



ST. THOMAS MORE CATHOLIC HIGH SCHOOL

STRATEGIC PLAN UPDATE JANUARY 2018 FOUR YEAR UPDATE

STM Site/Facility Plan Timeline

What is current status of the STM Master Plan?

- i. The softball field and tennis courts have been relocated, two parking lots have been added, ten new classrooms and the Options facility have been complete.
 - ii. The Chapel, the Creative Arts Center and the Athletic and Fitness Center will be built once the goal of the capital campaign has been achieved.
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- January 2015 – Received advisory council approval
 - February 2015 – Met with the Owner Pastors to request approval of a corporate resolution. The Owner Pastors asked that we hold off until further information was communicated from the Bishop regarding the diocesan capital campaign
 - March 2015 – Met with Father Russo and Shane Johnson; conference call with Gary Hawkins, of CCS Fundraising, to discuss the diocese capital campaign. At this time, STM requested a meeting with the Bishop.
 - April 2015 – STM receives a fully endorsed corporate resolution from the Bishop; however, we are asked to hold on progress until further notice from the Bishop
 - May 2015 – Met with the Bishop, Shane Johnson, and Deacon Trumps to discuss a possible capital campaign. The Bishop asked that we wait until he can meet with the Owner Pastors
 - August 2015 – Meeting set with Bishop and Owner Pastors
 - November 2015 – Owner Pastor meeting regarding softball field and parking lot
 - February 2016 – Completion of Softball Field
 - June 2016 – Installation of lights on softball field
 - June 2016 – Broke ground on six new tennis courts
 - July 2016 – Groundbreaking of 12 classroom building
 - Fall 2016 – Completion of Tennis Courts
 - Fall 2017 – Completion of Classrooms (including Options)
 - Fall 2017 – Completion of favorable Feasibility Study

STRATEGIC PLAN UPDATE 1.11.18 – FOUR YEAR UPDATE

Goal 1: Fostering a Mission and Student Centered School - St. Thomas More Catholic High School will be strategically mission focused at all times, will be seen as an extension of the owner parishes, and will maintain a student centered environment.

Action Items:

- The principal shall lead a process to include the leadership team that will assess St. Thomas More against the standards and benchmarks expressed in the National Standards of Benchmarks for Catholic Elementary and Secondary schools.

Ongoing

- Feedback from various stakeholders, such as pastors, leadership team, faculty, parents, alumni shall be integrated into the assessment process.

Ongoing – 1st done Fall 2014; Spring 2018; Fall 2018

- At least once annually, the principal will develop and present a progress report and lead a discussion with the chancellor and Advisory Council regarding progress and opportunities related to fostering a mission and student centered school. Action items and initiatives identified shall be integrated into the appropriate strategic, business and/or operational plans.

State of the School Address – May 2014; and each year after in May (posted on website)

- A Benchmarking tool or report shall be developed to track mission critical standards on a regular basis. This tool can be utilized by the principal, chancellor and the Advisory Council as appropriate to work with the Principal to assure STM is addressing core mission outcomes.

Fall 2015; School Improvement Plan Update Fall 2018

- The Advisory Council will continually be engaged in mission and strategic planning effort.

(Ongoing)

- STM should create an academic and financial model that strives to make STM accessible to families in the owner parishes.

Work Study; Addition of ACE Scholarship; Additional funds secured as needed from Foundation; Removal of ACE Scholarship

- The principal will create a process that engages the leadership team and faculty in the pursuit of best practices and continuous improvement

Continuous through Professional Development, PLC's, formal classroom observations and Accreditation Process

Goal 2: Creating a Strong Catholic Identity - St. Thomas More Catholic High School will contribute to the evangelizing mission of the church.

Action Items:

- More communication and engagement with owner parishes.

Advancement meetings with Owner Pastors (one on one)

- More education and engagement of non-religious and campus ministry faculty.

Fall 2015 Faculty Retreat; Mandatory Professional Development from Theology Dept.

- More education and engagement with parents in ministry activities.

Parents for Light, Mission Trip, Washington D.C. Pro Life March, Dads' Bible Study, Adoration

- Develop a long-term plan to sustain clergy engagement at STM.
Continuous communication of involvement opportunities; on-campus Chaplain; increased visibility of clergy on campus
- Improve facilities and resources available for the chapel.
Site Plan 2015; Capital Campaign 2018
- Improve facilities and resources available for ministry activities.
Site Plan 2015; Capital Campaign 2018
- Mass and confession on campus
Increased confession to three days per week; daily Masses; Mobil Confession
- Expand and enhance retreats for students, teachers and parents.
2015-2016 school year; increased Feeder School Retreats

Goal 3: Offering Academic Excellence for All Students - St. Thomas More Catholic High School, in educating a broad range of students, will prepare them for a successful post high school transition through nurturing the individual gifts of each child.

Action Items:

- To develop a better understanding of STM graduates' patterns, specifically with regard to field of study and curriculum alignment
Guidance in conjunction with Alumni Director – 2018 – 2019 school year; Alumni Survey (June 2018)
- Creating a dual enrollment program
Implemented in 2014-2015; 2015-2016 added US History, English, Math; Add Science 2018-2019; Continuous evaluation of dual enrollment and adding additional courses as needed
- Increase facility space for the Options Program
Complete 2017-2018
- Increase classroom space in order to add additional courses, teacher capacity and resources
Complete 2017-2018
- Enhance curriculum to provide more diversity, and close the gap with regards to linkage with career-specific interests
Added: Engineering course; 2nd on-campus computer science; revamped business & technology classes; two 3-D printers; Media Arts Semester Course; Engineering II; Broadcasting Club is now a Broadcasting Course
- Update technology plan and integrate into the curriculum and faculty needs.
Spring 2015 - completed technology plan; outside professional speaking at faculty in-service regarding technology integration; working with Fujitsu to promote technology plan to the global market; created an advisory tech committee of parents; developed a 4-year budget of hardware/infrastructure/software. Servers and infrastructure updated – February 2016; Technology Plan due to update in Summer 2018
- An Options Program that supports the twin goals of academic growth and life skills.
Full-time teachers increase from 3 to 4 plus a full-time para professional; added PAES Lab, Increased Classroom Space, Life Skills – 2017-2018
- Explore curriculum opportunities to meet the needs of all students.
2014-2015 Academic Support Program added an intervention specialist

Goal 4: Educating the Whole Student - St. Thomas More High School is committed to educating the whole child.

Action Items:

- Developing a strategy around coaches that emphasizes on-staff/faculty coaches, and supplements those coaches with non-staff/faculty coaches
Increase athletic participation fee in order to increase coaches stipends
- Developing a consistent model for the selection and compensation of all coaches and moderators
Ongoing – Athletic Director
- Enhance facilities to handle the needs of co-curricular activities, arts, band, and athletics
Site Plan 2015; Capital Campaign 2018
- Provide guidance for student athletes regarding participation in sports and activities.
Ongoing
- Provide more communication and coordination regarding co-curricular activities including athletics, faculty, moderators, especially as it relates to the activity's connection and impact on mission.
Ongoing
- Develop a communication plan regarding activities that relate to successes in mission and impact.
Enotify, Forever More, Social Media, Website
- Conduct an audit of the leadership opportunities.
Junior Leadership Lafayette; LA Youth Seminar; LA Assoc of Student Council Workshops; Light the World
- Consider developing a formal leadership development for all students.
Leadership development through Campus Ministry

Goal 5: Providing Strong Governance and Leadership - St. Thomas More Catholic High School's governance structures include the board of pastors, the school Advisory Council, and the administrative leadership team. The school will educate and develop its governance structures to ensure commitment to best governance practices, mission focus, stewardship of resources, adherence to proper roles and effectiveness.

Action Items:

- To provide an assessment of the governance procedures and documents and update regularly.
Ongoing
- To create the resources needed to nurture excellence in all areas and to support faculty and resource needs required to successfully execute on the vision and mission of STM.
Fall 2015 enhanced Professional Development Program
- To develop more consistent education and training for those individuals and structures involved in the governance of STM.
Advisory Council Retreat – Fall 2015

Goal 6: Ensuring Operational Vitality

St. Thomas More Catholic High School will ensure operational excellence.

Action Items:

- Develop and update financial policies to include operating reserve policies, tuition and fees, coordination and streamlined budget and reporting process.
Diocese of Lafayette software
- Develop budgets for operations, repairs and maintenance, and capital expenditures.
Developed by department

- An assessment and development plan for technology resources as it relates to operations and asset inventory.
Completed technology plan May 2015; Update Summer 2018
- Develop master campus and facility plan, which would provide for the following.
Site Plan 2015 – in process
Capital Campaign 2018
- Develop a formal leadership team assessment and a subsequent development plan for individual and collective leadership team.
Annual assessments
- Develop a strategy to assure that best practices in Catholic education are continuously pursued and integrated into business plans.
Ongoing
- Visit other schools to determine new/improved facility upgrades.
Ongoing (Jesuit, Brother Martin, Country Day, Catholic of BR; Avon Farms, Lauzanne, St. Joseph's Academy)

Goal 7: Utilizing Comprehensive Advancement Initiatives - St. Thomas More Catholic High School offers a comprehensive advancement program that ensures the development of stewardship and philanthropy in all stakeholders in a manner that remains consistent with the mission of the school.

Action Items:

- Creating a staff that is empowered with clarity and purpose and resources required to execute the plans in the four advancement areas.
(Done)
- Create clarity of purpose for each of the stakeholder groups, including the Advisory Council, the Parent Teacher Club, the Alumni Board and the Foundation Board
Presidents of each board attend all board meetings; State of the School

Enrollment Management

- Continue to advance relationships within the owner parishes, the schools within the owner parishes, including Cathedral Carmel, Fatima, St. Pius and St. Cecilia.
(Ongoing) Owner Pastor meeting; feeder school luncheons; feeder school visits
- Continue to build on the strength of a very successful recruitment campaign, including the open house.
(Ongoing)
- Enhance focus on the recruitment of students who are from the 12 owner parishes.
(Ongoing)
- Create and implement an online registration enrollment
(Complete)

Communications

- Consider a semi-annual publication from STM. Continue to look for opportunities to utilize the website for communications
(Complete) Forever More
- The website redesign has been a significant improvement in communications, particularly with parents
(Complete) Redesign 2017
- Continue to look for opportunities to utilize the web site as a communication tool for parents and students involved in athletics and co-curricular activities
(Ongoing – includes Social Media)

Engagement with Stakeholders

- Develop ongoing programs and events to engage with the owner parishes. This includes communication and other approaches such as community service, religious education, events and more.
Alumni/incoming freshmen luncheon; Junior/Parent Commissioning Reception; Senior Parent Reception (after last Mass) Lip Sync Battle on the Bayou
- Enhance internal and external communication about the clarity of purpose and role for our four key stakeholder groups.
Board Presidents attend all board meetings

Development

- Completion of the strategic plan. This plan will provide direction for annual fundraising and capital campaigns
(Complete and ongoing)
- Continue to utilize the annual appeal to advance the strategic priorities, including programs and other needs
(Ongoing-Building More Annual Appeal)
- Develop a capital campaign to meet the funding needs programs and resources not funded by the annual budget, technology and facilities
Envision More Campaign 2018
- Foundation and advancement staff will develop an aggressive plan giving capabilities. The purpose of planned gifts is to fund endowment accounts within the STM Foundation, including scholarships and funds to be used for future financial security
(Ongoing; Planned Giving Seminar Fall 2014 and scheduled Fall 2015)

Goal 8: Supporting and Attracting a Superior Faculty Who are Mission Focused - In order to fulfill the mission and vision of St. Thomas More, it is critical that STM attracts, employs, and develops a superior faculty and staff that is mission-focused.

Action Items:

- Update and enhance, the profile of a faculty member as it relates to professional and mission-focused attributes.
Reviewed and updated annually
- Update faculty recruitment business plan to include more focused objectives, proactive recruitment strategies, and a more effective timeline.
(Ongoing)
- Develop a better support structure for new teachers
New teacher meetings; new teacher orientation
- Increase and enhance facilities and resources, including the addition of more classrooms to support faculty effectiveness
*Site Plan 2015
Capital Campaign*
- Maintain competitive salaries and benefits to attract the desired faculty
2015-2016 increased salaries approximately 2% (5-year cycle)
- Increase professional development specific to mission focused engagement and enhancing instruction
More focused professional development plan