

# FORT SMITH CATHOLIC SCHOOLS

## STRATEGIC GROWTH PLAN UPDATE

March 2019

### STRATEGIC GROWTH PLAN PRAYER

*Let us pray. Father of Light, it is You who gives us all that is good in the power of Your Holy Spirit, through Jesus Christ, Your Son. We ask that You awaken in us Your Spirit's gift of wisdom, that we gather as one, make decisions for the growth of Your Kingdom, understand the needs of all, to discern well in our assessment and plan for the future in accordance with Your Holy will for the Catholic schools of Fort Smith. Through the intercession and example of Saint Elizabeth Ann Seton, protect our strategic planning. We make this prayer to you through this same Jesus Christ, our Lord. Amen.*

### STRATEGIC GROWTH PLAN:

#### WORKSHOP # 1

Over 100 people joined together on Monday, February 18<sup>th</sup> for the first workshop in a series of four that will take place between now and the first week of June 2019. The overall purpose is to create a collaborative Strategic Growth Plan for the future of Catholic schools in Fort Smith. Facilitated by the Institute for School and Parish Development, a national Catholic consulting firm, the process involves representatives from all schools and all parishes. As stated in the previous update in December 2018, there is an Executive Committee comprised of the pastors and principals, and there is a Steering Committee made up of members from all schools and parishes. These leaders are serving as facilitators and scribes for the twelve Planning Area Teams.

#### **Planning Area A: Mission and Catholic Identity**

- Planning Area Team A1: Mission Statement
- Planning Area Team A2: Religious Studies, Prayer, Worship, and Service
- Planning Area Team A3: Adult Faith Formation (Parents, Faculty, and Staff)

#### **Planning Area B: Governance and Leadership**

- Planning Area Team B1: Board Effectiveness
- Planning Area Team B2: Leadership Effectiveness

#### **Planning Area C: Academic Excellence**

- Planning Area Team C1: Curriculum, Instruction, and Academic Data
- Planning Area Team C2: Parental and Student Life

#### **Planning Area D: Operational Vitality**

- Planning Area Team D1: Financial Plan
- Planning Area Team D2: Human Resources
- Planning Area Team D3: Facilities, Equipment, Technology and Security
- Planning Area Team D4: Communications, Marketing, and Enrollment Management
- Planning Area Team D5: Development

In December 2018, the Steering Committee nominated people from every school and every parish to serve on one of the above Planning Teams. For this first workshop, each Planning Area Team had the 8-10 people needed to work through the planning process over the next four months. In the first workshop, participants on each Planning Area Team focused on:

- Fully understanding the overall agendas for all four workshops;
- Understanding the scope and focus of their Planning Area;
- Beginning to work on the SWOT study of their Planning Area:
  - Present Strengths
  - Present Weaknesses
  - Future Opportunities
  - Future Threats

In additions, all participants in Workshop # 1 viewed and gave input into the first draft of a Collaborative Vision/Mission statement for Catholic schools in Fort Smith.

#### WORKSHOP # 2

On Monday, March 11, 2019, the second workshop will take place, and the Planning Area Teams will finalize their SWOT work and begin to create the Challenges that their areas are faced with – both now and in the future.