



ST. PATRICK'S CATHOLIC SCHOOL
STRATEGIC PLAN

2016-2021





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In the Fall of 2015, the School Advisory Board in conjunction with school administration and our pastor began to assess the current and forecasted needs of St. Patrick's Catholic School. St. Patrick's School aspires to great things for the school and students for the next five years. This plan presents a forward-looking vision for the school while it affirms the fundamental principles, assumptions, and values that serve as the foundation of our community. On behalf of the St. Patrick's School Advisory Board, we are pleased to present our 2016-2021 Five Year Strategic Plan.

We are very proud of our school, students, and faculty. We have great confidence that all who are a part of this community share the common vision and goal. Constructive interaction and clear communication among our stakeholders is essential for direction, growth, and on-going evaluation. This is our most comprehensive strategic plan to date in our school's young history. The Strategic Planning Committee included current parents, parent of alumni students, teachers, faculty, and staff. The committee provided thorough, thoughtful, and realistic recommendations for our school. We carefully considered the Five Year Strategic Plan of the Archdiocese of Washington Catholic Schools Office, the findings of the bi-annual Internal Quality Assurance Review (IQAR) visit from the Catholic Schools Office, the results of a 2015 comprehensive parent survey, and our own self-study as we developed the foundation of this five year strategic plan.

We want to offer our most sincere thanks and appreciation to all who participated in formulating this strategic plan. Members of the Strategic Planning Committee dedicated hours to discussing the strengths of our school and areas of needed improvement. They proposed informed recommendations to the School Advisory Board and therefore have created the document that will lead to greater success and achievement for our school community. St. Patrick's School continues to be so blessed by the many members of our community who give so generously of their time and talent.

The following is a summary of the plan that highlights the strategic goals, areas of focus, and the plan of action. The comprehensive plan will be detailed on the school's website. Our progress will be communicated periodically to school families through the St. Patrick's Tuesday Notes and updates from the School Advisory Board. While it is the responsibility of the School Advisory Board and the principal to implement this plan, it is our hope that parishioners and parents will share the promise to work collaboratively to continue offering a superior education to children in our parish and community, and most significantly, one that is rooted in faith and dedicated to Christ.

Sincerely,

Rev. William E. Foley
Pastor

Christie Anne Short
Principal

Donna Williams
Co-Chair School
Advisory Board '15-'16

Anne Mascari
Co-Chair School
Advisory Board '15-'17

Brenda Riel Stone
Co-Chair School
Advisory Board '16-'17

MISSION STATEMENT

The mission of St. Patrick's School is to provide a quality traditional, Catholic education in a secure, caring and nurturing community. In cooperation with the families of our school and parish, we help students experience self-worth and respect and guide them to develop their fullest potential while pursuing academic excellence.

Our role is to teach the Gospel message of Jesus to our students so they may develop a strong relationship with God and with each other and in doing so empower them in the world.

Finally, we stress the acquisition of academic, interpersonal and leadership skills that enable students to live and transmit Christian values, and respect and appreciate diversity in a changing world.

BELIEF STATEMENTS

We believe that:

- 1. Children are our community's most valuable asset, and every child has special gifts.**
- 2. All children have the right to a safe and nurturing learning environment, free of physical and emotional intimidation.**
- 3. The Catholic school is an integral part of the community of faith and a ministry of the church.**
- 4. Education develops the whole person-spiritually, ethically, emotionally and socially.**
- 5. Education is a shared responsibility of the school, student, family, parish community and God.**
- 6. Every child's unique learning styles are respected by teachers and students.**
- 7. Understanding and appreciation of race, religion and culture are critical in a diverse world.**
- 8. Self-esteem is directly related to success.**
- 9. Risk-taking and an openness to change are necessary for continuous development.**
- 10. Every child will grow and learn together through work, prayer and play.**

INTRODUCTION & HISTORY

St. Patrick’s School opened in 2004 with forty-two students in kindergarten-grade 3. Founding pastor, Monsignor Thomas Kane envisioned a thriving parish school for the St. Patrick’s community. One grade was added each subsequent year, and in June 2009, we graduated our first eighth grade class. In August of 2014, we welcomed our first prekindergarten class of four year olds. Twelve years after its inception, St. Patrick’s is at full capacity with a wait list in multiple grades. Our school currently serves 159 families and 246 students in prekindergarten through eighth grade. The majority of families are registered parishioners of St. Patrick’s Church.

The school motto, “Faith, Service, and Academics” expresses our commitment to fostering spiritual, interpersonal, and academic growth in our children. The collaboration among parents, teachers, students, parishioners, the pastor, and principal demonstrates our unique calling to educate our children in a strong faith-based community. The hope for every child who graduates from St. Patrick’s is that he/she is a productive child of God fully prepared to lead and serve in the community.

St. Patrick’s Catholic School is committed to creating and maintaining an environment that will nurture its students. The school is dedicated to developing diversity in young boys and girls who have a strong and positive self-image, who strive to do their best in all of their endeavors, and who recognize their responsibility to themselves and to improve the world. St. Patrick’s Catholic School strives for excellence through a strong academic program and a positive discipline plan. Our students are encouraged to share their education beyond the walls of the classroom. Our students are aware that their community is much broader than the one in which they live, and that they have a responsibility to the larger world.

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Academic Profile of a St. Patrick’s School Graduate, He/She:

- Excels academically and will be well prepared for the challenges of high school, college, and beyond
- Is a creative, confident, problem solver, critical and independent thinker
- Uses technology proficiently and responsibly
- Is driven to succeed in life, faith, and community

Spiritual Profile of a St. Patrick’s School Graduate, He/She:

- Has developed a potential for a life-long relationship with God
- Lives and promotes Catholic values
- Seeks opportunities to provide service to others
- Has a strong moral and ethical conscience

Social Profile of a St. Patrick’s School Graduate, He/She:

- Demonstrates empathy in daily life
- Respects others and self
- Is a responsible and contributing member of the community
- Has developed a global awareness

STRATEGIC PLAN 2016-2021

FAITH, ACADEMICS, SERVICE



A COMMUNITY OF EXCELLENCE



ACADEMIC EXCELLENCE

Teachers and staff are committed to educating students in a challenging environment that meets the individual needs of our students. St. Patrick's has made academic gains through small group instruction, close monitoring of formal and informal assessment results, and student-centered instruction. Faculty are committed to identifying the needs of every student and ensuring that lessons are differentiated and include varied modalities and assessments.

Technology is instrumental in enhancing student learning, with i-Pads, Elmos, interactive white boards, Chromebooks, and overhead projectors available in classrooms for teachers and students to utilize to enhance instruction. The combination of these targeted approaches has resulted in significant improvements in academic achievement over the past few years. Mathematics achievement has risen by 10% on national standardized assessments, while reading abilities have increased 6%.

St. Patrick's Catholic School will grant opportunities for engaging student-centered instruction and encourage critical thinking and preparation for a continuing education in the 21st century.

In the coming years, St. Patrick's School will meet Archdiocese of Washington (ADW) targets in reading and math. We will introduce additional parent-teacher supported extra-curricular activities. Academic excellence and mastery of ADW standards will be achieved by creative, hands-on, and technology-based lessons. School leadership and faculties will use research-based formative and summative assessments that guide instruction. Faculty will plan and implement differentiated instructional practices that promote academic growth for all learners. Additionally, St. Patrick's will be named a National Blue Ribbon School.

**Achieve
Engage
Advance
Excel**

"St. Patrick's works as a community to, not only, teach but to establish strong values and high standards in our students. We make certain that students know the basics in reading (i.e., phonics), math (i.e., math facts), and English (i.e., grammar) so that the students coming into the upper grades are prepared to expand upon this foundation and can meet the challenges of thinking beyond the basics..."

— **Nancy Mixson, 5th Grade Teacher,
St. Patrick's School**



CATHOLIC IDENTITY & SERVICE

The St. Patrick's School community is committed to ensuring that the Catholic identity of the school reflects our mission, beliefs, and our call to be disciples of Jesus Christ. St. Patrick's School provides opportunities for prayer, participation in the celebration of the Eucharist, and a commitment to serve those in our community. St. Patrick's School recognizes each student as a unique person, loved by God, and in a lifelong process of development, learning, and faith. Teachers encourage each child's efforts and view mistakes as opportunities for growth. One of the most beautiful examples of our school community is our constant willingness to answer the call to help those in need within our parish, our local community, and around the world. Our hope is that the actions of our school community can make a difference in someone's life and bring the love of God to others.

St. Patrick's Catholic School will provide opportunities for continued spiritual growth in Catholic identity by strengthening parish and school collaboration in faith formation, celebrating the Holy Sacraments, sharing the joy of the Gospel, and serving our neighbors.

In the coming years, all students will expand their understanding of the Catholic faith. Our school community will love, teach, and promote the tenets of the Catholic faith with full commitment. We will exemplify a strong measure of Catholic identity and fully promote a safe, faith-filled learning environment that reflects Gospel values and virtues. We will participate in a variety of service projects and support the many parish ministries available in our vibrant parish.

Lead Experience Serve Commit

"St. Patrick's challenges students academically against a strong background of Catholic faith and a commitment to service. Our children are blessed with the ability to learn, lead, and love God in a gentle and nurturing environment."

— Tracy Guarini – (Mother of children in classes '12, '14 and '22)



CULTURE & SCHOOL CLIMATE

St. Patrick's greatest attribute is our strong sense of community. In a 2015 parent survey, one-third of all school parents spontaneously identified community spirit as the most valued school characteristic. Contributing to this community atmosphere is the high percentage of parent volunteerism (approximately 90%). Stewardship increases parent involvement and provides a sense of belonging. St. Patrick's is the social center for our families and is a true community school.

St. Patrick's Catholic School will continue to encourage parental involvement in the school's programs and activities. A home and school partnership, incorporating active volunteers, will strengthen relationships that benefit the students, families, and faculty in the school community.

In the coming years, we will expand our inclusive and comfortable environment which is ideal for enhancing each family's personal and educational goals. We will increase volunteer capabilities and experiences to provide a more inviting and caring culture to both new and longtime families. By more actively engaging our parents, grandparents, and alumni, we hope to enhance our visibility, reduce enrollment gaps, expand educational opportunities, and expand support for the school's objectives.

Volunteer Connect Support Collaborate

"St. Patrick's School has been a wonderful experience for my family. The school community has enriched our lives on many levels... It is a community that fosters caring for one another while at the same time inspires the search for excellence."

— Anne Depman (Mother of Michael '13, Brian '17, Eiley '19, Megan '21)



RECRUITMENT & RETENTION

We will highlight the mission of St. Patrick's School and proudly share the accomplishments with our current and potential new families, alumni, and parish community. Doing so will help us to attract and maintain the very best faculty and families, grow our financial aid and scholarship funds, and invest in the best learning resources for our children.

St. Patrick's Catholic School will effectively tell the story of what makes St. Patrick's unique as a means to increase and maintain enrollment, retain current faculty, and recruit new faculty as needed.

In the coming years, we will achieve enrollment targets to improve and maintain school viability with a competitive student body. School administration and the School Advisory Board will develop a clear message that tells the story of why it is rewarding to be a teacher or student at St. Patrick's School. The school community will communicate and promote the identity, mission, and success of St. Patrick's School to all audiences.

Expand
Promote
Communicate
Develop

"We have had children enrolled at Saint Patrick's since 2005. Saint Patrick's School is authentically Catholic... Love is part of the curriculum... Raising children in any age is challenging. We feel blessed to be able to send our children to Saint Patrick's School."

— Amanda Fangmeyer (Mother of 3 St. Patrick's graduates and 4 current students)



FACILITY & CAMPUS IMPROVEMENTS

Just over a decade old now, the infrastructure of the school building remains in pristine condition. In the last few years we have expanded playground areas, painted the interior of the building, wired with high speed wireless internet, and equipped six classrooms with state of the art interactive white boards. We are committed to a long term investment program to keep our campus attractive, our technology cutting edge, and our classrooms comfortable and conducive to learning. Additionally, we are committed to school security. The safety of all our children is the upmost priority.

St. Patrick's Catholic School will assure the longevity, safety, security, sustainability, and aesthetics of the school building and campus grounds. We will maintain facilities, grounds, and equipment that are designed to meet the evolving needs of the community and maximize the academic, creative, physical, and spiritual growth of the faculty, staff, and students.

Engage
Secure
Maintain
Enhance

"At St. Patrick's School there are many opportunities to "be like Jesus." Readings, prayers and petitions are offered by the priests and student body as we begin each day together. These words help to set the tone for the rest of the day. There are activities throughout the school year that allow all students to be involved in some sort of outreach...children and teachers have many opportunities to care for others."

— **Cathy Medlock, Kindergarten Teacher,
St. Patrick's School**



FINANCIAL PLANNING & AFFORDABILITY

Today, St. Patrick's School is financially strong thanks the generosity of our parents and parish community. It is the goal of the church and school's Finance Committees to continue to fund the school's operations primarily through tuition and keep costs as low as possible. St. Patrick's was fortunate that, through the generosity of its donors and leadership of the school's founding pastor, Monsignor Thomas Kane, the school was constructed within budget and without any debt or mortgage as part of its ongoing operations.

St. Patrick's Catholic School will maintain its fiscal strength through prudent financial planning and stewardship to ensure the sustainability and affordability of a superior Catholic education for the children of the parish.

We will develop a financial model that will seek ways to reduce controllable annual operating costs, enable us to invest in the future, allow for growth in enrollment, expand financial aid, monitor affordability, and ensure financial stability in years to come. The School Advisory Board will evaluate the feasibility of establishing an endowment fund for the benefit of the school and research the most effective way to prepare for large capital improvements.

Monitor Sustain Invest Plan

"Our resource program is committed to building confident, independent learners by empowering them while supporting their distinct learning styles. Our collaborative school-wide approach allows parents, teachers and students to actively work together in creating individualized strategies and tools for the development of successful learners."

— **Patty MacTique,**
St. Patrick's Resource Teacher



Strategic Plan Committees

ACADEMIC EXCELLENCE

Jennifer Balaguer, Jake Blauvelt, Mike Farren,
Mary Jo Glacken, Helina Haileselassie, Patty MacTigue,
Aurora Nieto, Jenni Potter, Brenda Stone, Kristy Swarthout,
Susan Tremor

CATHOLIC IDENTITY & SERVICE

Marcie Ament, Marianne Bonanno, Christina Friddle,
Anne Mascari, Laura Rizzo, Anne Siegle, Donna Williams

CULTURE AND SCHOOL CLIMATE

Monica Allston, Helen Calvo, Hope Cantarilho,
Heather Maurano, Karen Mullen, Jennifer Reid, Crystal Truslow

RECRUITMENT & RETENTION

Cathi Breza, Molly Crismond, Jennifer Farren, Tracy Guarini,
Cindy Ladd, Becky Landers, Bernadette McConville,
Maureen Myers, Jennifer Richardson, Monica Staples,
Amy Wetherill, Stephanie Wilson

FACILITY & CAMPUS IMPROVEMENTS

Theda Bagdon, Paul Calvo, Katy Hilley, Martin L'Etoile,
Piero Marinucci, Charles Nelson

FINANCIAL PLANNING & AFFORDABILITY

Rob Goodfellow, Rob Mascari, Ugochi Onyewu, Chris Pautler,
Tom Pitcher





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