

**St. Paul School of Princeton
Strategic Plan 2020-2023**

**Fostering the Life of Christ:
The Intellectual and Spiritual Formation of Our Children**

Mission

1. Mission Statement

- a. Saint Paul School is a Catholic community centered on instilling the teachings of Jesus.
- b. We are called to prepare students of character - spiritually, emotionally, academically, and socially, by cultivating respect for all God's creations with emphasis on the Catholic social teachings, providing the highest quality education in a diverse educational environment that will empower children to develop their God-given talents, and provide experiences and activities that will enable students to assume a value-centered role in society.

2. Goals

- a. To cultivate respect for all God's creations with emphasis on the Catholic social teachings.
- b. To provide the highest quality education in a diverse educational environment that will empower children to develop their God-given talents.
- c. To provide experiences and activities that will enable students to assume a value-centered role in society.

3. Belief Statement

- a. We believe that we must energetically strive to develop students who are faith based in Catholic tradition, committed to justice, and who will always be people of integrity. We believe that we must enable students to assume a value-centered role in society. We believe that as educators, we are charged with the responsibility of producing intellectually competent students who are open to continued spiritual and academic growth.

4. Values

- a. Spirituality
 - i. We cherish a school rooted in our Catholic faith, with Eucharistic worship as the source and summit of our Christian values, discipleship, and Catholic social teachings. We are committed to establishing and maintaining a faith-centered collaboration of the parish, students, parents, administration, faculty, staff and alumni.
- b. Quality Education

- i. Through the joint and collegial efforts and commitment of a competent faculty, the administration, and dedicated parents, our students will continue to grow in an environment of challenging academic standards and will develop the skills needed for success in further education and the workplace.
- c. Respect
 - i. We are a community that envisions Christ in all people and fosters an environment, rooted in Catholic values, which encourages dignity, self-esteem, integrity, and responsibility to ourselves and others.
- d. Justice
 - i. We are committed to a Christian vision that promotes fairness, tolerance, accountability, and compassion in our treatment of others in our daily lives.
- e. Service to Others
 - i. Saint Paul's students, PreK through 8, are committed to a ministry of service to the parish community and to the broader community.
- f. Responsibility
 - i. In all our actions, we seek to promote fiscal accountability, stewardship, and the continued dedication of our time and talents for the spiritual, physical, and mental growth of the youth and families we serve.

Catholic Identity

The Pastor works together with the School Principal and Academic Committee in support of a total parish vision for building Catholic Christian identity, which is formed through sound catechesis in the foundations of the Catholic faith, rooted in full, active and conscious participation in the liturgy and actualized in lifelong discipleship and service to others, in all members of the Saint Paul School Community.

1. Objective 1: Primacy of the Reception of the Sacraments
 - a. Strategy 1: Develop an understanding of the Mass so as to more fully participate in worshipping God
 - b. Strategy 2: Provide the students with the opportunity to meet Jesus in the Sacrament of Reconciliation at school several times a year
 - c. Strategy 3: Provide quiet time for personal prayer and scripture study at each grade level, so students can learn to talk to Jesus in their hearts
2. Objective 2: Encountering Jesus in Others and Bringing Jesus to Others
 - a. Strategy 1: Provide concrete ways parents can foster and bear witness to the life of Christ in their soul.
 - b. Strategy 2: Provide concrete ways Faculty can foster and bear witness to the life of Christ in their soul.
 - c. Strategy 3: Cultivate virtuous living at School and Home by focusing on a Virtue of the Month and studying the Spiritual and Corporal Works of Mercy

Academics

Each student will be able to perform effectively, according to ability, in a spiritually and academically challenging environment.

1. Objective 1: Curriculum Articulation

- a. Strategy 1: Deliver a rigorous curriculum aligned with Diocesan, state, and national standards that prepares students for success beyond elementary school
- b. Strategy 2: Engage in continual evaluation of scope and sequence of curriculum to ensure educational program in all subject areas is aligned vertically and horizontally
- c. Strategy 3: Promote Professional Development through both Diocesan programming and age and subject-area specific workshops that will enhance the delivery of curriculum and instruction diversification
- d. Strategy 4: Collaboration with local Catholic, private, and public schools to maintain a rigorous and robust educational environment

2. Objective 2: Fostering Life-Long Learners

- a. Strategy 1: Increase opportunities for cross-curricular learning, drawing together subject matter from two or more disciplines to enhance critical thinking and real-world application
- b. Strategy 2: Enrich STEM program with hands-on experiences that engage students in teamwork, problem-solving, and multi-disciplinary skill application
- c. Strategy 3: Foster a culture of literacy by providing student-focused reading engagement opportunities
- d. Strategy 4: Differentiate instruction based on a variety of assessment tools in order to best promote individual student learning at all levels

3. Objective 3: Digital Citizenship

- a. Strategy 1: Foster responsible technology use in a safe environment
- b. Strategy 2: Continually update the 1:1 Device Program to support independent learning and technological literacy
- c. Strategy 3: Combine Virtual Google Classroom platform with digital curriculum resources to allow for both diversification for individual students as well as collaboration within each class.
- d. Strategy 4: Develop digital curriculum delivery with consistency and quality of in-class instruction to build community both in physical and virtual classrooms

Finance

We will ensure the delivery of sound, timely financial reporting to enable the Pastor, Principal and the Parish Finance Committee to make timely financial decisions impacting Saint Paul School and its constituents. Proactively advise, monitor and oversee the financial infrastructure of Saint Paul School. We will coordinate the financial reporting from the Endowment Committee and the PTA to the Parish Finance Committee

1. Objective 1: Develop a long-term financial plan for growing the endowment, capital and exploring alternate revenue streams.

- a. Strategy 1: Work with the Parish Finance and SPS Development Committees to develop a plan that will grow capital.
- b. Strategy 2: Explore non-tuition based stream of revenue.
- c. Strategy 3: Aim to attain maximum support via the Annual Fund and partner with Development to ensure broadest reaches for fundraising.
- d. Strategy 4: Manage investments and other opportunities to increase the endowment and ensure maximum return.

2. Objective 2: Explore and evaluate a Tuition Model including Tuition Assistance

- a. Strategy 1: Form a committee to explore other tuition models.
- b. Strategy 2: Manage enrollment, marketing and faculty quality to attract students while sustaining the current facilities and resources.
- a. Strategy 3: Explore methods of tracking tuition and categories.
- b. Strategy 4: Explore other models of tuition assistance.

Institutional Advancement

In order to ensure a vibrant future for St. Paul School, relationships with alumni, parishioners, current and past parents will be nurtured to develop sound financial investments.

1. Objective 1: Fundraising

- a. Strategy 1: Align fundraising activities for The Lion Fund, the Endowment Fund, and St. Paul Athletic Committee (SPAC) to best support the current and future financial needs of the School.
- b. Strategy 2: Evaluate participation in fundraising activities and giving initiatives in order to maintain dual focus on short term and long term donations.

2. Objective 2: Community Building

- a. Strategy 1: Coordinate fundraising events with stakeholders in the school, parish, and broader Princeton community in order to facilitate a strong financial support system for the School.
- b. Strategy 2: Identify opportunities for stakeholders, including current families, alumni, and Parish members, to build community by participating in a wide-variety of year-round fundraising opportunities

Marketing

To position Saint Paul School as a faith-based parish school dedicated to Catholic values, academic excellence and a commitment to ministry of service through communication to community, parents, and parish.

1. Objective 1: Articulate and realize updated brand/imaging for St. Paul School
 - a. Strategy 1: Build a unified and identifiable brand in partnership of school with parish.
 - b. Strategy 2: Develop a custom designed website that readily serves our past, present, and future students and their families.
 - c. Strategy 3: Steamline all branding to incorporate all school organizations and events into the larger image of and style guide for St. Paul School
2. Objective 2: Publicize succinct and informative communication to current families
 - a. Strategy 1: Communicate with current families through weekly (and additional, as needed) communication of streamlined messages from administration, committees/organizations within the school
 - b. Strategy 2: Ensure user interface and strategic layout of the website is parent-friendly, easily navigable, updated, and informative.
 - c. Strategy 3: Leverage social media to update stakeholders regarding day-to-day school events and activities, including video review and live streaming of key in-school events to share with families and the larger community.
 - d. Strategy 4: Equip all 8th grade and PreK families with lawn signs to indicate their student's graduation from or enrollment in SPS, facilitating camaraderie among families and ensuring community visibility.
 - e. Strategy 5: Equip members of committee and organizations within SPS to update and maintain their pages of the website, facilitating the availability of the most up-to-date information.
3. Objective 3: Promote visibility within the broader community, encouraging enrollment
 - a. Strategy 1: Ensure the school website is a wealth of information readily available including a virtual tour option on the school website for prospective families upon request.
 - b. Strategy 2: Leverage social media ads to promote programs in the broader community.
 - c. Strategy 3: Recruit, equip, and oversee a SPS social media ambassador team to encourage community members to look into SPS.
 - d. Strategy 4: Partner with the Diocese of Trenton to maintain up-to-date alumni records and send young alumni postcards to encourage continued school/parish involvement.

- e. Strategy 5: Publish adapted Weekly Communication in parish bulletin, sharing a taste of each week at SPS and promote various ways to support the school, including major upcoming events, fundraisers, and service events in Mass announcements to encourage parishioner participation and support.
4. Objective 4: Partner with additional organizations to broaden the scope of SPS's reach
- a. Strategy 1: Continue to publish ads regularly in The Monitor (Diocese of Trenton magazine)
 - b. Strategy 2: Highlight Catholic Schools Week and Spotlight Student Council representatives' Catholic school experience via speaking at parish Masses and via social media.
 - c. Strategy 3: Partner with the parish to host community wellness events, both increasing visibility and serving those in need.
 - d. Strategy 4: Participate in Princeton community events (Communiversity, etc.) to encourage awareness of SPS's presence in the greater area.

Facilities

Create and maintain excellent facilities that will provide students of Saint Paul School a safe and engaging environment for all academic and co-curricular programs.

1. Objective 1: Master Plan

Support and advance overall facilities maintenance plans that support St. Paul School facilities, while concurrently meeting regulatory and accreditation requirements

- a. Strategy 1: Ensure school aims, plans, and efforts are considered for future use
- b. Strategy 2: Develop, coordinate, and implement plans to ensure school facility requirements are supported and sourced

2. Objective 2: Campus Aesthetics

Amongst competing requirements, facilities are purposefully designated for utilization to enable appropriate resourcing and to fully support and accommodate School requirements within both SPS dedicated spaces and multi-purpose facilities

- a. Strategy 1: Identify requirements, in coordination with users, to accommodate multi-purpose uses, collateral equipment, furnishings, and outfitting.
- b. Strategy 2: Ensure facilities are designated, resourced, and utilized appropriately
- c. Strategy 3: Ensure that all identified areas of student learning are supported by designated spaces