

I. Shared Mission, Vision, and Augustinian Values: The Saints Experience

Goal: To maintain and strengthen the Catholic, Augustinian identity of the school to assure fulfillment of the school’s mission in all its activities.

Rationale: The foundations of the St. Augustine experience must be constantly refreshed and re-appropriated. Opportunities include improved structures and processes for welcoming new members of the community as well as initiatives to gain greater inclusion and fuller participation of present members of the community in the school’s life and culture.

Strategies:

- 1.01 Look for ways to emphasize the Honor Code in keeping with the school’s Mission and Philosophy statements: “We guide decision-making grounded in morality and integrity” (Philosophy statement), and “We communicate to the world the gospel values of community, truth and love” (Mission statement).
- 1.02 Identify and implement on-going expressions of the good experiences of the Augustinian Values Institute (AVI), Student Augustinian Values Institute (SAVI) as well as Augustinian Secondary Education Association (ASEA) initiatives which can enhance the Saints Experience.
- 1.03 Coordinate and align efforts among the religion department, guidance services, and Campus Ministry with particular emphasis on spiritual formation, to include an examination of the student retreat program.
- 1.04 Identify and pursue opportunities to strengthen the mission’s expression in extra-curricular activities and include a fuller participation of members of the community.
- 1.05 Provide opportunities to improve spiritual and theological development of members of the community.



II. Excellence of Instruction and Programs: Students at the Center

Goal: To facilitate growth among and meet the needs of students and faculty through continual improvement of teaching, learning and instructional support programs.

Rationale: With the strong foundation of a college preparatory curriculum, strategies designed to enhance our community of learners will focus on the development of servant leadership skills, identification of the role of technology in its service to the school community, continued improvement of teaching methods, and the examination and development of curricular and co-curricular offerings that support the mission of the school. The excellence of our instruction and instructional support programs will be tailored distinctly to the needs of young men.

Strategies:

- 2.01 Utilize data collected from all assessments (formal and informal) to analyze student progress toward attainment of the ESLRs. Disaggregated data analysis will support interpretations, identify trends and possible issues in curriculum and instruction.
- 2.02 Examine and recreate the faculty/staff evaluation program to be mission-centered, focused on improving instruction and an enhancement to the supervisor-teacher relationship.
- 2.03 Examine and refine the online learning component of our academic program including philosophy, course offerings, department and school policies, and the short and long-term growth opportunities.
- 2.04 Elevate the Science and Technology curriculums through expansion of laboratory experiences, course offerings, and co-curricular activities.
- 2.05 Expand curricular and extracurricular opportunities that allow students to experience servant leadership.



III. Facilities: Excellence to Match Our Mission

Goal: Complete campus master plan for facilities development and enhance existing facilities including keeping pace with advanced technologies to support the mission of the school and serve the needs of its students.

Rationale: The school's facilities will be an expression of a fraternal and welcoming community. While its buildings will adequately accommodate 700 students the feasibility of growing enrollment to serve a broader Catholic population should be explored. The facilities will be safe, attractive, clean, efficient, and designed to support optimal learning experiences and incorporate the latest technology for young men in a changing world. Use of open spaces created as a result of construction of a Student Activities Center and Performing Arts Center must be prioritized to meet the needs of the small campus footprint.

Strategies:

- 3.01 Implement a comprehensive program for nutrition and provide more nutritious options for food choices on campus.
- 3.02 Establish an ongoing Technology Committee to assess, propose, and monitor school-wide technology needs.
- 3.03 Explore partnering with local schools and government agencies to share facilities.
- 3.04 Complete Phase II of the Campus Master Plan (Student Activities Center).
- 3.05 Complete Phase III of the Campus Master Plan (Renovation of Dougherty Gym to include performing arts and weight training facilities).
- 3.06 Explore the re-use and re-purposing of existing and underutilized space on campus.



IV. Financial Resources: Stewardship for the Future

Goal: Provide a strong financial foundation to assure the achievement of the school’s mission and vision.

Rationale: A strong financial base and responsible stewardship of our resources are necessary to maintain and expand programs. Budgets must be tuition supported and generate sufficient surpluses to meet lender loan covenants and conditions and maintain appropriate reserves. Development efforts should focus on growing the Endowment Fund to a level that would generate increasing support for tuition grants in an effort to make the school accessible to a broad and diverse student body.

Strategies:

- 4.01 Expand endowment strategies to increase support for financial aid with particular emphasis on the Cor Unum planned giving program.
- 4.02 Monitor and maintain balanced operational budgets consistent with the school’s Strategic Financial Plan.
- 4.03 Review and revise the Strategic Financial Plan.
- 4.04 Annually review feeder school demographics and create a 5-year rolling forecast model to project and evaluate actual student applications and acceptances.
- 4.05 Create a feasibility study to better understand enrollment capacity.



V. Community Relationships: Connected in Mind and Heart

Goal: Enrich student learning experiences through associations and strengthened collaborative relationships with local communities that support the values of the school.

Rationale: By taking advantage of our unique characteristics and urban setting, St. Augustine High School will provide greater educational opportunities to its students and value to the local community. We intend to extend that reach to enable our community to understand its relation to larger communities of culture, national experience, need, and development.

Strategies:

- 5.01 Develop collaborative relationships with Catholic schools and all boys' schools to enhance the program at Saints.
- 5.02 Utilize the alumni network to provide mentoring relationships and to enhance current programs in academics, athletics and campus ministry.
- 5.03 Promote more constructive relationships with neighbors and the local North Park Community.
- 5.04 Determine the needs of local Catholic schools, parishes and religious education programs and reach out with services that St. Augustine High school can provide.

