

# TEURLINGS CATHOLIC HIGH SCHOOL



## STRATEGIC PLAN 2022 - 2027 COMPONENTS & GOALS

TEURLINGS CATHOLIC HIGH SCHOOL DEVELOPS EACH INDIVIDUAL'S ABILITY  
TO CHANNEL HIS SPIRIT FOR THE GLORY OF GOD

# 2022 - 2027 STRATEGIC GOALS

**Catholic Identity:** Maintain a vibrant Catholic school community anchored by faith and guided by mission, in which all members can more deeply live their faith.

**Academic Excellence:** Provide a rigorous, engaging, and supportive learning experience that prepares students for college and careers in the 21st Century.

**Student Life and School Culture:** Develop and sustain a positive and joyful school climate that embraces diversity, fosters community, and supports the well-being, personal and spiritual growth, and success of every student.

**Marketing and Enrollment Management:** Raise awareness, improve brand recognition and maximize enrollment.

**Mission Advancement and Finance:** Expand and deepen the culture of philanthropy to position the school for long-term financial sustainability and growth.

**Facilities and School Safety:** Provide safe, sound, effective, efficient facilities and grounds, and plan for future needs.

While all of these areas are interrelated, Catholic Identity is unique in its central importance. Thus, while much of the direction for Catholic Identity is articulated within Section 1 of the 2022-2027 Strategic Plan, Teurlings Catholic High School maintains its commitment to integrate Catholic Identity into all aspects of the school. This commitment supports the underlying belief that Catholic Identity is essential to effectively carry out the school mission.

# CATHOLIC IDENTITY

***Strategic Goal: Maintain a vibrant Catholic school community anchored by faith and guided by mission, in which all members can more deeply live their faith.***

***Objective 1: Infuse all subject areas and school activities with Catholic identity and values.***

## **Action Steps:**

- 1.1 Challenge our school community to answer God's call every day, and to embrace, teach, and live our core values To Channel His Spirit for the glory of God.
- 1.2 Explore best practices and traditions at leading Catholic high schools to discover and implement new and exciting ways to integrate Catholic identity into student life and school culture.
- 1.3 Cultivate a spiritual community that fosters fellowship among students, faculty, staff, and the broader Teurlings Catholic family.

***Objective 2: Provide inviting, inclusive, and student-centered faith formation for all students.***

## **Action Steps:**

- 2.1 Provide engaging opportunities for each student to seek and pursue individual vocations and spiritual growth.
- 2.2 Develop a plan to increase and broaden student participation and engagement in campus ministry experiences.
- 2.3 Continue to evaluate, evolve, and implement student retreat experiences that result in communal faith formation.
- 2.4 Develop and implement service-based learning.

***Objective 3: Empower faculty and staff to support and strengthen the mission of Teurlings Catholic High School and carry out their ministry in the Catholic faith.***

## **Action Steps:**

- 3.1 Provide faith formation, resources, and support to faculty and staff.
- 3.2 Explore new opportunities for faculty and staff to engage in retreats.
- 3.3 Support faculty and staff in identifying ways to incorporate Catholic identity and our core values in academic coursework, student life, and school culture.

# ACADEMIC EXCELLENCE

***Strategic Goal: Provide a rigorous, engaging, and supportive learning experience that prepares students for college and careers in the 21st Century.***

***Objective 1: Implement the Graduation Pathways Initiative and broaden academic opportunities for all students.***

**Action Steps:**

- 1.1 Maintain existing Honors courses and expand dual credit course offerings.
- 1.2 Strengthen learning opportunities in STEM and explore becoming a STEM certified school through Cognia.
- 1.3 Implement service-based, project-based, and/or work-based learning opportunities.
- 1.4 Create school-wide learning outcomes aimed at developing 21st Century skills.
- 1.5 Expand opportunities in art, music, and drama.

***Objective 2: Expand support for at-risk students.***

**Action Steps:**

- 2.1 Develop a plan to be more data-driven to determine areas in need of academic support.
- 2.2 Increase support and staffing for students with skill deficiencies and/or individual learning needs.
- 2.3 Improve before and after school academic support.

***Objective 3: Provide engaging, robust, and coordinated professional development opportunities for teachers.***

**Action Steps:**

- 3.1 Assess faculty-learning needs and develop professional growth goals.
- 3.2 Engage faculty in coordinated professional growth based on goals and emerging trends.
- 3.3 Implement a faculty recognition program that honors growth and proficiency.

***Objective 4: Assess and strengthen technology use to support student learning.***

**Action Steps:**

- 4.1 Achieve consistency and effectiveness in the use of Chromebooks.
- 4.2 Provide training and resources for faculty and staff to improve skills in using technology for learning and productivity.
- 4.3 Create a task force to assess student screen-time and the use of electronic versus physical textbooks.

***Objective 5: Raise the total number of students that reach the ACT benchmarks each year.***

**Action Steps:**

- 5.1 Implement a training process in ACT certification for core content teachers.
- 5.2 Incorporate programs such as "On to College" which address individual student weaknesses.
- 5.3 Complete the vertical and horizontal alignment of the core content areas.
- 5.4 Analyze testing trends and data to ensure all resources used are meeting instructional needs.

# STUDENT LIFE AND SCHOOL CULTURE

***Strategic Goal: Develop and sustain a positive and joyful school climate that embraces diversity, fosters community, and supports the well-being, personal and spiritual growth, and success of every student.***

***Objective 1: Develop a school culture that celebrates diversity and promotes inclusion.***

**Action Steps:**

- 1.1 Create a diversity task force and seek assistance from diversity experts in our community.
- 1.2 Set goals for diverse student involvement in student government, clubs, and activities.
- 1.3 Develop an annual calendar of activities to celebrate diversity and promote inclusion.
- 1.4 Explore, plan, and hold an annual student-led conference on diversity.
- 1.5 Examine and update the student handbook policies on bullying, harassment, and derogatory speech.

***Objective 2: Promote increased collaboration, empowerment, and school spirit.***

**Action Steps:**

- 2.1 Include collaboration in faculty and staff meetings, promote collaboration between departments, and provide teacher training in collaborative techniques.
- 2.2 Implement a plan to increase student voice and teacher voice.
- 2.3 Incentivize and support innovation through in-house faculty/staff grants.
- 2.4 Appoint a school spirit task force to examine ways to increase school spirit.

***Objective 3: Implement a social-emotional learning (SEL) initiative.***

**Action Steps:**

- 3.1 Develop and implement a social-emotional curriculum and a freshman success curriculum.
- 3.2 Explore ways to implement an advisory period or similar vehicle to support students.
- 3.3 Assess policy and procedures in recognizing, reporting, and addressing stress, anxiety, and depression in students.

***Objective 4: Develop a proactive and targeted approach to student support and assistance.***

**Action Steps:**

- 4.1 Explore programs to provide a data-driven method of early identification and intervention with students at risk of academic and behavioral deficiencies.
- 4.2 Launch a student-assistance team to provide intervention and support to at-risk students.
- 4.3 Implement alternative approaches to discipline (e.g., community mentoring) to support at-risk students and reduce incidents of student misconduct.

***Objective 5: Cultivate a growth mindset in students, faculty, and staff.***

**Action Steps:**

- 5.1 Develop an understanding of and the practical application of growth mindset in faculty and staff.
- 5.2 Provide training for teachers and coaches in implementing growth mindset in classrooms and extra-curricular activities.

# MARKETING AND ENROLLMENT MANAGEMENT

**Strategic Goal:** *Raise awareness, improve brand recognition, and maximize enrollment.*

**Objective 1:** *Identify challenges and opportunities for building the Teurlings Catholic High School brand.*

**Action Steps:**

- 1.1 Conduct a comprehensive brand analysis.
- 1.2 Create a strategic marketing plan that supports the conclusions of the brand analysis.
- 1.3 Redesign the school website.
- 1.4 Increase promotional items and school spirit wear.
- 1.5 Launch a strategic social media team.
- 1.6 Increase resources allocated to marketing.

**Objective 2:** *Develop an enrollment management strategy.*

**Action Steps:**

- 2.1 Assess data, research, and enrollment trends.
- 2.2 Establish a task force to articulate and enact the plan.
- 2.3 Engage faculty in the enrollment process.
- 2.4 Launch a parent admissions group.

**Objective 3:** *Increase engagement between Teurlings High School and the community.*

**Action Steps:**

- 3.1 Establish or build relationships with individuals and organizations.
- 3.2 Communicate with business partners and sponsors throughout the year.
- 3.3 Seek opportunities for Teurlings High School to participate in local or regional groups or events.
- 3.4 Cultivate stewardship activities that build community.

**Objective 4:** *Attract and retain high-quality faculty and staff.*

**Action Steps:**

- 4.1 Leverage the Teurlings Catholic High School brand in regional and national organizations.
- 4.2 Foster community-building within existing faculty and staff.
- 4.3 Create hiring materials that communicate the culture of Teurlings Catholic High School.
- 4.4 Equip faculty, staff, and TCHS Advisory Council with talking points.
- 4.5 Incorporate recruitment and on-boarding processes that articulate and celebrate school culture.

# MISSION ADVANCEMENT AND FINANCE

***Strategic Goal: Expand and deepen the culture of philanthropy to position the school for long-term financial sustainability and growth.***

***Objective 1: Establish advancement operations that increase efficiency, effectiveness, and annual revenue.***

**Action Steps:**

- 1.1 Develop a robust annual fund.
- 1.2 Create a centralized fundraising model.
- 1.3 Establish a planned giving program.
- 1.4 Increase resources dedicated to advancement.

***Objective 2: Eliminate the building debt.***

**Action Steps:**

- 2.1 Inform constituents about the debt.
- 2.2 Convene a working group to create a comprehensive strategy to eliminate the debt.
- 2.3 Seek a challenge gift or matching donation.
- 2.4 Refinance the loan at the most advantageous terms.

***Objective 3: Meet the demonstrated financial need of every admitted student.***

**Action Steps:**

- 3.1 Compile and assess financial aid data in order to document consistency and track progress.
- 3.2 Increase funds raised through the Louisiana ACE Program.
- 3.3 Inform constituents of the cost to educate students relative to tuition, as well as the need for philanthropic support.

***Objective 4: Foster high-quality engagement of parents, alumni, friends, and benefactors.***

**Action Steps:**

- 4.1 Identify new community-building events and initiatives, both on and off-campus.
- 4.2 Develop a plan to increase stewardship activities.
- 4.3 Reformat the Annual Report to become a community-building tool.
- 4.4 Investigate the possibility of a Teurlings Catholic High School Hall of Fame.
- 4.5 Increase outreach to young alumni.
- 4.6 Update the constituent database.

***Objective 5: Develop a plan for the next campaign.***

**Action Steps:**

- 5.1 Assess needs and establish goals.
- 5.2 Identify stakeholders to form a preliminary planning team.
- 5.3 Outline and draft an initial plan.

# FACILITIES AND SCHOOL SAFETY

**Strategic Goal: Provide safe, sound, effective, efficient facilities and grounds, and plan for future needs.**

**Objective 1: Provide facilities and grounds that are safe for all students, staff, and visitors.**

**Action Steps:**

- 1.1 Continually assess and improve school safety practices, protocols, and needs. Pursue grants as needed.
- 1.2 Provide ongoing training in best practice safety techniques.
- 1.3 Improve the Public Address (P.A.) system in all areas of the school and continue to improve the security camera system.
- 1.4 Implement Standard Response Protocol.

**Objective 2: Implement a capital maintenance and improvement plan.**

**Action Steps:**

- 2.1 Conduct an annual review of maintenance costs and future years' expenses.
- 2.2 Develop a plan with the Finance Committee for funding of necessary capital improvements.
- 2.3 Assess the use of academic space and develop a plan that allows for more student and staff collaboration and innovation.
- 2.4 Assess the use of outdoor spaces and enhance the ability for students and staff to productively utilize green space for learning.
- 2.5 Conduct an energy-use audit and develop a plan to be energy and resource efficient.
- 2.6 Create a five-year plan for network and hardware upgrades and improvements.
- 2.7 Explore ways to better utilize the physical space to promote our mission, vision, and principles to elevate school spirit, highlight student and faculty accomplishments, and engage alumni and visitors

**Objective 3: Complete a campus expansion plan to meet current and future needs.**

**Action Steps:**

- 3.1 Develop a master plan for the Willow Street property.
- 3.2 Explore opportunities to acquire nearby properties.
- 3.3 Continue to implement the Athletic Complex development plan.



# STRATEGIC PLAN EXECUTION

The Teurlings Catholic High School Advisory Council and Administration will collaboratively drive the implementation of this Strategic Plan over the next five school years (2022 - 2027). They will monitor progress toward goals and objectives and ensure that action steps are accomplished in a timely manner. Advisory Council Committees will support the implementation of each component of the plan, and administration will engage faculty and staff in carrying out the plan. Changing circumstances may require modifications to specific actions steps in order to ensure progress toward strategic goals and objectives.

The Advisory Council and Principal will be involved in all aspects of oversight and implementation of this Strategic Plan. In addition, the following table lists the board committees, personnel, and faculty/staff teams that will assume primary responsibility for the oversight and implementation of each component. All faculty and staff will be involved in the implementation and execution of these components.

STRATEGIC PLAN COMPONENT	PRIMARY IMPLEMENTATION RESPONSIBILITY
CATHOLIC IDENTITY	CHANCELLOR BOARD OF PASTORS RELIGION ADMINISTRATOR CAMPUS MINISTER CHAPLAIN THEOLOGY CHAIRPERSON
ACADEMIC EXCELLENCE	ACADEMIC EXCELLENCE COMMITTEE ASSISTANT PRINCIPAL OF ACADEMICS ASSISTANT PRINCIPAL OF TEACHING & LEARNING DIRECTOR OF COUNSELING & COLLEGE ADVISING DIRECTOR OF TECHNOLOGY DEPARTMENT CHAIRPERSONS
STUDENT LIFE AND SCHOOL CULTURE	STUDENT LIFE & SCHOOL CULTURE COMMITTEE ASSISTANT PRINCIPAL OF DISCIPLINE DIRECTOR OF COUNSELING & COLLEGE ADVISING ATHLETIC DIRECTOR DEPARTMENT CHAIRPERSONS STUDENT COUNCIL MODERATOR
MARKETING AND ENROLLMENT MANAGEMENT	INSTITUTIONAL ADVANCEMENT COMMITTEE DIRECTOR OF INSTITUTIONAL ADVANCEMENT DEVELOPMENT DIRECTOR
MISSION ADVANCEMENT AND FINANCE	INSTITUTIONAL ADVANCEMENT COMMITTEE FINANCE COMMITTEE DIRECTOR OF INSTITUTIONAL ADVANCEMENT BUSINESS MANAGER
FACILITIES AND SCHOOL SAFETY	FACILITIES COMMITTEE ASSISTANT PRINCIPAL OF STUDENT LIFE DIRECTOR OF FACILITIES DIRECTOR OF TECHNOLOGY SCHOOL SAFETY TEAM