

**St. Paul Catholic School**  
**Strategic Plan**  
**2016-2019**

**Presented to the Parish**  
**August 2016**



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# Introduction

Beginning in January 2016, the Steering Committee gathered input from stakeholders of St. Paul Catholic School including students, parents, staff, parishioners and the community. The feedback was reviewed with two key areas for improvement being identified.

- Community Collaboration
- Retention

With that in mind, a Development Committee was formed and utilized survey information to develop objectives, strategies and action plans to address the issues foremost on the minds of the stakeholders.

Numerous volunteers have spent untold hours developing the plans outlined in this document. Many of them will continue their involvement as the implementation and monitoring phases get underway. Those involved include:

## *Steering Committee*

Karen Browder	Cindy Mauman
Jackie Certain	Amanda McKinney
Richard Earnest	Kelly Scher
Mary Eckerle	Sherri Conover-Sharlow
Maria Esparza	Sherri Strickland
Terri Hutchinson	Sarah Summersett
Amie Mooney	Father Richard Weisenberger

## *Development Committee*

Victoria Bishop	Cindy Mauman
Karen Browder	Amanda McKinney
Michelle Bunker	Amie Mooney
Mary Eckerle	Nora Reynolds
Maria Esparza	Kelly Scher
Robert Giglio	Andrew Sprock
Melissa Hammond	Happi Stoffel
David Khalouf	

## ***Vision***

To be an academic community of Christian character which excels in giving our students a strong foundation for the future.

## ***Core Values***

**Universal** – Our community is open to all who share our values regardless of social, economic or religious background

**Academic Achievement** – We will provide an excellent, well-rounded education with an emphasis on helping each student reach his/her full academic potential.

**Christian Values** – We will pass on to our students our Catholic beliefs and responsibilities.

**Social Skills** – We believe in creating an environment where our students develop confidence and self-reliance.

**Positive Impact** – We are committed to setting a positive example of servant leadership in our greater community.

**Commitment** – We, as stakeholders, are committed to providing time, talent and treasure to achieve our vision.

## ***Mission Statement***

St. Paul Parish is committed to handing on the faith to its children, and toward that end, we shall provide our students with a Catholic education which is dedicated to preparing them academically and spiritually for life's challenges.

# Development: Community Collaboration & Retention

## Key issue statement

The need to retain current students and increase community awareness while continuing the value of the school’s educational excellence.

## Background

- The loss of students due to lack of extra-curricular activities, fear of transition beyond St. Paul, declining economy and declining/aging population.
- More parental involvement is needed.
- More guidance needs to be provided for new school families to help foster a relationship with them early.
- Parents do not seem to understand the value of their student continuing their education at St. Paul through all grades offered; Parents need to know students excel beyond St. Paul.
- Past efforts include billboards, radio ads, telephone book, as well as items maintained by St. Paul including a website, brochures, press releases, booths at community events, open houses.

## Objective 1

**Increase awareness of the school throughout the community by implementing three new events/programs.**

*Strategy 1: Actively collaborate with community organizations for programming and student opportunities.*

Action	Who is responsible	When
A. Invite clubs to talk with students (one per quarter)	Development Director; Principal	Fall 2016 then ongoing
B. Share opportunities for sports, arts, STEAM, etc. with school families via School Speak, school newsletters, etc. and have information on how to get involved available	Development Director, School Secretary; Teachers	Fall 2016 then ongoing
C. Partner with community organizations on programming/projects/events (JA in a Day, Help the Hopeful, Marion Public Library, YMCA, etc.)	Development Committee; Development Director; Principal	Ongoing

*Strategy 2: Implement Development Plan*

<b>Action</b>	<b>Who is responsible</b>	<b>When</b>
A. Update alumni mailing list/database	Development Director, Volunteers	Ongoing
B. Cultivate relationships with alumni	Development Committee, Development Director, Principal, Pastor, School Advisory Committee	Ongoing
C. Identify opportunities to advertise with key groups/markets	Development Director	Ongoing
D. Participate in community events as deemed applicable	Development Committee, Development Director, Principal, Volunteers, School Advisory Committee	Ongoing
E. Develop and share consistent “elevator” speech for school	Development Director, Principal	January 2017

**Objective 2**

**Increase the two-year average retention of students entering grades 3 through 6 by two percent as it applies to students remaining in Grant County.**

*Strategy 1: Reduce apprehension regarding transition of students after St. Paul to junior high and beyond.*

<b>Action</b>	<b>Who is responsible</b>	<b>When</b>
A. Invite alumni to talk with students	Development Director, Principal	Spring 2017
B. Invite parents of alumni to talk with current school parents	Development Director, Principal	Spring 2017
C. Develop a helpful hints page regarding moving beyond St. Paul	Development Committee, Development Director, Principal	Spring 2017
D. Make contact with each school family at least twice per year	Development Committee, Development Director, Principal, PTO, School Advisory Board	August 2016 then ongoing
E. Evolve Parent Ambassador program	Development Director, Principal (Development Committee input)	August 2016 then ongoing

- F. Hold open discussion sessions such as Pastries with the Principal twice per year      Development Director, Principal      Ongoing
- G. Begin Alumni Spotlight program      Development Director      August 2016

*Strategy 2: Actively seek out and offer opportunities for involvement in after school activities.*

<b>Action</b>	<b>Who is responsible</b>	<b>When</b>
A. Partner with community organizations on programming/projects/events (JA in a Day, Help the Hopeful, Marion Public Library, YMCA, etc.)	Development Committee, Development Director, Principal	Ongoing
B. Share opportunities for sports, arts, STEAM, etc. with school families via School Speak, school newsletters, etc. and have information on how to get involved available	Development Director, School Secretary, Teachers	Fall 2016 then ongoing
C. Offer extra-curricular options such as clubs, tutoring, sports	Development Director, Principal	Ongoing
D. Utilize the new volunteer policy to identify and offer programming opportunities	Development Director, Principal, Development Committee, School Advisory Committee	Fall 2016 then ongoing

## **Monitoring**

Effective planning documents utilize a monitoring process throughout the life of the plan. The purpose of monitoring is to ensure that action steps are progressing as planned, modified if necessary and are completed.

The Steering Committee has been asked to continue to act as the monitoring body. Those accepting this task will meet quarterly beginning September 26, 2016.