



The Vision

**Mount St. Michael Catholic School
Five-Year Strategic Plan (2023-2028)**

Mission and Vision

Mission Statement

*Forming students in Courageous Virtue
grounded in the Truth of Christ:
to reason clearly,
to choose morally,
to serve faithfully.*



Vision Statement

Mount Saint Michael Catholic School envisions graduates pursuing their God-given purpose to transform the world for Christ.

Core Values

Education forms the whole *person* in light of truth, beauty, and goodness

Spiritual Enrichment

Our school is Christ-centered. We seek to impart upon our students into the wisdom of two thousand years of Catholic thought, history, culture, and arts so that they might understand themselves and their world in the light of the truth. Students regularly attend Mass and receive the Sacraments and witness the example of our staff living their faith.

Focus on the Whole Student

We seek to educate and nurture the whole student: Its aim is twofold: first, to communicate a certain body of knowledge; and second, to cultivate a certain kind of person, to develop as far as possible what is uniquely human in them, and so to equip them with the skills, habits, and aptitudes necessary to embrace truth and to become the person they are truly created to be.

Excellence in Teaching

We emphasize classical learning because we want our students to read well, speak well, and think well and ultimately because truth and beauty are good in themselves and desirable for their own sake. Our faculty are Christ-centered, meet strict professional criteria, and endeavor to model their faith in word and deed.

High Achievement for All

We strive to create an environment that values critical thought and individual initiative, one in which students and faculty alike grow in pursuit of truth, goodness, beauty, and holiness.

Diversity

We embrace the unique dignity of each person with a preferential concern for the disadvantaged.

Guiding Principles and “Non-Negotiables”

Guiding Principles

Live Our Values.

Govern work and human interaction consistent with our Catholic faith and core values.

Develop Financial Stewardship.

Focus on being financially sustainable through professional financial and operational governance model including risk management and succession planning.

Keep it Simple.

Curriculum, pedagogy, and all the details of the school's life should be assessed in light of the conviction that knowledge and love of truth, beauty and goodness are ends in themselves.

Embrace a Collaborative Leadership Model.

Develop an environment that empowers employees to bring new ideas forward, to critique and modify existing programs, to develop new programs, and to make autonomous decisions within a reasonable agreed upon scope.

“Non-Negotiables”

- Being a private Catholic school in the Diocesan system of schools
- Continuing relationship with the Christian Community of God's Delight
- Continuing to have regular Mass, Sacraments and a consistent priestly relationship
- Partnerships with Religious (Sisters of Our Lady of Charity and Mount Carmel Carmelites)
- Having an on-site chapel
- Commitment to a classical approach to education
- Continuing to have Montessori preschool and kindergarten classes

Goals

Improvement Opportunities

- Ensure our campus and culture exemplify truth, beauty, and goodness.
- Strengthen our Classical curriculum and Montessori focus
- Maximize financial and human resources
- Form and expand the community of families, faculty, and partners to meet our mission
- Increase engagement in governance, development, and parental and community service

Guiding Principles

- Live our values
- Develop financial stewardship
- Keep it simple
- Embrace a collaborative leadership model

1. Support our students, faculty, staff, and families in understanding their God given value and in developing a personal relationship with Jesus Christ.
2. Focus our curriculum and instructional materials such that they are rooted in an understanding of the human person as a creature, created in the image and likeness of God.
3. Develop and execute a multi-year budget, with stakeholder input, that supports the strategic mission of the school.
4. Strengthen parent and community engagement through engaging and partnering with parents as leads of key instructional, enrichment and service activities.
5. Increase the Board's visibility and engagement with the faculty and families of the school.

Catholic Identity

1

Support our students, faculty, staff, and families in understanding their God given value and in developing a personal relationship with Jesus Christ.

Key Strategies

- Recognize the supreme beauty of the Church and incorporate her rich tradition into the daily lives of our students, regardless of what subject area we teach.
 - Daily Mass & Adoration of the Blessed Sacrament
 - Sacrament preparation and Angelus
- Exemplify the truth, beauty and goodness of everyone in the school by adopting the Theology of the Body whole campus model
 - Implement Virtues Based Restorative Discipline
 - Continue Catechesis of the Good Shepard & Theology of the Body
- Create faith formation opportunities for families and parents to participate in person and online

Curriculum & Assessment

2

Focus our curriculum and instructional materials such that they are rooted in an understanding of the human person as a creature, created in the image and likeness of God.

Key Strategies

- Partner with the University of Dallas to evaluate and improve our classical curriculum
- Support the professional development of teachers to support students in Montessori and Classical Catholic Education
- Curriculum, pedagogical methods, and all the details of the school's life should be constantly assessed in light of the conviction that knowledge and love of truth, beauty, and goodness are ends in themselves

Operational Vitality & Plant & Facilities

3

Develop and execute a multi-year budget, with stakeholder input, that supports the strategic mission of the school.

Key Strategies

- Audit instructional materials for fit and wear and determine replacement plan for worn materials not aligned to mission
- Review teacher and staff salaries and benefits to look for opportunities to remain competitive and recognize excellence
- Periodically review school/campus's safety procedures and mitigation measures and make necessary modifications

Support Services

4

Strengthen parent and community engagement through engaging and partnering with parents as leads of key instructional, enrichment, and service activities.

Key Strategies

- Develop upper and lower school parent committees to partner with teachers on the development of instructional enrichment activities
- Leverage Farm to Fable to provide students with experiential learning opportunities that demonstrate the majesty of God's plan for man and our world
- Conduct, in partnership with parents, two service projects per year in the upper school.
- Leverage athletics and the arts as ways to accentuate the beauty and goodness of God manifest through the person and the world around us

Operational Vitality

5

Increase the Board's visibility and engagement with the faculty and families of the school.

Key Strategies

- Present Board members at school convocation and parent meetings
 - Conduct periodic parent and faculty focus groups throughout the year, two minimum to include budget presentation
- Post dates and approved minutes of Board meetings throughout the year
- Create process for parent and faculty input to the Board