



2024-2029

Strategic Plan

Saints Philip and James School
Believe. Care. Excel.

Introduction

Under the leadership of Father Antony Arockiadoss, Pastor of the Church of Saint Philip and Saint James, and Mrs. Sara Siano, Principal of Saint Philip James School, a Strategic Plan for preserving the vision and ensuring the health and longevity of our beloved institution has been created. This plan has been developed to help guide planning and implement specific strategies and initiatives over the course of the next several years.

This plan can be split into 5 key areas:

- Catholic Identity
- Academic Excellence
- Advancement
- Faculty & Leadership
- Fiscal Health

In 2024, the school leadership began to create this Strategic Plan with the help of various committees and groups, including but not limited to, the School Advisory Council, the Home School Association, the Alumni Committee, the Finance Council, and of course, the school families. While this plan is intended to be carried out over the next 5 years, each year the school leadership will review the current plan and make any necessary updates or revisions.

Methodology

The Saints Philip and James School Mission Statement serves as the foundational document for this strategic plan. Process. The school Mission statement, as well as the specified needs of the school, were used to help create the various goals contained within this plan. The Strategic Plan has been reviewed to verify that it aligns fully with the school's mission. This plan is just the beginning in a series of ongoing efforts which will address the many needs of our school community.

Saints Philip and James School Mission Statement

Saints Philip and James School helps students believe in God and themselves, to care about their neighbor and their world, and to excel as students and citizens of this world and His Kingdom.

Saints Philip and James School is committed to the classical Catholic concept of education, whereby a child is taught to know, love, and serve God in this life with a view to sharing Eternal Life with God in Heaven.

To this end, we endeavor to do more than simply prepare students for high school, college, and career. Rather, we aim to help our students live their life in relationship to God and neighbor, according to the teachings of Jesus and His Church.

We strive to help each student reach their full academic potential. But we believe that there is much more to education than academics. Teaching children to use the gifts God gave them in whatever vocation He gives them, be it in the priesthood, or religious life, as married persons and parents, or as single Christians who live their Faith in the midst of the world, is our primary concern.

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Our school is centered on the Eucharist, and maintains a filial love for the Blessed Mother. By sharing the Bread of Life and honoring Mary as our diocesan patroness, we contribute to the deepening of God's love within our school and in the world.

Philosophy and Objectives

In striving to develop a community characterized by intellectual and moral responsibility, the faculty, staff and students who labor and learn within Saints Philip and James School combine their individual talents, personalities, experiences and heritages.

The school endeavors to cooperate with parents and the community in developing young persons who not only possess the knowledge and skills needed for competence within our society, but who also live according to the values and convictions of the Catholic Church.

The administration, faculty and staff members must be persons willing to create an environment, through principle and example, wherein personal growth will flourish and actions will be guided by virtue. They must be persons totally committed to the pursuit of professional excellence and sensitive to the varied needs of the individual student.

We believe that the individual student has the right to be challenged through a structured, value-oriented education in preparation for life in an ever-changing society.

Strategic Plan Key Areas

As mentioned previously, this plan will be split up into 5 key areas. Catholic Identity, Academic Excellence, Advancement Leadership, and Fiscal Health. Each area will be detailed below.

Catholic Identity

Goal 1: Identify opportunities to incorporate additional Catholic values and Religious traditions and experiences into the academic school year.

Proposed Objectives:

- Offer additional retreats for school students
- Bring back religious experiences such as individual class masses, adoration and/or benediction wh
- Increase opportunities for Saints Philip and James School students to participate in mass and fellowship at The Church of Saint Philip and Saint James.

Goal 2: Create additional opportunities for students, faculty, alumni, and families to participate in service projects and volunteer experiences.

Proposed Objectives:

- Create or publicize more opportunities for service projects for our students, faculty, and school families but during and school day and outside of school hours.
- Reach out to current school families and alumni to share possible volunteer opportunities
- Promote current and additional service based organizations such as the President's Volunteer Service Award Program, Student Council, and National Junior Honor Society to increase membership and participation.

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Academic Excellence

Goal 1: Provide challenging learning opportunities and support students in an effort to reach their individual academic goals

Proposed Objectives:

- Analyze standardized test scores and evaluate current curriculums, making changes as needed.
- Map curriculums and analyze data on a continuous basis
- Move forward with S.T.R.E.A.M. (science, technology, Religion, engineering, art, and mathematics) programming with both in-school and after school offerings.
- Maintain excellent communications with students and parents/guardians in reference to academic standing and additional opportunities for enrichment and achievement.
- Offer a curriculum which will prepare our students for their future endeavors.
- Consider applying for Blue Ribbon Status in the future.

Goal 2: Continue to provide opportunities to gain insight into stakeholders' views regarding academic programming.

Proposed Objectives:

- Create opportunities for family meetings, listening sessions and/or surveys on a more regular basis.
- Use gathered information to inform decision making in terms of programs and curriculum.

Advancement

Goal 1: Diversify marketing strategies for Saints Philip and James School in order to increase enrollment.

Proposed Objectives:

- Look into different media and advertising opportunities than what has been used recently.
- Explore offering a range of different ads featuring different messages.
- Engage our local community partners in our efforts.

Goal 2: Enhance current marketing materials with a focus on growing the student body.

Proposed Objectives:

- Increase use of testimonials from families in marketing materials.
- Creation of a new promotional video
- Much-needed updates to school website
- Targeted postcard mailing
- Distribution of flyers throughout local area

Goal 3: Engage our current school families in helping with this mission

Proposed Objectives:

- Ask for donations of time and talent from school family members.
- Create teams of volunteers and continuously explore new options.

Goal 4: To grow fundraising efforts and increase grant money awarded annually.

Proposed Objectives:

- Rework various fundraising efforts and work with both the Parish Fundraising Committee and family teams in order to revamp and freshen up events.
- Search for and apply for additional grant opportunities.
- Work with volunteer grant writers to apply for much needed funds.

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- Make the best use of every dollar of grant money we are awarded.
- Engage community partners in fundraising efforts.
- Continue to nurture and strengthen relationships with alumni and key donors while seeking to build new relationships.

Faculty & Leadership

Goal 1: Seek out and offer high-quality professional development opportunities to improve both teaching practices and student performance.

Proposed Objectives:

- Continue to offer at least 4 professional development opportunities for each year.
- Continue to offer spiritual development and Catholic faith formation opportunities each year.
- Seek out professional development opportunities after dialoguing with the faculty and reviewing academic data.
- Continue employing Diocese mandated teacher observation tools (eleot) and encourage teacher-observing-teacher opportunities.
- Make sure to incorporate a balanced system where there is an important dialogue after the actual observation.

Goal 2: Teacher retention and recruitment of qualified faculty members.

Proposed Objectives:

- Grow a student teaching program at Saints Philip and James.
- Continue to use the Diocesan mentor program effectively, recruiting and training new teacher mentors as needed.
- School leaders need to oversee and coordinate teacher mentors.
- Identify opportunities to encourage candidates to apply for employment.
- Continue to evaluate staffing needs.

Goal 3: School administration is responsible for directing and supporting all initiatives in order to maintain institutional excellence, provide a clear vision for the future, and maintain trajectory.

Proposed Objectives:

- Lead school administrators must continuously communicate information with stakeholders in a clear manner, interacting with the various committees and teams on a regular basis.
- Lead school administrators must create opportunities for sharing communications, such as organizing and attending meetings, and regulating scheduling events at the school which are open to different groups.
- Lead school administrators must continuously report on enrollment, noting any major fluctuations or departures.
- Lead school administrators must closely monitor committee membership and changes.

Fiscal Health

Goal 1: Improve current school fiscal health and begin to plan for the future.

Proposed Objectives:

- Identify strategies to return to a balanced budget.

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- Create and work with a school finance council in order to continuously monitor both budget and expenses.
- Ensure that the upkeep of our school campus is accounted for in the current and future budgets effectively.
- Review current and deferred maintenance needs on a regular basis.
- Created a contingency plan for unexpected and/or emergency needs.
- Continue to roll funds back into the school for programming, additional educator salaries and technology needs.

Conclusion

This Strategic Plan reflects the best ideas of the many people who believe in and support Catholic education and are deeply invested in the future success of Saints Philip and James School. This plan incorporates these ideas in order to benefit all of the students at this fine Catholic Institution. By following the items outlined in this plan over the next 5 years, stakeholders have the opportunity to realize the full potential of this plan and make the proposed goals a reality. This will take strong leadership from the school administration, working in partnership with stakeholders on a continuous basis. Teams and committees will need to help monitor ongoing progress as well. By utilizing this plan to its fullest extent it is possible to revitalize our beloved school and ensure its longevity for years to come.