



# Christ the King Catholic School

*education enlightened by faith*

---

## **FIVE-YEAR STRATEGIC PLAN**

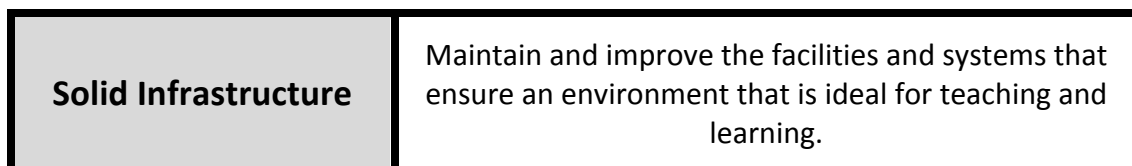
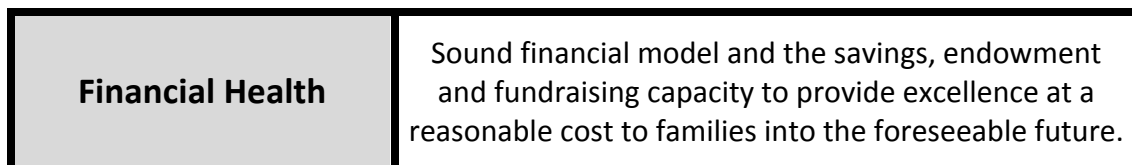
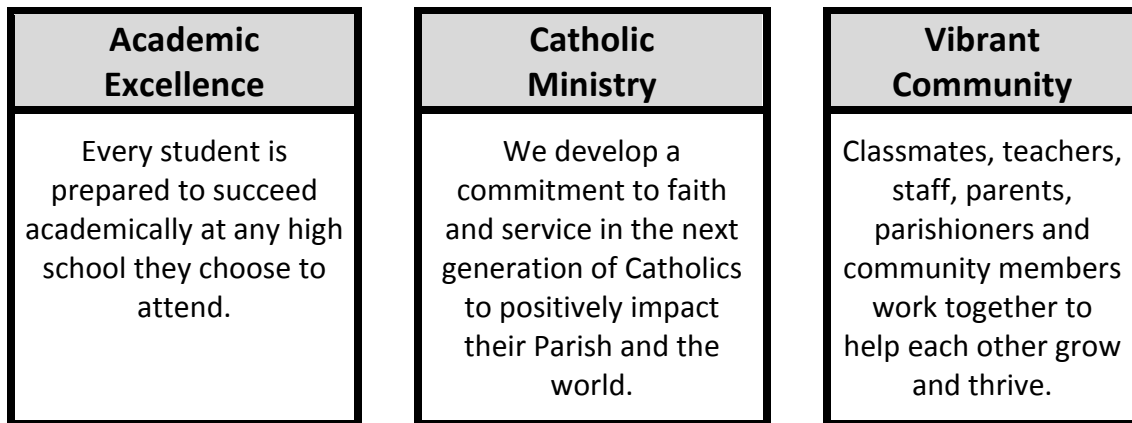
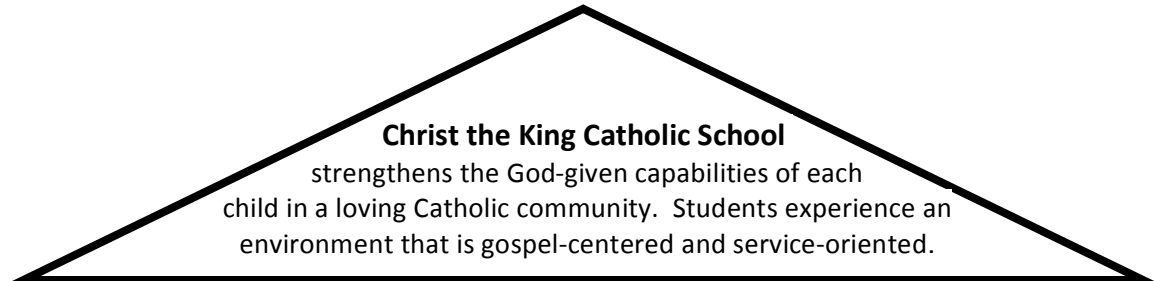
Beginning in the summer of 2013 the School Advisory Council met with a consultant several times per month during the 2013-2014 school year and worked on creating a shared vision and new strategic plan. These conversations focused on the school's mission statement, the current five-year plan, and feedback from staff, students, parents, and parishioners. The draft of the new strategic plan was completed in April 2014 and was shared with the broader school community for review and comments. The feedback gathered through this process assisted the School Advisory Council in creating the final version by the end of June 2014.

2013-2014 was the final school year of our current strategic plan, created during the 2007-2008 school year. This living document has been a critical tool in implementing the short-term and long-term goals our school has achieved over the past five years. The current five-year plan, which is available on the school's website, includes an operational timeline of seventy-five actions steps. The new strategic plan is broken down into five priority focus areas - Academic Excellence, Catholic Ministry, Vibrant Community, Financial Health, and Solid Infrastructure. Each of these priorities includes strategic goals. A visual representation of the new strategic plan is included in this week's FE and on the school's website.

The School Advisory Council created a parent survey tool to solicit feedback and comments. This information assisted the Council in prioritizing the goals and creating the operational plan. The operational plan includes a timeline for each goal, a system to collect and track data, and a process for sharing measurable results. The School Advisory Council will annually share that detailed operational plan for each priority focus area.

# Christ the King Catholic School

## Strategic Plan – Visual Framework



# Christ the King Catholic School

## Strategic Plan – Priority Focus Areas

### ACADEMIC EXCELLENCE

*Every student is prepared to succeed academically at any high school they choose to attend.*

#### Goals:

1. Graduates report that they were 'well prepared' for college prep high school curriculum and expectations.
2. Parents report that their graduates were 'well prepared' for college prep high school curriculum and expectations

#### Tracking:

1. Create data collection system for Graduates and Parents.
2. Measure year to year progress of students using aimsweb, standardized testing, and other appropriate tools.

#### Focus Areas for Operational Plans:

1. Challenging curriculum and instruction
  - a. Coordinated scope and sequence across all grade levels
  - b. Differentiated instructional methods matched to student needs
  - c. Up to date and effective use of technology
2. Highly effective teachers
  - a. Professional development for instructional practices
  - b. Development time to collaborate for cross grade coordination.
3. Leveraged connection to La Salle.
  - a. Spanish, advanced math and other curriculum
4. Track graduates' data at the Catholic high schools (La Salle, Central Catholic, etc)

#### Possible Ongoing Operational Supports:

1. Comparable pay scale, benefits for teachers.
2. Ongoing teacher evaluation with yearly professional development focus
3. Where appropriate, use volunteers experienced with education
4. Budgeting for professional development
5. Match personnel positions to student needs

#### Underlying Qualitative Goal:

*Students love to learn and will become life-long learners.*

## **CATHOLIC MINISTRY**

*We develop a commitment to faith and service in the next generation of Catholics to positively impact their Parish and the world. Students value and care for each other as modeled by the teachings of Jesus Christ.*

### **Goals:**

1. Students rate the school's focus on Catholic Identity as 'highly valuable' to their learning and development.
2. Parents rate the school's focus on Catholic Identity as 'highly valuable' to their learning and development.

### **Tracking:**

1. Create data collection system for students and parents

### **Focus Areas for Operational Plans:**

1. Religion curriculum and experience
  - a. Connects to real life of the students
  - b. Strong partnerships with Pastoral Team and Parish Office staff
  - c. Emphasize equity (welcoming, inclusive, equitable)
2. Service opportunities and activities
  - a. Meaningful service projects for students
  - b. Family Group service activities
  - c. Community involved service activities
3. Parent Education
  - a. Offering educational opportunities to school parents on Catholicism that match and support what students are learning and being exposed to at school
  - b. Advertise parish religious educational opportunities to school parents

### **Possible Ongoing Operational Supports:**

1. Students attend Mass during the school week, holy days, etc.
2. Daily prayer

### **Underlying Qualitative Goal:**

*Most parishioners think of the school as the largest ministry of their Church expanding Catholicism.*

## **VIBRANT COMMUNITY**

*Classmates, teachers, staff, parents, parishioners and community members work together to help each other grow and thrive.*

### **Goals:**

1. Families actively participate in Parish activities annually.
2. Parishioners participate in at least one school activity annually.
3. Staff feels supported by the school and parish community.

### **Tracking:**

1. Create a data collection system for family participation, parishioner participation, teachers feeling supported.

### **Focus Areas for Operational Plans:**

1. "One Family" - reciprocity between School and Parish
  - a. Messaging from pulpit
  - b. School-Parish joint activities
  - c. School-Parish joint goals and planning
  - d. Leverage the new Parish Center to this end
2. Parish participation in school activities
  - a. Volunteer
  - b. Participate in school activities (raffle, auction, etc.)
  - c. Parent Community Organization activities
3. School Families Participation in Parish Activities
  - a. Mass attendance
  - b. CYO
4. Community Connection Points.
  - a. Student work shown in local businesses
  - b. Curriculum nights
  - c. Community classroom visits (career options, etc.)
  - d. La Salle students volunteer to work with CTK students

### **Underlying Qualitative goal:**

*Most parishioners and school families think of themselves as "One Family".*

## **FINANCIAL HEALTH**

*The school has a sound financial model and the savings, endowment and fundraising capacity to provide excellence at a reasonable cost to families into the foreseeable future.*

### **Goals:**

1. Financial budgeting processes match best practices.
2. There is a clearly defined endowment purpose, fiscal goal and funding plan.
3. Fifty percentile or lower in tuition for comparable Catholic schools (minimize tuition increases).

### **Tracking:**

1. School financial software.
2. Create a data collection system as needed.

### **Focus Areas for Operational Plans:**

1. Financial budgeting processes match best practices.
  - a. Build in 5% cash flow in budget by 2017-2018
  - b. Current year fundraising is for the next fiscal years budget by 2018-2019.
2. Clearly Defined Endowment Purpose, Fiscal Goal and fundraising plan by 2015-2016
  - a. Committee completes this process by 2015-2016.
3. Fifty percentile or lower in tuition for comparable schools (minimize tuition increases).
4. Marketing to insure adequate enrollment.
5. New fundraising opportunities.
6. Decreasing costs and increasing efficiencies.
7. Partnering with parish to lower centrally managed service costs.
8. Partnering with parish to increase collections, which helps both the school and parish.

### **Underlying Qualitative goal:**

*None*

## **INFRASTRUCTURE**

*Maintain and improve the facilities and systems that ensure an environment that is ideal for teaching and learning.*

### **Goals:**

1. Pre-school space by 2018-2019.
2. Maintenance and replacement schedule by 2014-2015 with funding plan in place by 2016-2017.
3. Complete school renovation plan by 2015-2016.

### **Tracking:**

1. Project schedules (Gantt Charts).

### **Focus Areas for Operational Plans:**

1. Pre-school space.
  - a. Evaluate creative efforts to utilize and/or find new space. Including: Griffin Center, Parish Center?
  - b. Business plan for costs
  - c. Fundraising and seed money
2. Maintenance and replacement schedule
  - a. Framework on spreadsheet
  - b. Committee (talking to experts, head custodian, etc. )
  - c. Analyze and prioritize needs
  - d. Tie into operating budget
3. Complete school renovation plan
  - a. Stay on project schedule

### **Underlying Qualitative goal:**

*None*