

# STRATEGIC PLAN FRAMEWORK 2019-20

## OUR CORE VALUES...

### Living FAITH

**Maintain:** Awareness that Regis Catholic Schools exists because Jesus exists

**Maintain:** Visible presence of Catholic identity

**Maintain:** Charitable giving and volunteerism among students and staff

**Improve:** Collaboration between supporting parishes and school system

**Improve:** Each student's and family's discipleship

### Accepting RESPONSIBILITY

**Maintain:** Student enrollment and retention efforts

**Maintain:** Strong staff development

**Improve:** Relentlessly explore comprehensive strategies for increased competitive recruitment and retention of staff

### Promoting TEAMWORK

**Maintain:** Family engagement

**Maintain:** Strong child development program

**Improve:** Collaboration in promoting positive visibility with the public

**Improve:** Relationships and collaboration with alumni

**Improve:** Maximize partnership opportunities with other educational institutions

### Achieving EXCELLENCE

**Maintain:** Passion for achieving high standards in academics and Catholic identity

**Maintain:** Current school safety plan goals and implementation

**Improve:** Educator and student awareness and training regarding social and emotional health

### Inspiring LEADERSHIP

**Maintain:** Dedicated teachers in classrooms

**Improve:** Full stakeholder participation in maintaining balanced budgets

**Improve:** Administrative and teaching staff stability

**Improve:** Foster servant leadership in all staff members to create a strong community

## ...DRIVE OUR KEY INITIATIVES...

### Strengthen STUDENT BODY

1. Faith Formation
  - a. Grow each student's and family's personal relationship with Jesus Christ
  - b. Strengthen relational youth ministry across supporting parishes and school system
2. Student Wellness: Promote social and emotional health awareness in collaboration with parental advisory group and area professionals in collaboration with RCS staff to address the realities of mental illness
3. Instructional Technology: Enhance online curriculum and assessments, distance learning, and dual-credit opportunities

### Inspire TEACHERS & ADMINISTRATORS

1. Staff Compensation & Leadership
  - a. Form task force to gather data and examine staff compensation and benefits
  - b. Implement the performance-based teacher compensation pay scale
  - c. Increase number of staff members involved in system leadership roles
2. Spiritual Formation: Continue efforts to enhance spiritual and catechetical formation

### Involve ALL CONSTITUENCIES

1. Parents & Staff: Encourage involvement in helping to promote positive visibility with the public (i.e. share photos, good news, etc.)
2. Alumni: Establish active and functioning Regis/St. Patrick's alumni association
3. RCS Foundation: Continue a positive relationship between RCS and the RCS Foundation as it continues generating third-source income
4. Community
  - a. Recruit new Latino families
  - b. Work with business leaders to explore new opportunities and partnerships

### Manage THE FINANCES

1. Collaboration: Continue to utilize current and create new partnership opportunities with other educational institutions and communicate them with stakeholders
2. Advancement
  - a. Work to eliminate internal donor fatigue
  - b. Coordinate and maximize fundraising seasons and projects
  - c. Encourage involvement in promoting the Regis Legacy Society
3. Enrollment: Sustain present enrollment levels; Continue to place strong emphasis on strategies to grow kindergarten enrollment; Concentrate on transitions between grades 5 to 6 and 8 to 9
4. Facilities: Regularly implement and communicate Five Year Plan mandated by the Building & Grounds Committee

## ...TO ADVANCE OUR CENTRAL GOALS

### CATHOLIC IDENTITY: Faithful Servants of Christ the King

Students are living our Core Values as practicing Catholics and committed Christians with a vocational awareness of their roles in society.

### ACADEMICS: Lifelong Learners

Students are developing their God-given talents - body, mind, & soul - and are being equipped with educational tools and skills for future advancement as tomorrow's leaders in Church and society.

### FINANCIAL STRENGTH: Faithful Stewards

Regis Catholic Schools is financially strong without fear of closing buildings or reducing sections. Tuition assistance is available when needed. Faculty and staff are compensated fairly. Classrooms and facilities have the updates they need.



**REGIS**  
Catholic Schools