



Chesapeake
Montessori School

STRATEGIC PLAN



DIVERSITY,
EQUITY &
INCLUSION

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Acknowledgements

STATEMENT FROM THE BOARD OF TRUSTEES

Supporting diversity, equity and inclusion remains a priority at Chesapeake Montessori School both at the school and in the community. Members of the board recognize and applaud the great work being accomplished by the DEI Task Force and the DEI Committee. The most recent example of their work was the creation of the Diversity, Equity & Inclusion Strategic Plan; this plan outlines goals and initiatives related to DEI at the school. The entire Board of Trustees reviewed the strategic plan and voted unanimously to support it, and we as members of the board and the CMS community look forward to implementing the important work outlined in this plan and to providing the support needed to ensure that the goals are reached.

Any successful strategic plan is built on a foundation of vision, commitment, and data. The vision statement, mission statement, and diversity statement of Chesapeake Montessori School inform our DEI strategic plan.

VISION

The vision of Chesapeake Montessori School is to be a responsible Montessori school. We honor our responsibility to respect the child and adolescent as we endeavor to understand and respond to their developmental needs. We honor our responsibility to provide effective, enriching, and engaging education through our commitment to Association Montessori Internationale (AMI) standards. This vision extends beyond our campuses as we honor our responsibilities to educate CMS community members, to support the Annapolis and surrounding communities, and to serve as a model of authentic Montessori education, providing a data point for the national education reform conversation.

MISSION

Chesapeake Montessori School guides children and adolescents in their development to become confident, respectful, kind, and independent individuals with well-developed powers of reasoning and a joy for learning. Using Montessori theory and practice of individualized learning in a whole-school community, we are committed to creating rich and healthy environments indoors and outdoors that provide intellectual, academic, social, and emotional preparation for life.

STATEMENT ON DIVERSITY, EQUITY & INCLUSION (DEI)

Black Lives Matter protests highlight systemic racism that exists in our society. Other systemic inequities stemming from national origin, color, religion, sex, sexual orientation, gender identity, gender expression, socioeconomics, age, and disability, and other statuses exist as well. These injustices are real, and they present real-life challenges for individuals, both in society-at-large and in our school's community.

We are committed to aligning our school's policies with the goal of confronting racism and other systemic injustices, inequities, and biases, in order to create an equitable environment for our students and our community. That goal is consistent with the Montessori principles of respect, peace, and justice. It is also aligned with our school's mission to guide children to become confident, respectful, kind, and independent individuals.

Accordingly, we acknowledge and value our community's diversity in all its forms. We consistently strive to ensure the inclusion of differing viewpoints, and aim to foster constructive dialogue and discourse on challenging topics. We pledge to foster the education of our community about racial bias, and bias in all its forms—both conscious and unconscious. We recognize that this type of work is difficult and ongoing.



DEI STRATEGIC PLAN GOALS

Our DEI Strategic Plan focuses on education, dialogue, relationship building, and accountability. These focus points are critical components in building a strong foundation of inclusion and belonging for the members of CMS.



CULTIVATE

a school culture that welcomes, engages, and embraces a broad spectrum of social, racial, ethnic, gender, cultural, and socioeconomic identities and physical and mental abilities.



CREATE

a safe space for sustained dialogue with tools to empower each community member.



NURTURE

inclusivity, dignity, and belonging for each person in our school community.



DESIGN

and support intentional Montessori environments that reflect global diversity and that are enriched by a variety of perspectives and experiences.



BUILD

relationships beyond CMS to both inform our work and influence broader social change.

GOALS & STRATEGIES

GOAL

Cultivate a school culture that welcomes, engages, and embraces a broad spectrum of social, racial, ethnic, gender, cultural, and socioeconomic identities and physical and mental abilities.

STRATEGIES

Increase the applicant pool and hiring yield for Montessori trained Black, Indigenous, and People of Color (BIPOC) teachers and assistants.

Create a committee of staff, trustees, and current parents to review and expand advertising, recruitment, and retention strategies to increase the diversity of the CMS student body.

Double the tuition assistance fund to better meet the financial need of more applicant families.



GOAL

Create a safe space for sustained dialogue with tools to empower each community member.

STRATEGIES

Design and plan the annual CMS calendar of events and gatherings to accommodate and celebrate the broad scope of human ability and identities within our community.

Solicit a volunteer group of parents and staff, with a school-supported budget, to design an annual program of events dedicated to learning about and celebrating global cultural diversity.

Create opportunities to discuss current events and personal experiences and how both impact individual community members and the community as a whole.

Use the Community Organization Meetings as a platform to offer adult education training in effective and inclusive communication skills.

Building from the CMS Code of Civility, establish and utilize guidelines and strategies for conflict resolution within the staff and parent community.





GOAL

Nurture inclusivity, dignity, and belonging for each person in our school community.

STRATEGIES

Determine funding to hire a new, or task a current, staff member to lead and manage DEI initiatives at CMS.

Review and revise school messaging, systems, policies, calendars, methods of communication, publications, and overall culture.

Make parent and staff training in DEI the focus of at least two Community Organization meetings each year.

Design opportunities to engage children and adults in honoring equity of voice to provide a platform where all may feel validated and valued.

Deliver accommodations to nurture a sense of belonging and ensure equitable access for all in the CMS community.

GOAL

Design and support intentional Montessori environments that reflect global diversity and that are enriched by a variety of perspectives and experiences.

STRATEGIES

Ensure respectful representation and diversity in all prepared environments and materials.

Develop and invest in caring adults who are trained and invested in anti-bias practices.

Guide students to build awareness, empathy, and the skills to identify injustice and act against prejudice and/or discriminatory actions.





GOAL

Build relationships beyond CMS to both inform our work and influence broader social change.

STRATEGIES

Build relationships and partnerships in the greater Annapolis area with organizations that serve the global majority and marginalized populations.

Partner with local Historically Black Colleges and Universities (HBCUs) to provide reciprocal education and training opportunities.

Meet quarterly with Montessori leadership to keep current with national and global initiatives regarding DEI.

