

SECONDARY EDUCATION ARCHDIOCESE OF ST. LOUIS

STRATEGIC PLANNING

DRAFT: UPDATED SEPTEMBER 2019

ACTION STEPS

Alignment with National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools is noted by ***bold italicized*** notations.

MISSION & CATHOLIC IDENTITY:

1. Address the status of religious education in the schools:
 - (a) Curriculum, **2.1, 2.2**
 - (b) Personnel, **2.3**
 - (c) Training/Preparation **2.3**
2. Assess the status of the campus ministry programs in the schools. **3.1, 3.2, 3.3**
3. Review current practices related to adult faith formation inclusive of both leadership and faculty/staff. **4.1, 4.5**
4. Develop collaborative plans for an Opening Convocation in August 2020 for all involved in Catholic education and formation (TBD) throughout the Archdiocese. **4.1, 4.5**

GOVERNANCE AND LEADERSHIP:

1. Assess strategic planning (**6.6**) stages in each school in order to provide assistance for meeting goals or for commencing a new planning cycle inclusive of:
 - (a) Catholic Identity, **1.1, 1.2**
 - (b) Finances, **10.1, 10.8**

- (c) Technology, **12.3**
 - (d) Enrollment Management, **13.2**
 - (e) Advancement, **13.3**
 - (f) Facilities/Infrastructure, **12.1**
 - (g) Curriculum, **7.1**
2. Review school handbooks for adherence to recognized policy and procedures. **5.2**
 3. Design governing/advisory board development programs relevant to issues related to both Archdiocesan and Private Catholic high schools. **5.6**
 4. Design leadership development pathways to identify and form future teacher-leaders and administrators as part of creating archdiocesan-wide capacity. **6.3**
 5. Encourage cross-archdiocesan collaboration through piloting the creation of specific affinity groups (i.e. department chairs, service program directors, deans of students, science teachers, etc...) **6.4**

ACADEMIC EXCELLENCE:

1. Assess and address the “state of the curriculum” in each school, inclusive of specific curricular development goals for all the schools. **7.1**
2. Review and assist with the goals and objectives of professional development plans for each school. **7.9, 7.10**
3. Assist with accreditation planning and outcomes specific to each school. **5.1, 5.6, 6.2, 6.4, 6.6**
4. Initiate planning for future implementation of Professional Learning Communities at each school to further enhance teacher practice and raise student achievement. **7.7**
5. Provide requested student/school data to administrators and teachers for informed decision-making. **6.5, 8.1**
6. Assess current evaluation protocols for faculty and staff. **7.2, 7.9, 8.1, 11.2**
7. Organize discussions related to meeting the needs of students in ever-changing profiles of student body populations. **7.6**
8. Assess support systems for the growing number of students with social/emotional needs. **7.6, 8.2, 9.2**

OPERATIONAL VITALITY:

1. Develop position descriptions for the roles of President and Principal which provide standard responsibilities as well as expectations due to the nature of a specific school and goal-setting for evaluation. **11.2**
2. Review and address the current faculty salary scale. **11.3**
3. Examine current process, and associated programs/events, for families applying to one of the Archdiocesan or Private Catholic high schools and recommend any changes for 20/21 academic year. **13.1**
4. Determine and initiate strategies for succession planning throughout the Archdiocese. **11.2**
5. Commence school Sustainability Analysis and Planning for future decision-making. **10.8**