

St. Vincent's School Strategic Plan

Programs & Facilities

Goal

To provide program excellence in a safe, secure, and welcoming environment.

Rationale

St. Vincent's School acknowledges the importance of developing a passion for life-long learning, providing a cutting edge, age-appropriate program while meeting the demands of a changing global society within the space and structure of the school schedule.

Program Actions

- Create a clear scope and sequence PK-8 curriculum with horizontal and vertical alignment which is clearly communicated and reviewed annually.
- Offer professional development for differentiated instruction and assessments.
- Explore and determine the feasibility of unique sports and physical education programs for all grade levels.
- Explore age-appropriate after-school and summer enrichment programs including but not limited to, test-taking skills, organizational skills, study skills, technology skills, chess, speech, debate, art, and athletics.
- Teach age-appropriate technology skills at each grade level.
- Embrace diversity and support cultural differences by recognizing differences in learning abilities and family structure as well as encouraging social awareness and language support.
- Explore the creation of a distinct PK-8 arts education program.
- Incorporate a comprehensive foreign language program requirement for grades sixth through eighth.
- Develop a "sister school" program with an international school.
- Utilize and integrate technology within the classroom.
- Utilize an internal train-the-trainer approach for programs where appropriate.
- Reinforce and emphasize the written athletics philosophy to students, parents, and faculty, staff, and administration.

Facilities Actions

- Create a welcoming entrance to St. Vincent's School with prominent signage for all departments.
- Develop a comprehensive maintenance and service schedule for the facility.
- Continue to explore and improve the security of the facilities for all users and communicate information to church members.
- Explore the best use of time and space to support the school schedule.
- Evaluate the existing physical plant for improvement and safety.

Faculty, Staff, and Administration

Goal

To build, attract, retain, develop, and support qualified faculty, staff, and administration.

Rationale

St. Vincent's School's leadership will implement consistent policies, uphold high ethical standards, foster morale, and create a stable workforce.

Actions

- Evaluate faculty, staff, and administration compensation program to determine appropriate salary levels, benefits, and tuition remission commensurate with that of local independent schools.
- Provide professional development and mentoring opportunities.
- Establish organizational and accountability chart.
- Streamline administrative procedures/processes for school and church.
- Enhance both the fine arts and athletic faculty and staff.
- Establish relationships with local colleges to seek opportunities for utilizing student teachers at St. Vincent's School.
- Investigate the need for additional support staff including but not limited to a full-time chaplain, school nurse, counselor, aides, and development coordinator.

Students, Families, & Alumni

Goal

To attract and retain students and families who are committed to a quality education and will play an active role in the success of the school.

Rationale

Engaged students and families who are active participants will contribute to the success of St. Vincent's School.

Actions

- Increase student enrollment.
- Develop a new family mentoring program.
- Establish an alumni network.
- Identify ways to involve our current families.
- Communicate an issue resolution process at every level.
- Evaluate and improve St. Vincent's School's community service program.
- Develop a student mentoring program.
- Implement yearly evaluation of St. Vincent's School's Conduct and Behavior Standards.
- Remain committed to St. Vincent's School's successful admission criteria.
- Research and evaluate requirements for class size.
- Improve communication with families by utilizing various methods including but not limited to newsletters, website, Renweb, parent education meetings, staff meetings, and exit interviews.
- Develop parental social networking opportunities including but not limited to a book club, and parents' night out.
- Evaluate volunteer programs for parents similar to the "pay or play" concept.

Spiritual & Religious Core

Goal

To educate students in the Anglican tradition in an environment of respect, spirituality, high moral values, and community service.

Rationale

St. Vincent's School is uniquely equipped to provide students with traditional Christian values which are essential to thrive in a challenging world.

Actions

- Continue daily chapel services; enhancing opportunities for including all students and staff such as the chapel buddy system.
- Strengthen the bond between the church and school by improving communications between the church, school, and Diocese as well as identifying opportunities for involving parishioners in classroom activities.
- Increase school enrollment of parishioners and Diocese families.
- Differentiate St. Vincent's School from revisionist theology and practice by clearly communicating its Christian beliefs.
- Determine the feasibility of hiring a full-time chaplain position; coordinating with the church and Diocese. Position would be dedicated to serving the needs of the school such as providing counseling and developing and teaching religious curriculum.
- Expand religious studies by incorporating weekly scriptures into age-appropriate discussions as opportunities arise and developing developmentally appropriate coursework in the lower school.
- Teach and model values, morals, and respect as well as integrate life lessons into the curriculum.
- Expand St. Vincent's School's community service and outreach efforts. Develop a formal plan which coordinates church and school activities, involves both lower and upper school students, and identifies specific projects.

Finance & Funding

Goal

To ensure the financial viability of St. Vincent's School.

Rationale

St. Vincent's School's will develop a financial plan which focuses on sustaining the current and long-term future of the school.

Actions

- Operate within a balanced budget.
- Actively explore various funding opportunities including but not limited to grants, corporate funding, endowments, and alumni.
- Establish a financial plan that incorporates multi-year budgets.
- Develop a capital campaign that is tied to St. Vincent's School's upcoming 50th anniversary celebration.
- Explore and expand options for financial aid, such as discounts for parishioners.
- Maintain a value driven tuition structure.
- Provide incentives for enrollment or programs such as a funding for future education for families with young children.
- Continue to implement, coordinate, and support fundraising endeavors through PTC, Annual Fund Program, and existing sources.

Image, Marketing, & External Relationships

Goal

To establish a unique identity and a reputation as a leading PK-8 school in North Texas.

Rationale

St. Vincent's School will establish a clearly defined identity in the marketplace which will enable the school to attract students, families, faculty, staff, and administration ensuring its continued success.

Actions

- Consistently apply St. Vincent's School branding and identity that is easily recognizable.
- Create a vibrant, attractive, and user friendly website.
- Publicize and celebrate our students' accomplishments and the school's events.
- Determine applicant base by evaluating demographics, geographic area, and target marketing.
- Continue to foster relationships with other schools and churches in the area and market as appropriate.
- Determine the costs/benefits of a dedicated Public Relations position.
- Determine marketing needs and evaluate resources to meet them.
- Create a merchandizing plan to include but not limited to items for students and parents to purchase, i.e., shirts, and magnets.
- Explore ways to advertise St. Vincent's School through school events.
- Explore ways to market St. Vincent's School's strengths and core values.
- Convert St. Vincent's School from a hidden jewel to a household name.

(Strategic Plan adopted by the St. Vincent's School Committee on June 18, 2009)