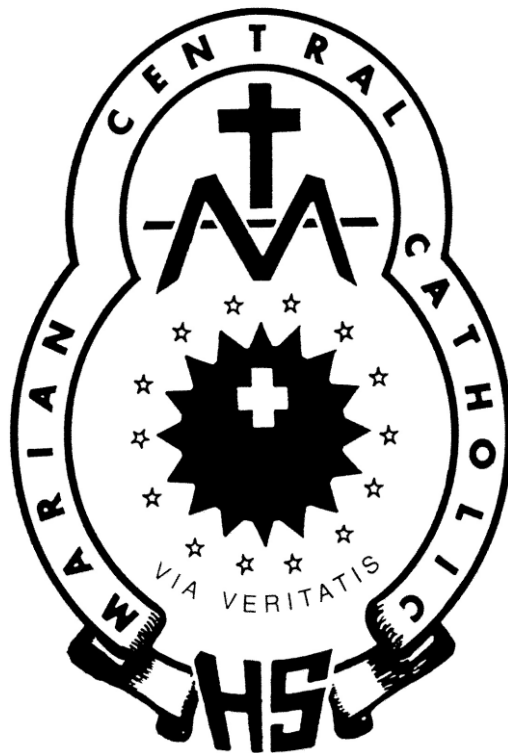


**TRANSITIONING TO THE 20's**  
**STRATEGIC PLAN**  
**RECOMMENDATIONS**



**Marian Central Catholic High School**

**Woodstock, Illinois**

**April, 2013**

With the completion of the recommendations contained in *the Marian 2010 Strategic Plan* which had been devised in 2004, the Council of Administration approved moving forward with the development of a new strategic long-range plan that would carry the school through 2020 and beyond. The superintendent was charged with the responsibility of serving as the facilitator for the process. An ad hoc committee of the Council consisting of twenty-one men and women representing the school's various constituencies including pastors, parents, students, Council members, alumni, and staff was established and given the following responsibility:

*Marian Central Catholic High School is a precious legacy of the Catholic community of McHenry County which is handed from one generation to the next. As identified in its mission statement, it shares with parents and the parishes of the McHenry Deanery in the teaching mission of the Church. The mission statement further states that the school provides students with an education infused with Catholic Christian values, designed to promote religious, spiritual, intellectual, physical, social, and emotional development. The purpose of creating a new strategic long-range plan for the school is to provide a process for ensuring and shaping the future of the school by developing long-term goals and the means to achieve them.*

The Council further identified that the expectation would be that the report be presented to the Council in April, 2013 for potential approval. The committee met throughout the 2012-13 school year reviewing the school's then current scenario, including programs, facilities, enrollment, finances, etc. The committee completed its work in March, 2013 and presented the *Transitioning to the 20's Strategic Plan* to the Council on April 23, 2013. It was at that meeting that the Council of Administration approved it for implementation. The following twenty-one recommendations included in the plan were developed to give direction to the school's leaders as it strives to further enhance its programs, facilities, and the realization of its mission over the next six to ten years:

### **Recommendations, Proposed Timeline for Completion, & Funding Sources – (Operating Budget; Other Source; Capital Campaign)**

#### **A. Next 2 Years (2013-14 & 2014-15):**

##### Enrollment and Financial Issues

- Review and, as appropriate, affirm or revise the school's mission statement. (Operating Budget)
- Evaluate the school's tuition assistance and job programs with the goal of enhancing and possibly expanding the programs so as to attract students from families of all financial capacity backgrounds. (Other Source)
- Seek more involvement from diocesan leadership – from Bishop on down including Deanery pastors – in Marian and its operation. (Operating Budget)

### Personnel Issues

- See to the establishment and execution of a comprehensive staff development plan by a designated staff person or persons, including both professional and social development, based upon the results of staff needs assessments as well as other professional resources. (Operating Budget)
- Develop a succession plan for key leadership and highly technical/advanced studies faculty positions and prepare for a shift of generational needs and skill sets in administrative and teaching staffs. (Operating Budget)
- Develop a plan for the recruitment of highly qualified Catholic educators to fill vacancies as they occur including competitive salaries, financial and other benefits, etc. (Operating Budget)

### Academic & Co-Curricular Program Issues

- Develop a plan with associated funding for the continued growth of technology integration in teacher delivery methods, student use for research and learning, textbook replacement, communication with constituents, administrative activities, etc. (Operating Budget)
- Provide summer camps and programs in academics, athletics, activities, etc. for elementary through high school age students in an attempt to attract students of various interests so as to enhance their personal growth and development as well as to assure the future enrollment of the school. (Other Source)
- Evaluate the current non-athletic co-curricular program offerings; determine the viability of each; add or subtract as appropriate based upon interest; assign to an appropriate administrator in consultation with the activity group advisors the responsibility of devising a schedule of meetings and activities so as to reduce conflicts and maximize student involvement opportunities. (Operating Budget)
- Evaluate the current athletic program offerings; determine the viability of each; and add or subtract as appropriate based upon interest, facilities, costs, etc. (Operating Budget)

### Facility & Grounds Issues

- Devise a capital development plan for future operational budget funding of the maintenance, updating and upgrading of the existing facilities including but not limited to: a) restrooms; b) heating and ventilation; c) lighting; d) asbestos

- removal; e) windows; f) roofs; g) auxiliary gym bleachers; h) electrical systems; i) annex building and rectory facility needs; j) fire alarm system; k) security cameras and doors; l) classroom furnishings; m) stage, auditorium and gymnasium floors and fixtures; n) locker rooms, etc. (Operating Budget)
- Devise a capital development and future funding plan of new additions and major upgrades including but not limited to: a) air conditioning; b) emergency generator system; c) parking lot addition; d) athletic field improvements; e) tennis courts; f) storage buildings; g) building addition that might include – field house/recreation center; school office; music practice and storage rooms, etc. (Operating Budget)

## **B. Years 3, 4 & 5 (2015-16 through 2017-18):**

### Enrollment and Financial Issues

- Develop a formal and comprehensive marketing plan for the school which includes the development of strategies to establish, maintain and continually evolve positive relationships with constituents – parishes, schools (Catholic elementary, public, and other private), cities, officials, etc. to ensure stability or growth in enrollment and alignment with the school’s mission statement – including image/visual/branding/defining the product/articulating the plan; demographic shifts, etc. (Operating Budget)
- Evaluate the school’s development program in an effort to enhance constituency relationships and program activities using various communication forms including technology, social media, as well as face-to-face interactions and activities utilizing staff and students with the ultimate goal of growing constituent stewardship in support of the school’s many programs and activities. (Operating Budget)

### Personnel Issues

- Provide the necessary funding and devise the roles and responsibilities for new staff positions which might include marketing, technology, medical/nursing, student special needs, staff development, fine arts, etc. (Operating Budget)
- Devise a plan to implement articulation and cooperative program planning with constituent grade schools and their staffs to better align with Marian’s curriculum and academic program including the development of staff relationships between Marian and Catholic elementary schools. (Operating Budget)

### Academic & Co-Curricular Program Issues

- Devise a plan for meeting the academic needs of current and future students which might include zero hour classes, summer classes, an eighth period in the academic day, etc. (Other Source)
- Devise a plan for interacting with local Catholic as well as public schools to build peer and school relationships. (Operating Budget)
- Leverage various community and civic relationships including alumni and businesses in an effort to enhance academic programs and real world applications, internships, mentorships, etc. – to serve as advisors and resources to staff (Operating Budget)

### Facility & Grounds Issues

- Execute the previously developed operational budget capital development plan for the maintenance, updating and upgrading of the existing facilities including but not limited to: a) restrooms; b) heating and ventilation; c) lighting; d) asbestos removal; e) windows; f) roofs; g) auxiliary gym bleachers; h) electrical systems; i) annex building and rectory facility needs; j) fire alarm system; k) security cameras and doors; l) classroom furnishings; m) stage, auditorium and gymnasium floors and fixtures; n) locker rooms, etc. (Operating Budget)

## **C. Years 6 – 10 (2018-19 through 2022-23):**

### Facility & Grounds Issues

- Implement the previously developed capital development plan for new additions and major upgrades including but not limited to: a) air conditioning; b) emergency generator system; c) parking lot addition; d) athletic field improvements; e) tennis courts; f) storage buildings; g) building addition that might include – field house/recreation center; school office; music practice and storage rooms, etc. (Capital Campaign)