

# **STRATEGIC GROWTH PLAN UPDATE**

**FORT SMITH CATHOLIC SCHOOLS**

*December 2018*

## **A COLLABORATIVE APPROACH**

In September of 2018, the leaders of the Fort Smith Catholic Schools (Christ the King School, Immaculate Conception School, St. Boniface School, and Trinity Junior High) began a collaborative strategic planning process in order to shape the future of our Catholic schools for years to come. Working with the FSCS on this Strategic Growth Plan process is the Institute for School and Parish Development (ISPD). ISPD, headquartered in the Greater New Orleans Area, is a national development consulting firm that works exclusively with Catholic schools, parishes and dioceses throughout the country. Frank Donaldson and Joe Therber are the ISPD associates who are leading us through our planning and people engagement efforts. This Strategic Growth Plan *Update* is designed to keep everyone informed over the overall steps being taken.

With this Strategic Growth Plan process, the main principle that we will follow is: *In order to create the plans and strategic initiatives for the future of the Fort Smith Catholic Schools, we will plan to reach out and invite your input and best wisdom. Your recommendations will certainly be considered as we chart a new course for the future. We will seek meaningful involvement.*

## **GETTING STARTED**

The process began with an initial Assessment. ISPD worked with the schools to assess our present situation in a number of areas: governance, involvement of people, enrollment, communication, marketing, and others. ISPD personally interviewed 40 members of our school and parish communities and reviewed key materials and publications. A copy of that Assessment has been shared with all administrators and the newly-formed Steering Committee.

## **PLANNING AREAS**

The planning process will be built around the planning areas used by the *National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools*.

Those planning areas are:

- Mission and Catholic Identity
- Governance and Leadership
- Academic Excellence
- Operational Vitality

## **TEAMS LEADING THE PROCESS**

The planning process is being led by an Executive Committee comprised of the pastors, principals and dean of the schools. Those members are:

- Father John Antony
- Father Juan Guido
- Father Mario Jacobo
- Sharon Blentlinger
- Jeff Plake
- Rebecca Kaelin
- Karen Hollenbeck
- Zach Edwards

In addition to the Executive Committee, there is a Steering Committee comprised of members who represent all of the Catholic schools and parishes in Fort Smith. Those members are:

- Mike Bishop
- Wes Borengasser
- Justin Boyd
- Lap Bui
- Karen Caruthers
- Stacey Catsavis
- Bettye Franz
- Jim Geels
- Kristen Gehrig
- Joanie Gramlich
- Michelle Hadley
- David Higginbotham
- Liliana Infante
- Myndi Keyton
- Katie Kratzberg
- Dustin Perceful
- Kathy Rogers
- Susan Schluterman
- Donna Stec (Coordinator)

## **STEPS IN THE PROCESS**

- Month 1: ISPD Assessment
- Month 2: ISPD Assessment
- Month 3: Formation of Steering Committee to guide the SGP + Education on SGP Process
- Month 4: Continued education on the SGP process and Preparation for Planning Teams
- Month 5: First Planning Area Team Workshop
- Month 6: Second Planning Area Team Workshop
- Month 7: Third Planning Area Team Workshop
- Month 8: Fourth Planning Area Team Workshop
- Month 9: Congress
- Month 10: Delivery of the final SGP with implementation recommendations