

RECRUITMENT & RETENTION COMMITTEE

Goal 4: Recruitment & Retention (R&R)	St. Patrick's School will develop effective strategies to attract, engage and retain School families, as well as highly qualified staff, that reflect a unified commitment to academic excellence, community service and social justice rooted in the Catholic Faith.
<p>The following objectives will be monitored and advanced by the Recruitment & Retention Committee of the School Advisory Board (SAB):</p> <ul style="list-style-type: none"> • Objective 4.1: St. Patrick's School will achieve enrollment targets to improve and maintain School viability and academic excellence with a competitive and diverse student body. • Objective 4.2: St. Patrick's School will actively develop and identify recruitment strategies to attract a highly qualified and diverse faculty and staff committed to the School's mission. • Objective 4.3: St. Patrick's School will identify and implement resources, strategies and programs in order to retain and engage the faculty and staff. • Objective 4.4: St. Patrick's Catholic School will strengthen the School's unique identity and communicate it effectively to key audiences. 	

GOAL	MEASUREABLE OUTCOMES	TIMEFRAME
4.1.1	Maintain enrollment numbers to meet projected annual budget with an emphasis on increased diversity and number of Parishioners in the student body.	On-going
4.1.2	Maintain ADW student retention target rate of no less than 88%.	On-going
4.1.3	Of the students who apply to Catholic high schools, maintain an acceptance rate of 95% or higher.	On-going
4.1.4	Work with Parish giving and FPA Committee of the SAB to hold tuition increases to the rate of inflation, and maintain availability of financial aid and scholarships, such that families with a demonstrated need for financial aid receive it.	Annually in October; align with Parish budget cycle
4.1.5	Identify additional after school programming to increase the number of extracurricular activities available to students and ensure that the aftercare needs of St. Patrick's families are addressed.	Initial survey 2021- 2022; On-going thereafter
4.2.1	Identify and use appropriate sources to recruit diverse and highly qualified teachers as needed.	On-going
4.2.2	Strengthen the recruitment of teachers by formalizing the interview process to include teachers and/or other qualified appropriate individuals in the interviews.	On-going

GOAL	MEASUREABLE OUTCOMES	TIMEFRAME
4.2.3	Convene a meeting once per year with the School Administration, Pastor and Finance Committee of the SAB to review additional staffing needs that will support School leadership, current faculty and meet the identified needs of the St. Patrick's School Community.	June 2021; annually no later than October each subsequent year
4.3.1	Support the continuing education of our teaching staff by offering tuition supplements to pursue graduate programs, and/or conferences and professional development opportunities, as well as leadership opportunities within the School.	On-going
4.3.2	Identify and provide opportunities for full staff meetings, team building events, staff development and collaborative planning for the St. Patrick's faculty and staff to further the mission of St. Patrick's School.	Annually
4.4.1	Establish a Marketing team as a sub-committee of the Recruitment & Retention Committee of the SAB.	June 2021
4.4.2	The SAB Marketing sub-committee will develop and implement a comprehensive 5-year marketing plan to enhance the visibility of St. Patrick's School.	On-going
4.4.3	The SAB Marketing sub-committee will assess the School website and make recommendations for a full refresh to include updated photos.	On-going
4.4.4	The SAB Marketing sub-committee will publish a monthly newsletter containing submissions from all SAB Committees highlighting their work and future projects.	Monthly, Beginning October 2021