY-WIDE ASSESSMENT:

- Focus on inclusion including the sense of belonging and desire among adults to participate in the LMS community

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