

# Montessori

AOTEAROA NEW ZEALAND



# MANZ Strategic Plan 2015-19

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## MANZ Vision:

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### ***Making Montessori Matter in Aotearoa New Zealand***

We envision Montessori education becoming a well-known, highly respected and informed choice in Aotearoa New Zealand.

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## MANZ Mission:

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### ***Montessori Makes the Difference***

Our mission is to support and influence our community to deliver excellent Montessori programmes that enable the holistic development of infants, children and adolescents.

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*This strategic plan was co-constructed by MANZ Council in consultation with members at the MANZ Open Forum in 2014.*

## Strategic Aim 1 : To engage MANZ early childhood centres and schools in Montessori focused inquiry enhancing the outcomes for all ākonga.

Strategic Goal	2015 action	2016 action	2017 action	2018 action	2019 action	Responsibilities	Resources	Desired SMARTER* Outcomes by end of 2019
<b>To build and sustain a reflective Montessori inquiry community</b>	Model for engagement promoted at 2015 conference.  MJ2Ex Online developed for launch at MANZ 2015 conference.  Information and support developed to enable MANZ member centres and schools to engage with the Montessori Journey to Excellence.	MJ2Ex Online is reviewed and improvements made to functionality.	Review engagement of MANZ members in the MJ2Ex community.  Needs of MJ2Ex community drives MANZ professional learning events.	Make any necessary changes to the MJ2Ex model and professional learning events.	Review engagement of MANZ members in the MJ2Ex community.	MANZ and MJ2Ex community.	Time and \$	The majority of MANZ centres and schools are recognised by MANZ as participating in the Montessori Journey to Excellence inquiry community by 2019.
	Montessori Journey to Excellence Pilot Research submitted to ECC Convention and published in a journal by end of 2015.	Evidence from MJ2Ex inquiries are regularly collated, presented and shared with the wider educational and parent community.	MJ2Ex evidence presented at least one educational conference annually.		To investigate the creation of a research publication for Montessori education in New Zealand.	MANZ and MJ2Ex community.	Time and \$	Evidence from MJ2Ex inquiries is regularly collated, presented and shared with the wider educational and parent community.
<b>To have more Montessori teachers engaged in leadership roles within MANZ and in the wider educational community.</b>	Engage and support teachers to work as peers within the MJ2Ex community.	Engage and support teachers to work as peers and to facilitate MJ2Ex cluster groups.  Engage and support teachers to share their learning from the MJ2Ex with their local Montessori community.	Engage and support teachers to contribute at MANZ conferences and to present at other education conferences.	Review leadership roles taken by MJ2Ex participants.		MANZ and MJ2Ex community.	Time and \$	A pool of local Montessori professionals exists that are confident and competent with sharing their knowledge and experience with Montessori professionals, parents and other educational audiences.
		Investigate staff retention statistics to find out more about current challenges of staff retention.	Investigate possible initiatives to support employers to retain Montessori qualified staff.	Consult with teachers and employers about how to support and retain leaders within the Montessori professional community.		MANZ and Montessori employers.	Time and \$	Montessori centres and schools retain Montessori qualified staff and provide support for the development of leaders within the Montessori professional community.

## Strategic Aim Two : To lead the development of a viable, sustainable and Montessori qualified workforce for MANZ centres and schools.

Strategic Goal	2015 action	2016 action	2017 action	2018 action	2019 action	Responsibilities	Resources	Desired SMARTER* Outcomes by end of 2019
<b>To build and sustain a Montessori qualified workforce</b>	The MJ2Ex quality indicator for qualifications is promoted to teachers, employers, parents, teacher education providers, relevant organisations.	Continue to promote the MJ2Ex quality indicator for qualifications to teachers, employers, parents and teacher education providers, relevant organisations.  Survey Montessori teacher education providers on how the MJ2Ex quality indicator is informing the ongoing review of their qualifications.	Montessori teacher education providers use the MJ2Ex indicator to review and strengthen existing qualifications, supported by MANZ if requested.		Review use of the MJ2Ex quality indicator for qualification by teachers, employers and teacher education providers.	MANZ, Montessori employers, teachers and Montessori teacher education providers.	Time and \$	To increase the number of lead teachers that hold Montessori qualifications that meet the MJ2Ex quality indicator for qualifications from 25% to 35% by 2019.
	Obtain and make available to members existing information on sponsorship, support and bonding from Montessori employers.	Annual opportunities for networking between Montessori teacher education providers and employers are offered.  Opportunities for Montessori employers and new graduates/teachers seeking sponsorship to connect face-to-face or online.	Promote real-life teacher and employer stories about teacher sponsorship to Montessori employers.	Review opportunities for networking between employers, graduates and teacher education providers.	Make any necessary changes to the networking opportunities between employers, graduates and teacher education providers.	MANZ and Montessori employers, new graduates, and teacher education providers.	Time	To increase the number of Montessori employers supporting teachers to gain Montessori training/ qualifications so the number of teachers that hold Montessori training/qualifications relevant to their position increases from 70 to 80% by 2019.
<b>To create and make visible Montessori career pathways</b>		Develop, define and promote Montessori qualification pathways with Montessori teacher education providers.	Investigate opportunities to develop a new post-graduate Montessori qualification for ece and primary.		Review use of the Montessori qualifications pathways by employers and teachers.	MANZ, Montessori teacher education providers, employers and teachers.	Time and \$	Clear qualification pathways for becoming a Montessori teacher that include existing and new Montessori qualifications in NZ and overseas are defined and promoted.
			To develop a variety of communications to promote Montessori teaching as a career.		Review impact of Montessori career communications.	MANZ community.	\$\$\$	To create and evaluate several initiatives to improve visibility at high schools and tertiary education providers of Montessori as a viable career.

### Strategic Aim Three : To grow the identity of Montessori within a New Zealand Aotearoa context.

Strategic Goal	2015 action	2016 action	2017 action	2018 action	2019 action	Responsibilities	Resources	Desired SMARTER* Outcomes by end of 2019
<b>To articulate links between Maori and Montessori pedagogy/kaupapa.</b>		Hold a hui with interested Montessori professionals to articulate connections and make this accessible to all MANZ school members.		Investigate building partnership relationships to grow bi-cultural perspectives within the Montessori community.		MANZ community.	Time and \$\$\$	Montessori professionals understand the connections between Montessori philosophy and Maori kaupapa and use this to improve outcomes for Maori children as evidenced by MJ2Ex inquiries.
<b>To claim and make visible the future focused and innovative approach of Montessori education.</b>		Develop a strategy for gathering baseline data on current perceptions of Montessori education and for re-evaluating these perceptions.		Make MJ2Ex evidence of innovation and future-focused approaches of Montessori education via web, publications and presentations.		MANZ and MANZ school members. MANZ and MJ2Ex community.	Time and \$\$	Montessori education in NZ is positioned as a future focused, innovative educational philosophy, known for its success in preparing children for the 21st century and has been referred to as such by at least three different media outlets and Government.

### Strategic Aim Four : To support the Montessori community to advocate on behalf of children (one child/whānau - one centre/school - one community - one town/city - one country).

Strategic Goal	2015 action	2016 action	2017 action	2018 action	2019 action	Responsibilities	Resources	Desired SMARTER* Outcomes by end of 2019
<b>To enable the Montessori professional community to develop a deep understanding of the social justice perspective of Montessori philosophy.</b>	Information from Educateurs sans Frontiers attended by MANZ in 2015 and other global actions are shared with the professional community.	MANZ 2016 conference theme is on social justice.	MANZ conference includes more opportunities to learn and share actions about social justice.			MANZ and MANZ school members.	Time and \$	The Montessori community has opportunities to develop their understanding of the social justice aspect of Montessori philosophy and how it can inform their actions on behalf of all children.
<b>To support the Montessori community to make visible local actions to advocate for children.</b>		Evidence of advocacy actions from entries to Dr Nicola Chisnall Memorial Award are shared with Montessori community.	Review Dr Nicola Chisnall Memorial Award.	Make any necessary changes to the award.		MANZ school members, teachers and employers.	Time	The Montessori community understands and can articulate how they advocate for children as evidenced by increasing number and range of entries to the annual Dr Nicola Chisnall Memorial Award.
<b>To make visible nationally the role of the Montessori community as advocates for children.</b>		Begin brainstorming at MANZ Open Forum possible national focus for social action.	A national focus selected by the MANZ community with promotion of strategies for involvement.	Actions begin nationally.	Review Montessori national social justice actions.	MANZ community, teachers and employers.	Time and \$	The majority of MANZ members are collectively engaged in a national action on a social justice issue.
			Social action 'stories' from the Dr Nicola Chisnall Award and MANZ national action are promoted nationally and internationally.			MANZ community.	Time	MANZ makes visible to the wider public the social justice actions being taken nationally by the Montessori community and gains media coverage nationally.

NB: SMARTER (Specific, Measured, Achievable, Relevant/Realistic, Timely, Evaluated, Reviewed).

Indicators can be selected or developed to guide the gathering of data, enabling MANZ to compare 'what is happening now' to 'what you want to happen in the future'.