

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	MEASURABLE 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.	Update Annually Hit target in SY 21-22
4.1.2	Maintain ADW student retention target rate of no less than 88%.	Update Annually 95% retention rate for SY 21-22
4.1.3	Of the students who apply to Catholic high schools, maintain an acceptance rate of 95% or higher.	Update Annually 100% acceptance rate for SY 21-22
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.	Move Initial survey SY 22-23; On-going thereafter
4.2.1	Identify and use appropriate sources to recruit diverse and highly qualified teachers as needed.	Focus for SY 22-23

Goal	MEASURABLE OUTCOMES	Timeframe
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.	Focus for SY 22-23
4.2.3	Review and recommend additional staffing needs that will support School leadership, current faculty and meet the identified needs of the St. Patrick's School Community.	On-going. Continue to review staffing needs on an annual basis
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.	Focus for SY 22-23
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.	On-going
4.4.1	Establish a Marketing team as a sub-committee of the Recruitment & Retention Committee of the SAB.	Chair selected June 2021. Team developed May 202.
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.	Summer 2022. On-going thereafter
4.4.3	The SAB Marketing sub-committee will assess the School website and make recommendations for a full refresh to include updated photos.	Spring 2022 and On-going thereafter
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.	October 2021, on-going thereafter