

Aquinas-St. Mary's-Holy Family Strategic Planning

Initial results from data and SWOT analysis

Input and Meetings

- Invite to apply for pillar teams, announce public meetings
- Open Forum on Feb. 10, 2020
- Pillar meetings, complete SWOT (Strength, Weaknesses, Opportunities, Threats) analysis
- Communication from parents, stakeholders, etc.
- Survey results

Pillar 1: Supportive Student Life

- Use Remind App for communication at all levels
- Evaluate and continue counseling program development at all levels.
- Look for/encourage more middle school opportunities in faith and STEM (Science, Technology, Engineering, Mathematics).
- Evaluate current discipline and behavior modification programs and explore alternative/supplementary options. Include staff development training.
- Coordinate and align activities and expectations across K-12 for parents, coaches, and participants.

Pillar 2: Sacred Catholic Foundation

- Ministry for Teachers/late start Wed. and spiritual direction/ Holy family staff included during monthly staff meeting
- Introducing Vocations "Normalizing Catholic Faith" - "What do you want to be when you grow up?"
- Work to bring back religious sisters to staff
- Middle School Ministry/ monthly/self-reflection/kindness/prayer

Pillar 3: Exceptional Learning Environment

- Identify and communicate to parents and students, the supplemental aids and supports available, including Access, study hall, etc., to meet the needs of ALL students, from low-achieving students to high ability learners
- Continue the timely pursuit of school system accreditation through Cognia and engage parents/stakeholders in curriculum development & accreditation process. Review findings, including strengths and opportunities for improvement.
- Provide additional learning experiences, presentations and performances (on- and off-site) to supplement classroom instruction through immersion opportunities and activities to colleges, the seminary, trade schools, internships, job shadowing, etc. to explore life & career options.
- Formalize current teacher mentoring program with formal program guidelines to assist and support new teachers and to innovate the performance of experienced teachers.

Pillar 4: Dynamic Community Relationships

- Identify target levels of marketing and develop differing strategies for each level (new families to the area, entering school for the first time, transitioning from one school to another)
- Thank you/interest school display in every deanery Parish and Holy Family
- Share parent witnesses, "Road Less Traveled" through social media, posters, etc.
- Increasing school communication to parishes through priests and parish ambassadors

Pillar 5: Financial Sustainability and Advancement

- Increase communications regarding financial matters via a “Dashboard” on the website
- Goal to maintain sustainable tuition. No families will pay more than 7% of their income in tuition and to continue to promote Diocesan Scholarship Program
- Research additional opportunities to decrease tuition costs: life insurance, tax credits, scholarships, etc.
- Clearly communicate financial situations to parents, stakeholder, and parishes

What's next?

- Please leave your suggestions and feedback [HERE](#)
- Pillar committees will take your ideas and these items and flesh them out to determine how they could be implemented. They will have to answer questions such as: Who?, When? And How much?
- Within the direction of government and health officials, the final draft of the implementation plan for the overall Strategic Plan will be presented at the final **Open Forum TBD**

Please join us to begin the next stage of this exciting journey!