

# Adult Practice Review™ (APR)

## An External, Montessori-Aligned Review Process for Adult Practice & Role Alignment

Offered by Montessori Makers Advisory

## What Is an Adult Practice Review™?

The **Adult Practice Review™ (APR)** is an external, objective process designed to support clarity, alignment, and professional growth for Montessori educators and leaders.

Grounded in Montessori principles and informed by organizational best practice, APRs offer schools a thoughtful alternative to internal appraisals — especially when neutrality, trust, and clear documentation matter.

This process centers adult practice with the same intentionality we expect for children.

## Why Schools Use External Reviews

Internal evaluations often carry unavoidable challenges:

- Leaders serve as both coach *and* supervisor
- Feedback becomes inconsistent or overly cautious
- Staff question objectivity
- Difficult conversations are delayed or avoided
- Documentation lacks clarity or defensibility

An Adult Practice Review™ introduces a neutral third party — reducing bias, increasing trust, and allowing feedback to land with clarity and care.

## What an APR Includes

Each review is customized to role and context, but typically includes:

- **Role & Context Review**  
Examination of responsibilities, expectations, and organizational setting
- **Document Review**  
Prior feedback, goals, evaluations, or relevant materials
- **Observation or Work Review** (*when applicable*)  
Classroom practice, leadership work, or professional artifacts
- **Structured Professional Interview**  
A reflective, strengths-based conversation grounded in Montessori values
- **Optional Leadership or Peer Input**  
Collected confidentially and intentionally
- **Written Synthesis Report**  
Including:
  - Strengths and assets
  - Growth areas
  - Role alignment insights
  - Clear, actionable next steps

Reports are designed to be human, clear, and useful — not performative.

## What APRs Are — and Are Not

**Adult Practice Reviews™ ARE:**

- Montessori-aligned
- Developmentally respectful
- Equity-aware
- Structured and transparent
- Growth-oriented
- Appropriate for guides, specialists, and leaders

**Adult Practice Reviews™ ARE NOT:**

- Punitive evaluations
- Surprise investigations
- Compliance checklists
- Replacements for coaching or mentorship
- Tools for public discipline or shaming

When separation or role change is necessary, APRs support humane, ethical, and well-documented decision-making.

## **Common Use Cases**

Schools engage APRs to:

- Clarify inconsistent performance concerns

- Support educators who feel misaligned or “stuck”
- Ground promotion or role-change decisions
- Strengthen adult culture and retention
- Reduce leadership burnout
- Navigate transitions or growth phases
- Create documentation that protects both staff and school

## How APRs Fit Within Montessori Mapping

Adult Practice Reviews™ are part of **Montessori Mapping** — a broader advisory framework focused on alignment between people, roles, systems, and purpose.

Insights from APRs often inform:

- Coaching and professional growth plans
- Role redesign or support structures
- Strategic planning and implementation
- Data-informed decision-making
- Long-term sustainability work

## Engagement & Scope

Adult Practice Reviews™ are offered as:

- Standalone engagements



- Bundled reviews for teams or departments
- Components of broader advisory partnerships

All engagements are customized based on role, scope, and context.

## **About Montessori Makers Advisory**

Montessori Makers Advisory partners with schools and organizations to strengthen adult culture, systems, and leadership through clarity-driven, justice-aligned work.

Our approach honors Montessori philosophy while meeting the real demands of contemporary schools.

### **Ready to Learn More?**

If your school is seeking a thoughtful, external approach to adult practice — one rooted in Montessori values and professional care — we invite you to begin the conversation.

**Schedule a Consultation**  
**[montessorimakers.org](https://montessorimakers.org)**