



Maria Montessori Academy *Education For Life*

Annual Accessibility Status Report

Reporting Period: 2023–2026

Vision: *To create an inclusive, barrier-free environment where every student, staff member, and visitor can thrive through intentional design and empathetic policy.*

Summary

This year marked a significant turning point in our commitment to accessibility. We successfully moved from the planning phase into heavy implementation, completing structural upgrades to our physical campus and launching a comprehensive website redesign. By prioritizing sensory-friendly spaces and streamlining staff communication, we are fostering a culture where accessibility is integrated into the fabric of our school operations.

Priority #1: Physical and Sensory Environment

Focus: Enhancing safety, navigation, and physical access across the school grounds.

Objective	Key Actions Taken	Status
Outdoor Accessibility	Upgraded chip trails on the playing field; refreshed parking lot lines and crosswalks with high-visibility paint; improved pick-up/drop-off signage.	Completed
Indoor Accessibility	Upgraded interior/exterior doors for ease of use; installed new lighting and door windows to enhance hallway visibility and safety.	Completed



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Digital Environment	Conducted a full audit of the school website and executed a complete redesign to meet modern accessibility standards.	Completed
Facility Maintenance	Integrated annual accessibility audits into the maintenance schedule to ensure long-term sustainability.	Ongoing/Reviewed

Priority #2: Learning

Focus: Equipping staff and students with the tools and training necessary for inclusive education.

- **Sensory Innovation:** We have successfully completed the renovation of our **Sensory Room**. This space now features adaptive tools and calming areas designed to support neurodivergent students and those requiring sensory regulation.
- **Inclusive Education Cohort:** We are transitioning to a new cohort model for the 25/26 school year. This streamlines communication between classroom teachers, counsellors, and inclusive education specialists to ensure holistic student care.
- **Professional Development:** Staff have completed specialized training in **Accessible Technology**. Further modules focusing on emergency procedures and inclusive classroom practices are currently in development.

Priority #3: School Policies and Practices

Focus: Removing systemic barriers and improving the staff experience.

Staff Resources & Onboarding

- Launched a new **Staff Portal** in September 2025, centralizing policies, handbooks, and onboarding forms.
- Established a recurring cycle for accessibility training, ensuring new hires are aligned with our inclusive values from day one.



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HR & Workplace Flexibility

- **Medical Support:** We have updated our Employee Handbook to allow for the discretionary use of sick leave for routine medical or hospital appointments.
- **Transparency:** HR presentations now provide explicit clarity on benefits and coverage, ensuring all staff—including those with chronic conditions or disabilities—feel supported in managing their health.

Looking Ahead: 2025–2026 Goals

- **Continuous Improvement:** Continue the annual facility audit cycle to identify and address physical barriers before they impact the community.
- **Expanded Training:** Source and launch new professional development modules based on the Winter 2025 staff needs assessment.

Statement of Commitment:

Maria Montessori Academy remains dedicated to identifying, removing, and preventing barriers to accessibility. We believe that an accessible school is a better school for everyone.