

STRATEGIC PLAN

2011 - 2012 OBJECTIVES (Year 3 of 3)

Our Mission: Summerville Catholic School, located in Summerville, South Carolina within the Diocese of Charleston, serves K-4 to 8th Grade families. As a Catholic school community, we believe in the uniqueness, dignity and potential of every student. Following the life and example of Jesus Christ, we strive to build character while teaching compassion. By strengthening our students in spirit, mind and body, we prepare them to lead lives based on faith, values and learning.

Our Vision: Firmly grounded in the Catholic faith, we inspire academic inquisitiveness and spiritual growth. We nurture the unique talents and strengths of each student while being fully engaged with parents and the surrounding community.

COMMITTEE	GOAL STATEMENT	OBJECTIVE STATEMENT
<p style="text-align: center;">Finance</p> <p>The finance committee is responsible for the monthly monitoring of the SCS financial status as well as long range financial planning, budgeting, forecasting and analysis. Following the Diocese of Charleston finance office policies and procedures and with contribution from the SCS administration, the finance committee submits for approval the annual operative budget and the annual financial report.</p>	<p>Goal #1 - Formulate, fund and implement a plan to increase compensation for teachers and staff over the next three years.</p> <p>Goal #2 – The finance committee will work in conjunction with the marketing committee to retain current families and recruit new families.</p>	<ol style="list-style-type: none"> 1. Give priority to salary increases for teachers and staff during the budget process. Provide at least a minimal salary increase of ½ to 1% each year starting with 2012-2013 school year. 2. Supplement the salary increase with payment of bonuses as additional compensation based on increases in enrollment at the time school starts in Aug. versus at the time the teacher contracts are signed in June. 3. Prepare a schedule of breakeven points based on potential enrollment levels and varying % salary increases. Use the schedule to determine the enrollment level that must be achieved by the beginning of the school year in order to provide a specified salary increase. 4. Utilize an addendum to teacher contracts to incorporate the provision of a specified salary increase based on enrollment at the time school begins as determined in objective 3. 5. Monitor and advice concerning income and expenses. <ol style="list-style-type: none"> 1. Establish tracking mechanism. 2. Annually review student retention. 3. Review the first year utilization of the recruiting tuition credit. Assess the usefulness of the credit and modify as needed.

	<p>Goal #3 – Pursue the possibility of being included on the Combined Federal Campaign (CFC) list of charities in order to provide additional source of contributions to the school.</p> <p>Goal #4 – Assist administration and finance committee to further enrollment management.</p>	<p>Determine eligibility of SCS to participate in the CFC.</p> <p>Submit application to CFC to be included on the list.</p> <p>Upon approval of SCS application, inform stakeholders and advertise the availability of giving through the CFC.</p> <p>Participate and assist as needed.</p>
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<p data-bbox="409 264 579 293">Development</p> <p data-bbox="371 326 615 1084">This committee is charged with long-range development planning, approval of an annual comprehensive development plan, and monitoring of development activities. This committee coordinates closely with the finance and facilities committees to assure that the human resources and capital are secured for the future. The development committee has responsibility for the annual appeal and grant applications.</p>	<p data-bbox="638 264 1035 326">Goal #1 – Increase awareness of Annual Appeal Campaign.</p> <p data-bbox="638 602 1037 664">Goal #2 – Create an annual comprehensive development plan</p> <p data-bbox="638 813 1031 902">Goal #3 - Seek out and develop additional revenue sources for Catholic education</p> <p data-bbox="638 967 1058 1057">Goal #4 – Establish committee with other Catholic School Development Committee.</p>	<p data-bbox="1115 264 1577 293">Establish an Annual Appeal Committee</p> <p data-bbox="1115 326 1650 388">Include Annual Appeal information in all three seasonal newsletters.</p> <p data-bbox="1115 420 1644 537">Send two separate Annual Appeal correspondence letters to past and future supporters. Letters will include the names of most recent supporters.</p> <p data-bbox="1115 602 1640 719">Create a template for annual comprehensive development plan outlining plan for annual appeal, marketing, endowment, and capital campaign.</p> <p data-bbox="1115 813 1661 875">Establish a Grant Committee that will seek out and apply for two new grants per year.</p> <p data-bbox="1115 967 1367 997">Learn new strategies.</p>

COMMITTEE	GOAL STATEMENT	OBJECTIVE STATEMENT
<p style="text-align: center;">Facilities</p> <p>The facilities committee is responsible for the long range master facilities plan for both regular repair and maintenance of the SCS physical infrastructure and well as a long range plan for future building expansion. This committee works closely with the SCS administration and the finance committee. Emphasis is focused on safety, security and assuring that excellent and attractive facilities are available that promote the learning process.</p>	<p>Goal #1 - SCS will maintain facilities master plan for repair, replacement, maintenance and upgrades.</p> <p>Goal #2 - SCS will create a master plan for future expansion</p> <p>Goal #3 – Establish a facility record.</p>	<p>Review 10-11 Plan and develop 11-12 Plan</p> <p>Present the revised plan to finance for funding and board approval.</p> <p>Continue to research into gym construction.</p> <p>Review and record past major repairs, replacement and upgrades and create a historical file.</p>

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<p>Administration and Staff</p> <p>The administration and staff of Summerville Catholic School will strengthen our students in spirit, mind and body to prepare them to lead lives based on faith, values and learning.</p>	<p>Goal # 1 -- Expand and enhance educational opportunities while maintaining the excellent core curriculum.</p> <p>Goal #2 – Enhance student achievement and verify adherence to the Diocesan curriculum standards.</p> <p>Goal #3 – Enrollment Management</p>	<p>Teachers in K4-8th will participate in an August training session for MAP testing (Measure of Academic Progress).</p> <p>Teachers will implement MAP testing 3 times a year and use the data results to differentiate classroom instruction and work with the individual learning styles of our students.</p> <p>Students in K4-5th grade will visit the science lab on a regular basis for laboratory activities to enhance the current unit of study.</p> <p>Teachers in grades K4-8th grade will implement the LowCountry Regional Diocesan Goal of curriculum mapping for grammar.</p> <p>The new Diocesan curriculum for music, art and PE will be implemented for the 2011-2012 school year.</p> <p>SCS will continue to pursue SACS Accreditation under the guidance and direction of the Diocesan Catholic Schools Office.</p> <p>Work with the finance committee to track enrollment, recruit and retain students.</p>

COMMITTEE	GOAL STATEMENT	OBJECTIVE STATEMENT
<p data-bbox="478 264 611 292">Executive</p> <p data-bbox="428 326 659 873">This committee is composed of the President, Vice-President, and Secretary with participation by the SCS Principal. The charter of the committee is to promulgate the yearly meeting schedule, develop meeting agendas, appoint committee chairpersons establish and monitor the SCS strategic plan.</p>	<p data-bbox="688 297 1058 354">Goal # 1 – Publish the meeting schedule annually.</p> <p data-bbox="688 388 1115 444">Goal #2 - Assure all board member vacancies are promptly filled</p> <p data-bbox="688 509 1129 631">Goal # 3 –Monitor the role and responsibilities of the school advisory board committees in order to fulfill the mission of the school.</p> <p data-bbox="688 846 1094 935">Goal # 3 – Prepare and publish to the advisory board the monthly meeting agenda..</p>	<p data-bbox="1159 297 1591 321">Monitor and adjust schedule as required.</p> <p data-bbox="1159 407 1451 431">Develop a recruitment plan.</p> <p data-bbox="1159 518 1619 599">Regularly review committee membership to ensure committees are consistently functioning and productive.</p> <p data-bbox="1159 626 1629 675">Post annual Goals and Objectives on school website.</p> <p data-bbox="1159 708 1619 756">Publish advisory board updates in seasonal newsletters.</p> <p data-bbox="1159 846 1640 894">Publish to membership no less than five days in advance of monthly meeting.</p>

COMMITTEE	GOAL STATEMENT	OBJECTIVE STATEMENT
<p data-bbox="472 256 653 313">Mission Enhancement</p> <p data-bbox="432 347 684 1219">The mission enhancement committee is responsible for keeping current the SCS foundational documents, e.g. the mission, vision and core values statements. This committee works closely with the SCS staff to find ways to enhance and enrich worship and service opportunities focusing on bringing the proclamation of Gospel Values in the daily live of the school. This may be accomplished through retreats or other community building programs.</p>	<p data-bbox="711 282 1026 435">Goal #1 - Encourage our students to become active members of their school, parish community and society as a whole.</p> <p data-bbox="711 641 1035 760">Goal #2 - Continue to promote the Catholic Christian identity within our school.</p> <p data-bbox="711 824 1031 1003">Goal #3 - Work to maintain better communication with SCS feeder parishes, especially for special events within the schools and parishes.</p>	<p data-bbox="1058 282 1780 339">Re-establish junior high adoration at St. Theresa on a regular basis.</p> <p data-bbox="1058 375 1803 431">Develop Advent and Lenten activities students can do at school and home to enrich their faith.</p> <p data-bbox="1058 467 1759 553">Educate our families about our social justice program as we continue projects which will benefit local ministries and charities.</p> <p data-bbox="1058 649 1514 678">Enhance our Peace Builders Program.</p> <p data-bbox="1058 833 1745 919">Send out Tuesday Tidbits to the parish DRE (Director of Religious Education) and youth ministers. Update these individuals as to special events at the school.</p> <p data-bbox="1058 954 1789 1011">Publish events of the local parishes which would be of interest to the SCS families.</p> <p data-bbox="1058 1047 1793 1104">Publish school events in the parish bulletins which would be of interest to the parishioners.</p>

COMMITTEE	GOAL STATEMENT	OBJECTIVE STATEMENT
<p>Marketing</p> <p>This committee develops and implements strategies to promote awareness of the SCS and its mission and vision. It works with school administration to further enrollment management. In execution of these goals the marketing and communications committee develops and tracks the results of the distribution of marketing to opportune targets. Particular emphasis is placed on working with the parish leadership of the area parishes as well as developing information packets for newcomers to the community.</p>	<p>Goal #1 - Promote within the community an increased awareness of the school's presence, greater understanding of its mission, and a deeper appreciation of its accomplishments.</p> <p>Goal #2 – The marketing committee will work in conjunction with the finance committee to retain current families and recruit new families.</p> <p>Goal #3 – Assist administration and finance committee to further enrollment management.</p>	<p>Organize a publicity committee</p> <p>Send school related articles to the Miscellany, the Journal Scene and Post and Courier on a regular basis.</p> <p>Seek additional web based outlets.</p> <p>Advertise plan to retain current families and recruit new families.</p> <p>Participate and assist as needed.</p>