



## Strategic Plan

*“We, the family of St. Mary’s School, are committed to promoting Catholic values to God’s children through faith, Christ-centered worship, service and academic excellence.”*

Vision: St. Mary’s School aims to create a culture grounded in the Catholic faith and to promote academic excellence while staying viable through a strategic plan that includes a diversified financial plan, retention and recruitment of staff, students and volunteers and governance that allows for feedback and future planning.

### OBJECTIVES:

1. St. Mary’s School will continue to create a culture that is religious, academic, safe, caring and participatory
  - a. Strategies
    - i. Religious – The school will not hide from their Catholic faith. We will continue to find ways to incorporate religion into all areas of curriculum. We will have Mass, adoration, and other events connected to faith and connect our curriculum to the Catholic faith through “Disciples of Jesus.”
    - ii. Academic – We will continue to have a mix of traditional and student-centered programming, where computers and cursive meet. Staff will continue to evaluate assessment and research-based evidence and use that information to help students and themselves.
    - iii. Safe – St. Mary’s will continue to develop the safety of the physical building including safety drills and plans. In addition, we will have students feel safe to speak and act through our classroom teachers and student support services.
    - iv. Caring – St. Mary’s will continue to develop charity, retreat and service opportunities in all grades in addition to our existing ones.
    - v. Participatory – We look to continue to maintain and expand extracurricular activities which currently include track, football, volleyball, basketball, wrestling, cheerleading, cross country, forensics, academic team, choir, band, solo ensemble and drama club. Some of these activities are St. Mary’s only teams while others are consolidated with the public school. A goal is to continue our St. Mary’s only teams and continue to compete in local, NERR and Brains and Brawn competitions.
2. St. Mary’s School will adopt a model of governance and operations designed to foster growth and evangelization in our parish and school.
  - a. Strategies

- i. Engage a stronger relationship between school and community, increase efficiency and improve communication.
            1. Recommended tactics:
              - a. Community feedback with ongoing analysis of those avenues.
              - b. Simplify and streamline governance to be able to communicate more effectively.
  3. St. Mary's School will undertake a comprehensive approach to the recruitment, retention, and ongoing formation of students and staff.
    - a. Strategies:
      - i. Encourage and incentivize future Catholic staff and volunteers to work in St. Mary's School
        1. Recommended tactics:
          - a. Develop ways to bring new teachers into our Catholic Schools
            - i. Develop a database of St. Mary's alumni who are pursuing education
            - ii. Succession plan for all positions
          - b. Use quality veteran Catholic teachers to mentor future teachers (mentor plan)
          - c. Database of area public school teachers near retirement who may be interested in private school work
          - d. Recognition of staff
            - i. Staff appreciation, Christmas gifts, Diocesan award
          - e. Ability to express one's Catholic faith
          - f. Develop a strategy to establish a competitive wage
          - g. Provide support and wellness programs to help staff members (wellness plan)
      - ii. Continue to analyze enrollment trends at St. Mary's School
        1. Recommended tactics:
          - a. Annually review enrollment data of St. Mary's parishioners (enrollment plan)
          - b. Review of tours and non-parishioners who decide to enroll
        2. Encourage retention of students Recommended tactics:
          - a. Provide support and wellness programs to help students (wellness plan)
          - b. Exit review for those that decide to leave St. Mary's (exit interview)
4. St. Mary's School will develop plans to ensure continued viability
  - a. Strategy:
    - i. Focus on ways to develop necessary resources
      1. Recommended tactics:

- a. Technology – (Technology Plan) – We are currently meeting our technology needs regarding technology and instruction. However, maintenance of the current system will be challenging. Continue to develop financial opportunities to pay for this.
  - b. Equipment – Classrooms have some dated equipment. Develop a plan for replacement and upkeep. Analyze playground equipment.
  - c. Facilities – The school building is old and has several issues associated with electrical, heating, flooring, etc. Develop a plan for replacement and upkeep. Keep a current indoor environmental quality plan.
- ii. Develop a sustainable financial model with key sources of revenue.
    - 1. Recommended tactics:
      - a. Adopt investment for the current and future needs of the school (Budget)
        - i. This investment needs to be equitable and just
        - ii. A proper timeline investment will be enacted
        - iii. Develop a financial model that is diversified