



FORT SMITH CATHOLIC SCHOOLS

Strategic Growth Plan: Challenges

The Fort Smith Catholic Schools' Executive Committee, Steering Committee and Planning Area Teams have spent the past seven months working on a Strategic Growth Plan that will provide direction and vision for the future of Catholic school education in this community. During this time, the following has been accomplished:

- * Organization of the Plan around the four domains of: Mission and Catholic Identity, Governance and Leadership; Academic Excellence and Operational Vitality;
- * Creation of Purpose Statements for all Planning Areas of the Four Domains;
 - * Creation of Challenges for each of the Planning Areas;
 - * Creation of preliminary Strategic Solutions to the Challenges;

In June, the leaders of the Strategic Growth Plan will reach out and invite members of the overall Fort Smith community and beyond to come for an evening Convocation on June 3, 2019 and offer an objective view on how to solve the challenges. After input from all of the planning groups, the Strategic Growth Plan

Document will be presented to the Executive Committee (pastors and principals of Fort Smith Catholic Schools) in July 2019 for input and revision before being presented to the superintendent of Catholic schools, Theresa Hall. After review by the superintendent, the Plan will then be presented to Bishop Anthony Taylor for final input and priority. Implementation of the priorities of the Plan are scheduled to begin in the fall 2019.

Below are the Mission/Vision Collaboration Statement and the 21 Challenges that will be introduced on June 3rd at the Convocation.

Mission/Vision Collaboration Statement

Draft III

The Fort Smith Catholic Schools provide an exemplary educational experience based upon the teachings of the Catholic Church. We promote and nurture the development of the whole child: spiritually, academically, physically, and socially. United as one community, we welcome all families who seek a Christ-centered and value-based education.

DOMAIN A: MISSION AND CATHOLIC IDENTITY

Planning Area A-1: Mission Statement

* A-1-1: How can we effectively communicate the Mission/Vision Collaboration Statement to prospective families and the overall community?

Planning Area A-2: Religious Studies, Prayer, Worship and Service

* A-2-1: How can we develop our youth with a deep understanding of their faith that will last throughout their life?

* A-2-2: How can we better educate our faculty in the faith in order to be more rigorous in integrating our faith across the curriculum?

* A-2-3: How can all Catholic schools better collaborate in celebrating our faith?

Planning Area A-3: Adult Faith Formation (Parents, Faculty and Staff)

* A-3-1: How can we, the Fort Smith Catholic Schools, partner with our parishes to inspire, encourage and engage parents, faculty, and staff to be intentional disciples of Jesus Christ?

* A-3-2: How can we, the Fort Smith Catholic Schools, empower and equip our parents to renew their commitment to be the primary educators of the faith to their children?

DOMAIN B: GOVERNANCE AND LEADERSHIP

Planning Area B-1: Board Effectiveness

* B-1-1: How can we best create a unified Catholic school system without losing the identity of each of our parishes?

* B-1-2: How can we create the optimal governance team model (structure and accountability) that aligns school leadership across FSCS?

Planning Area B-2: Leadership Effectiveness

* B-2-1: How can we identify, educate, and develop effective leaders who collaboratively utilize the guidelines set forth by the National Catholic Schools Standards and Benchmarks?

DOMAIN C: ACADEMIC EXCELLENCE

Planning Area C-1: Curriculum, Instruction and Academic Data

* C-1-1: How can we collaborate and share resources in order to create, implement, and sustain meaningful professional development opportunities for all teachers to ensure superior academics that challenge all students?

* C-1-2: How can we use measureable data to monitor and evaluate curriculum and student progress?

Planning Area C-2: Parental and Student Life

* C-2-1: How can we better communicate within the FSCS community to engage parents and students to promote involvement in school activities?

* C-2-2: How can we broaden services and expand activities and opportunities for students and families?

DOMAIN D: OPERATIONAL VITALITY

Planning Area D-1: Financial Plan

* D-1-1: How can we best collaborate in the areas of facilities, personnel, and fund-raising to create a financial plan of action to offer affordable education to all families who desire a Catholic school education?

Planning Area D-2: Human Resources

* D-2-1: How can we recruit and retain exceptional teachers, administrators and staff while continuously strive to stay at the pinnacle of educational excellence in Fort Smith?

Planning Area D-3: Facilities, Equipment, Technology, and Security

* D-3-1: How can we keep pace on the leading edge of technological advancements in software, hardware and education to not only protect our students but also give them a competitive academic advantage?

* D-3-2: How can we develop and maintain a comprehensive safety plan for FSCS that adapts to the changing world in which we live?

* D-3-3: How can we create and update a FSCS facilities and equipment plan that identifies needs, reduces operating costs, and increases collaboration at all levels?

Planning Area D-4: Communications, Marketing, and Enrollment Management

* D-4-1: How can we reach new and existing audiences and effectively explain the benefits of receiving an education in a Catholic environment?

* D-4-2: How can we make use of our collective cultures to unify our parishes?

Planning Area D-5: Development

* D-5-1: How can we identify, engage and energize a wider donor base while developing alumni loyalty to assure a sustainable financial resources plan and capitalize on loyalty to each parish.