



St. Francis Borgia Regional High School

Strategic Plan
2019-2024

Spring, 2019

St. Francis Borgia Regional High School's Mission & Vision

The Mission

of SFRHS is to provide a Catholic education that fosters spiritually, morally, academically, and technologically prepared lifelong learners.

We envision a community of inquisitive learners, grounded in Catholic heritage, sustained by faith in Christ, committed to one another's personal growth and dignity, and guided by a consistent Christian life ethic. We strive to be a safe haven of grace and compassion. Our graduates are sent prepared into an ever-changing world with a commitment to serve the needs of others responsibly and generously.

Christ

is the reason for this school. He is the unseen but ever present Teacher in its classes. He is the model of its faculty and staff, and the inspiration for its students.



Administration

President - Fr. Kevin Schmittgens

Principal - Ms. Pam Tholen

Vice Principal - Mr. Todd Dempsey

Activities Director - Mr. Chris Arand

Advancement Director - Ms. Bridget Callahan

Strategic Plan Steering Committee Chairs

Academic Program - Ms. Pam Tholen

Catholic Identity - Ms. Kathy Hertlein

Enrollment Management - Ms. Moira Vossbrink

Facilities - Mr. Rob Struckhoff

Financial Plan - Ms. Bridget Callahan

School Wellness - Ms. Nicole Addison

Strategic Plan Steering Committee Members

Joseph Bitzer, Robyn Caragine, Todd Dempsey, Nick Eckelkamp, Donna Grahl, Katie King, Brooke Lange, Eric Lause, Tina Maguire, Kelly Mantle, Gwen Mauntel, Tim Mauntel, Caroline Meyers, Scott McKinnis, Rebecca Price, Patty Russell, Rosanne Snider, LeighAnn Sullivan, Greg Roeback, Fr. Kevin Schmittgens, Spencer Unnerstall

About This Strategic Plan

St. Francis Borgia Regional High School's Strategic Plan is a working document that aims to ensure our school's future success. The plan is designed to positively impact all areas of our school community and address the unique needs of SFBRHS heading into the future.

The Fall 2018 semester was spent getting input from stakeholders (parents, students, administrators, staff, and faculty members) to identify areas of strength and weakness for our school. The plan is split into six strategic areas: academic program, Catholic identity, enrollment management, facilities, financial plan, and school wellness. This plan seeks to bolster the immediate and future needs of our school community while carrying out our school's mission.

Strategic Area: Academic Program

We hope to provide a student-centered learning environment supported by professional educators to develop lifelong learners who possess skills and knowledge that will serve them well after high school.

Target 1: To increase opportunities to connect our students and courses to career exploration and real-world skills and knowledge.

Action	Timeline	Responsibility
Increase partnerships with the local and global community regarding the skills and knowledge needed to succeed in various careers.	Ongoing starting 2019-2020 school year	Teachers, Counselors, Parents
Integrate career-minded skills and career connections in the classroom.	Ongoing starting 2019-2020 school year	Teachers
Host a career fair for students.	2020-2021 school year	Counselors, Principal
Develop a life skills curriculum for upperclassmen.	Spring 2020	Senior-level Advisors

Target 2: To increase opportunities for professional development for faculty.

Action	Timeline	Responsibility
Develop a process that ensures all faculty engage in professional development outside of school-sponsored opportunities.	Develop 2019-2020 and implement 2020-2021	Principal, Professional Development Committee
Develop a process for reporting professional development to ensure other faculty members may benefit from the learning.	Develop 2019-2020 and implement 2020-2021	Principal, Professional Development Committee

Target 3: To identify and implement best instructional and assessment practices to increase teacher efficacy and student engagement.

Action	Timeline	Responsibility
Survey current students to gain student perspective on what teachers do to maximize learning and engagement.	Spring 2019	Principal, Teachers
Provide professional development to teachers on research-based instructional strategies to increase student learning and engagement.	Fall 2019-ongoing	Principal, Professional Development Committee
Provide professional development to teachers on collecting and using data to positively impact learner outcomes.	Fall 2020-ongoing	Principal, Professional Development Committee

Strategic Area: Catholic Identity

We hope to utilize the unique opportunities that our Catholic Identity provides to support and strengthen the mission and vision of St. Francis Borgia Regional High School.

Target 1: To clarify and celebrate our charism based on our School Sisters of Notre Dame and Jesuit Traditions and to focus on our being a Christ-centered educational experience based on the school's mission, vision, and specific charism.

Action	Timeline	Responsibility
Define our charism: We are called, we are sent, for the greater glory of God.	Spring 2019	Teachers
Implement SSND and Jesuit traditions as an identified charism.	Spring 2019-ongoing	Campus Ministry, Chaplain, Theology Teachers, Director of Marketing
Emphasize, promote, and celebrate our charism and Catholic identity.	Fall 2019-ongoing	Principal, Professional Development Committee

Target 2: To make service a dynamic part of each student's experience.

Action	Timeline	Responsibility
Educate, model, and expand our culture of service and service opportunities.	Spring 2019-ongoing	Campus Ministry Department
Promote and evaluate our service/community presence based on our charism, including how, it, and/or for what purpose (e.g., graduation requirement, awards, scholarships) we record service.	Fall 2020	Campus Ministry, Chaplain, Teachers

Strategic Area: Enrollment Management

We hope to continue to provide a college preparatory Catholic education to interested families while also reaching out to potential students.

Target 1: To expand our geographic diversity.

Action	Timeline	Responsibility
Meet with West County pastors, principals, and PSR teachers.	Fall 2019-ongoing	President, Director of Marketing & Admissions
Implement and host annual events at Wildwood Pub & Grill for West County school students.	Spring 2019-ongoing	Director of Marketing & Admissions
Implement additional bus stop at Hwy 100 & Hwy 109.	Fall 2019	Transportation
Host annual event with current families hosting events with their Parish families.	Spring 2019-ongoing	Director of Marketing & Admissions, Parents

Target 2: To foster strong relationships with middle school students.

Action	Timeline	Responsibility
Continue to host events that welcome students to our school (e.g., Healthy Lifestyles, shadow days, middle school nights at games, and plays).	Fall 2019-ongoing	Director of Marketing & Admissions
Host 6th or 7th grade field day or retreat on campus.	Spring 2020	Director of Marketing & Admissions, PE Department, Student Council/Leadership Class
Continue to participate in events that integrate high school students in the elementary schools (e.g., Jazz Band tour, pep rally participation, alumni visits).	Ongoing	Director of Marketing & Admissions, Music Department, Theater Department

Target 3: To increase targeted marketing presence on all current and future social media platforms.

Action	Timeline	Responsibility
Gain training and experience on various social media platforms (e.g., Instagram).	Spring 2019-ongoing	Director of Marketing & Admissions
Create a Borgia podcast.	2020-2021 school year	Director of Marketing & Admissions, Video Production Department

Target 4: To encourage enrollment from our area partner elementary schools.

Action	Timeline	Responsibility
Incorporate a SFBRHS spotlight in parish bulletins.	Fall 2019	Director of Marketing & Admissions
Specifically target schools lower than 60% enrollment.	Fall 2019-ongoing	Director of Marketing & Admissions
Offer specific grade school nights at school events.	Fall 2019-ongoing	Director of Marketing & Admissions

Strategic Area: Facilities

We hope to maintain and enhance St. Francis Borgia Regional High School as an attractive, well-kept, and safe campus promoting high achievement.

Target 1: To improve the heating, ventilation, and air conditioning (HVAC) system, specifically in the old academic wing.

Action	Timeline	Responsibility
Gather individual classroom/room humidity data.	Spring 2019	Faculty, Maintenance
Meet with HVAC experts to analyze/evaluate data and HVAC system.	June 2019	President, Maintenance Director, Faculty Representatives who developed data
Decide on and implement upgrades/solutions based on expert evaluation/analysis of data and HVAC system.	July 2019	President, Maintenance Director, School Board, Faculty Representatives

Target 2: To create and follow an annual maintenance schedule.

Action	Timeline	Responsibility
Create a preventative maintenance schedule. a. Include daily, weekly, and monthly duty details	Summer 2019 with ongoing updates	Maintenance Director, Maintenance Personnel, Faculty and Staff input
Create a seasonal maintenance schedule with specific duties and details.	Summer 2019 with ongoing updates	Maintenance Director, Maintenance Personnel, Activities Director, Athletic Association, Faculty and Staff input
Create a Special Events Maintenance Schedule with specific duties and details; ex. Open House, Graduation.	Summer 2019 with ongoing updates	Maintenance Director, Event Sponsors

Target 3: To update/improve campus facilities and navigation.

Action	Timeline	Responsibility
Improve campus navigation by increasing directional signage for locations/facilities.	Summer 2020	Maintenance Director, Administration
Renovate bathrooms in Academic Wing.	Summer 2021	Maintenance Director, President
Upgrade water fountains in Academic Wing to include bottle-filling capability.	Summer 2019	Maintenance Director, President
Research and develop Student Common Area.	Research Fall 2021-Spring 2022; Develop Summer 2022	Administration, Faculty, Staff, Maintenance Department

Target 4: To renovate the Ray DeGreeff Gymnasium locker rooms.

Objective	Timeline	Responsibility
Research locker room needs.	Fall 2019	Activities Director, Coaches
Design new male and female locker rooms.	Winter - Spring 2020	Activities Director, Coaches, Administration, Maintenance Department
Renovate male and female locker rooms.	Summer 2020	Activities Director, Administration, Maintenance Department

Strategic Area: Financial Plan

We hope to provide a financially sound institution of learning and development by exploring innovative means to keep tuition viable, to engage our students and alumni, and to cultivate strong philanthropic relationships.

Target 1: To increase the financial stability of our school.

Action	Timeline	Responsibility
Significantly reduce arrears tuition.	Spring 2019	President, Finance Committee, Bookkeeper/Accountant
Stabilize tuition and implement a five-year tuition plan.	Spring 2020	Finance Committee

Target 2: To implement a robust planned giving program.

Action	Timeline	Responsibility
Identify planned giving prospects and cultivate relationships.	Spring 2019-ongoing	Endowment Board Members, Director of Advancement, President

Target 3: To increase a culture of philanthropy.

Action	Timeline	Responsibility
Continue to increase alumni engagement.	Spring 2019-ongoing	Director of Annual Giving & Alumni Relations, Alumni
Continue to educate faculty, staff, parents, and students on their role in advancing the school to be achieved through the development of a Student Advancement Corps.	Spring 2019-ongoing	Student Advancement Corps, Advancement Office
Increase scholarship awareness and donor acknowledgement.	Fall 2019-ongoing	Advancement Office
Reinvigorate the Alumni Association.	2020-2021 school year	Director of Annual Giving & Alumni Relations

Target 4: To increase fundraising revenue.

Action	Timeline	Responsibility
Identify corporate sponsorships.	Fall 2019-ongoing	Advancement Office
Explore and identify additional or different fundraising opportunities in support of general operating expenses.	Summer 2019-ongoing	Advancement Office
Explore and identify outside grant opportunities.	Fall 2019-ongoing	Advancement Office

Strategic Area: School Wellness

We hope to improve the overall mental, social, and physical health of the members of our school community.

Target 1: To improve the physical health of the members of SFBRHS.

Objective	Timeline	Responsibility
Hire a full-time nurse.	Fall 2019	President
Provide an overall healthy eating environment and advocate for healthy food choices.	Fall 2019	Cafeteria Staff, Foods Classes
Provide more opportunities for faculty and staff wellness.	Fall 2019-ongoing	President, Athletic Association, Coaches, Teachers, Archdiocese of St. Louis, Insurance Company
Improve methods of identifying students who struggle with substance abuse and provide appropriate support.	Fall 2019	Administration, Nurse, Counselors, Teachers

Target 2: To improve the mental and emotional health of the members of SFBRHS.

Objective	Timeline	Responsibility
Make mental health resources more accessible to students, parents, and teachers.	Fall 2019-ongoing	Counselors, IT department
Create discreet ways for distressed students to communicate with counselors.	Fall 2019	Counselors, IT department, CARE Team
Create a plan of action for traumatic events.	2019-2020 school year	Principal, Counselors, Teachers
Research possible schedules to maintain and promote student wellness.	2020-2021 school year	Teachers, Students

Target 3: To improve the social health of the members of SFRHS.

Objective	Timeline	Responsibility
Identify where students display social ineptitude.	2019-2020 school year	President, Principal, Counselors, Learning Consultant, and Advisors
Identify students uninvolved in student life activities and promote involvement.	2019-2020 school year	Principal, Office Manager, Advisors
Implement sustainable intramural programs.	2020-2021 school year	Coaches, Faculty, Students