



**Urban Montessori**  
CHARTER SCHOOL

4551 Steele St. Oakland CA — 510-842-1181

## Proposal for Ongoing Growth and Development of Urban Montessori Charter School's Vision for the Future

In the 2022 - 2023 school year, Administration and the board co-created [six long term goals](#) related to current programming and future growth. The purpose of creating these vision-goals was to articulate what we hoped would be true for our organization if we are successful in all of our endeavors over the next 5 years.

Below is a brief update regarding our current progress towards these vision-goals and identified areas that require additional investment of time and resources to make progress.

### Where we are now

At Urban Montessori Charter School, we strive to be a model for Public Montessori programs across the nation. We seek to be recognized locally and nationally as an innovative school using reflective Montessori practices to support the local context of our students, families, and staff. To grow towards these goals we have created structures and staff positions to support this work including:

- Implementing a full coaching model where all staff members receive regular coaching and feedback.
- Regular ABAR work as a staff to examine our school practices centered in white supremacy and exploring ways to dismantle these practices
- Opening and operating our own Montessori training center, removing obstacles to upward mobility for our entry level staff that show a dedication to our model, our school, and our students, but who do not have the means to access training without this support.
- Implemented Universal TK more quickly than state expectations each year to support mixed age classrooms in our Primary program.

These actions and many more have greatly supported the work we do in classrooms and are being noticed by current and future families, outside consultants, and visitors from other schools.

In recent years, more and more public Montessori schools have become aware of our work and reached out to connect and collaborate with us. This work is part of what makes us special and what has made our programs a model for the Montessori community.

Our current staffing structure supports most of the work above with exception to the training center, and the first three [vision-goals](#) created in 2022 - 2023:



# Urban Montessori

## CHARTER SCHOOL

4551 Steele St. Oakland CA — 510-842-1181

(anti-biased, anti-racist)

- Our [Anti-Biased/Anti-Racist Commitment](#) and [Land Acknowledgement](#) are integrated into all the facets of our work with students, staff, and families.

(instruction)

- We have clear, compelling, rigorous whole child growth data that demonstrates all students are thriving.

(community)

- We are a community institution where all families, especially families of the global majority, feel connected, involved, and have access to resources

## In what ways do we need to invest our time and resources to continue growing towards our long-term goals?

In order to sustain our Teacher Training center and continue to grow as an organization towards meeting all of these [goals](#), we need to invest in the following tasks:

- **Goal:** *With a full complement of diverse students at every grade level with a healthy waitlist because we are a model Public Montessori program and we share our story broadly.* (public narrative/enrollment)
  - While universal TK has allowed us to have a full two year mixed age classroom, we are committed to finding a way to include 3 year olds in our primary program.
    - There are no elementary programs in California currently serving 3 year-olds in their TK/K programs. Creating a pathway for our Primary program to include the full three year age complement, PreK-3, TK and K, will require several partnerships with different organizations to access various state and federal public funding streams for PreK-3 students, work with our authorizers to create a lottery exemption for enrolled three year olds to automatically enroll in TK, work with Community Care Licensing and OUSD to make sure that our facilities are suitable for working with three year olds under CCL guidelines.
  - As a model school, we can expand through several avenues.
    - Open additional school sites using the UMCS model
    - Support district programs and other charter agencies to open programs within their networks
  - Additionally, there is a great need for advocacy leadership to lobby the legislature and CTC to recognize Montessori Teacher Credentials as State Credentials for *all* public and private Montessori schools across the state. While we have begun



# Urban Montessori

## CHARTER SCHOOL

4551 Steele St. Oakland CA — 510-842-1181

the work and mapped out the steps to achieve this from our work at the Montessori Public Policy Initiative conference this past fall, with current staff, it is not realistic to put the time in to make this possible.

- **Goal:** *Community of the global majority, with a commitment to Oakland students and families, have pathways to viable careers in public Montessori education that are typically denied to them through other avenues. (public teacher training center)*
  - In order for our Training Program to be sustainable beyond 2023 - 2024, we need staff who are dedicated to the program including
    - A Montessori Teacher Trainer
    - Administrative support for accreditation and future revenue generation.
      - Our current training program is run by staff members in existing positions dedicated to school-day operations (Montessori Coach and Assistant Head of School). These staff members currently dedicate summers and weekends to ensure that trainees receive a quality Montessori education that is relevant and supportive for our teachers at UMCS. The Program makes a conscious effort to remove unnecessary obstacles and to make the training more relevant to our teachers and student community.
  - We are committed to ensuring staff make a living wage. And it is clear that it is extremely challenging to pay a living wage in California through public dollars only. Our model is already an expensive model and to continue to follow through on this commitment we must put a greater emphasis on raising philanthropic dollars through grants and partnerships with organizations that have historically supported innovative Public Montessori programs.
    - Under our current staffing model we are able to support \$60-100k in family and grant fundraising per year.
    - An investment of additional staff capacity for fund development would pay for itself and support competitive wages for UMCS staff.
- **Goal:** *We have security in our facilities that allows us to continually invest in preparing all environments. (facilities)*
  - Having long term security in our facilities, whether through a long-term lease from OUSD, purchase of a facility, or private leasing, is fundamental to our success on ALL other goals.
    - Our students deserve safe and functioning facilities that support their learning. While our current facilities meet the legal requirements for public school students we strive to truly prepare our environment for student and staff success.



# Urban Montessori

## CHARTER SCHOOL

4551 Steele St. Oakland CA — 510-842-1181

- Facilities updates will need to be made to support 3 year olds in our programs
- In order to charge non-staff participants for our Montessori Teacher Training we need to negotiate adjustments to our current lease OR move our training program off campus.
- 
- Fund Development and Grant Writing
  - With the sunseting of Rogers Family Foundation UMCS will be without major grants on the horizon for the first time since opening in 2012. While we can and have operated our school day programs within publicly funded dollars, our students, staff, and public Montessori need and deserve more.
  - Our current Organizational footprint does not allow for extensive grant research and writing, or major fund development while maintaining a safe and effective school environment for students.



**Urban Montessori**  
CHARTER SCHOOL

4551 Steele St. Oakland CA — 510-842-1181

## Investment Proposal

To successfully build on the work we have accomplished over the past six years, and continue to push our organization forward, at the forefront of Public Montessori Institutions nationwide, we believe we must invest in the [vision-goals](#) we created in 2022 - 2023.

While this investment can be made in a variety of ways we believe adding the position of an Executive Director of Non-Profit Programs (EDNPP) to our organizational structure would support the majority of the work listed above. In addition to an EDNPP, we are hiring for a Montessori Teacher Trainer to lead our second Cohort of Teacher Residents in June 2024, which an EDNPP would supervise and support (and fundraise to cover cost for).

With these two added positions, the current administrative footprint would be able to focus on the day to day functioning of the school as well as staff and school development to take UMCS into its next phase of becoming a model program.

## Estimated Cost:

Montessori Teacher Trainer: \$40,000 - \$95,000 (cost depends on FTE, and contract vs. salaried employee status)

- Charging fees for Teacher Residents would cover a portion of these costs
  - Initially 30-50%
  - Long term 50-100%

Executive Director of Non Profit Projects: \$90,000 - \$185,000 (cost is estimated only and depends on FTE, and contract vs. salaried employee status)

- In addition to other job responsibilities, the EDNPP would be responsible for fundraising, grant writing, and creating other revenue streams to support the cost of the position, any other positions needed due to growth, and the greater organization's fiscal health.