

# 2025 Bluffview Strategic Planning Goals (DRAFT)

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## Focus Area 1: Montessori Fidelity

### Goal 1: Center Montessori Philosophy and Practices

- **Objective 1:** Provide comprehensive training and ongoing support for all classroom assistants.
- **Objective 2:** Foster vertical and horizontal alignment of Montessori practices across all levels.

### Goal 2: Enhance Prepared Environments

- **Objective 1:** Optimize and maintain prepared environments in all spaces throughout the school.

### Goal 3: Promote Academic Extensions and Independent Choice

- **Objective 1:** Expand opportunities for choice works and project-based learning.
  - **Objective 2:** Protect and optimize the Montessori Work Cycle.
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## Focus Area 2: Student Achievement

### Goal 4: Comprehensive Achievement and Civic Readiness (CACR)

- **Objective 1:** Implement and embed service learning projects across all grade levels.
- **Objective 2:** Enhance and align mathematics instruction and outcomes.

### Goal 5: Implement the READ Act Effectively

- **Objective 1:** Ensure school-wide understanding and implementation of the Local Literacy Plan.
- **Objective 2:** Integrate CORE learning principles into ELA (English Language Arts) alignment for the 2025-2026 school year.

### Goal 6: Address Diverse Student Needs

- **Objective 1:** Continue to develop targeted programming for gifted students.
  - **Objective 2:** Increase afterschool enrichment opportunities for all students.
  - **Objective 3:** Strengthen the implementation of MnMTSS (Minnesota Multi-Tiered System of Support).
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## **Focus Area 3: Community Engagement & Public Relations**

### **Goal 7: Articulate Bluffview's Unique Identity**

- **Objective 1:** Promulgate Bluffview's philosophical identity as a public Montessori charter school.
  - **Objective 2:** Develop and implement diverse exhibition opportunities for student work.
  - **Objective 3:** Create a "Portrait of a Bluffview Graduate."
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## **Focus Area 4: Staff Development & Support**

### **Goal 8: Strengthen Practices to Improve Staff Recruitment and Retention**

- **Objective 1:** Refine recruitment and hiring practices to attract high-quality candidates.
- **Objective 2:** Implement internal support strategies to improve staff retention.
- **Objective 3:** Reinforce the "Culture of Montessori" (as described in Focus Area 1) within staff culture.

### **Goal 9: Improve Staff Compensation and Benefits**

- **Objective 1:** Actively pursue a capital campaign for the endowment for the 2026-2027 school year.
  - **Objective 2:** Review and update current pay scales
  - **Objective 3:** Continue ongoing work with MACS (Minnesota Association of Charter Schools) and engage in legislative efforts to advocate for increased funding for charter school staff salaries.
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## **Focus Area 5: Facilities Enhancement**

### **Goal 10: Update Outdoor Spaces**

- **Objective 1:** Replace current play structures with modern, safe, and engaging equipment.
- **Objective 2:** Increase native landscaping and create natural barriers along fence lines.

### **Goal 11: Plan for a future Facilities Funding Campaign**

- **Objective 1:** Begin a comprehensive planning process for facilities improvements for the next strategic plan.