



ST. MICHAEL
PARISH SCHOOL
WHEATON, ILLINOIS

Strategic Plan 2020 – 2024

Table of Contents

Note from the Principal3

Pastors’ Message.....4

Overview of the Planning Process5

School History5

Mission and Vision Statement.....6

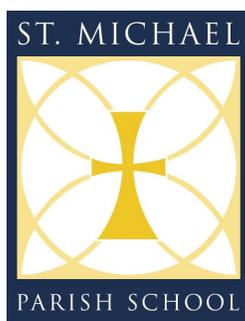
Pillars of the Strategic Plan.....6

Pillar I – Our Catholic Community 7

Pillar II – Academic Excellence 7

Pillar III – Financial Stewardship..... 8

Pillar IV – Facilities 8



Dear Lancer Community,

On behalf of St. Michael Parish School, I am pleased to present our Strategic Plan. I would like to offer a heartfelt thank you to those dedicated School Board members, current parents and school administrators who spent the last 15 months developing a comprehensive plan for our school.

This Strategic Plan is a fluid document that will evolve as our goals are achieved. We hope this strategic plan will be a living document that will shape the course of our parish school for the next five years and beyond. This SMPS Plan is also aligned to the Strategic Plan for the Diocese of Joliet. Many of the Pillars in the SMPS Plan relate directly to the Diocesan goals for School Culture, Academic Excellence, Enrollment Management, and Financial Viability.

The Strategic Plan presented here gives us confidence that the priorities set forth will guide our school to future success in all identified areas. Our overall goal is to build on our 140 year tradition by creating an environment rooted in our Catholic Faith with a rigorous academic program.

God Bless and make it a GREAT day!

Adam Ferguson
Principal, St. Michael Parish School



Dear Lancer Community,

Jesus cautioned his disciples about the foolishness of proceeding without a plan: “Which of you, wishing to construct a tower, does not first sit down and calculate the cost to see if there is enough for its completion?” (Luke 14:28)

We are blessed to share in the work of building, not a physical edifice, but rather something infinitely greater. As St. Peter tells us: “... like living stones, let yourselves be built into a spiritual house...” (1 Peter 2:5).

Conscious of our call to cooperate in the work of “building up” our students into holy disciples – equipped to face the challenges of life – this strategic plan is intended to help focus our efforts toward that end, and to serve as a touchstone for future decisions. May the Lord bless our work, that it may bear lasting fruit for His great honor and glory!

Yours in Christ,

Father Dan Hoehn
Pastor, St. Michael Parish

Overview of the Planning Process

The planning process was initiated by Father Hoehn and Principal Ferguson while being supported by the School Board. The School Board appointed a facilitator and a diverse set of parents and faculty were selected to make up the remainder of the Strategic Planning Committee. The committee met on a regular basis throughout the 2018-2019 school year and into the summer to ensure enough time and care was devoted to the development of the plan. The entire committee was dedicated to and unified by the desire to shape the future of our children through a solid Catholic education.

The committee developed the plan to outline the school's long-range direction and to guide our faculty, staff and students to continued success. The committee started with a review of the school's 2012 strategic plan, the NCEA National Standards and Benchmarks for Effective Catholic schools and the AdvancEd accreditation standards. This review was combined with input from faculty, staff, parents and parishioners which led to the formation of our long-range strategic priorities. These priorities were shaped into four pillars which the plan was built around – Catholic Identity, Academic Excellence, Financial Stewardship and Facilities. For each of the pillars a vision statement was established to be the guiding light for all activities associated with that pillar. Objectives and goals were then developed to support the vision which led to the final structure of the plan. The plan was then reviewed with the Pastor, School Board and key Faculty members for input and feedback. The committee met one final time to review and incorporate the feedback.

To ensure the long-term success of the strategic plan, an action plan was created for each pillar and will be reviewed on a monthly basis by the School Board. This review creates the necessary accountability to ensure that the appropriate activities are happening in support of the plan. Every spring the plan will be evaluated for progress made and adjusted as necessary. The development and ongoing management of the strategic plan gives us confidence that we will be building on our school's 140-year legacy.

School History

Construction on the first Wheaton Catholic Church was finalized on May 29, 1879. Immediately, classrooms were established in the basement for the purpose of instruction of the children of the parish. The School Sisters of St. Francis taught the classes to these children.

Unfortunately, in 1911, the church was severely burned. However, faithful parishioners salvaged wood from the old mission style church and used it to build a frame school building. By the early 1920's, the parishioners were convinced that a sturdier school building was needed for their children. In October of 1923, the oldest section of the present building was completed.

In the early to mid-forties, every available space of the building was put to use. A section of the third floor was used as a gym, and movies were shown in the projection room which is the present attic of this portion of the building.

By the late fifties and early sixties, the Catholic population of Wheaton had grown significantly. Once again, the parishioners added another addition to the school. This is presently the middle section of the building, which contains first and second grade on the first floor, and Junior High on the second. During these years, the School Sisters of St. Francis staffed St. Michael School. In the late sixties, it became necessary for them to leave this ministry at St. Michael. For a few years, the school administrator was a lay person. In the fall of 1974, under the influence of Bishop Blanchette of Joliet Diocese, the Sisters of Notre Dame from Toledo Ohio, came to be part of the educational system of St. Michael School. Over the years, a number of Sisters had been a part of St. Michael School's educational staff.

Continuous progress has been made over the years. In the seventies, once again, St. Michael School was experiencing an increase in enrollment. At that time, the physical education classes were held in the old church building and in the basement. Before long, plans were made for adding another section onto the already existing building. This section, which is the present office area, gym, and parish center, was complete by the Fall of 1985.

As ever new and improved educational trends evolved over the years, St. Michael School added a curriculum for Kindergartners in 1975. A program for four-year olds was added in 1997 and three-year olds in 1998.

At each turning point in the history of St. Michael School, faithful, generous parishioners have supported the expansions and progress of our School. As we continue to move through the next millennium, we are proud to carry on the Catholic tradition of spreading the Good News of Jesus that was initiated by our fore bearers more than one hundred and forty years ago. Now, as then, we continue to provide our students with an academic curriculum that equips them to enter the future with pride in their Catholic heritage and skills to meet the needs of the times.

Mission and Vision Statement

The philosophy of our school is rooted in the educational mission of our Catholic Church. We find at the center of all we do the life and teachings of Jesus, who reveals God’s design for all. Through education, our Church seeks to prepare our members to hear, live, and proclaim the good news of the Gospel.

At St. Michael Parish School our students grow as learners in God’s love. Through the dedication of our entire school community to Catholic education, our children are immersed in an education grounded in our Catholic Social Teaching Principles.

Through our prayer life, Mass attendance, reception of the sacraments, Eucharistic Adoration, and Faith Families, our students are connected to our mission as a Catholic school, forming Disciples of Christ.

In the blending of a traditional strong Catholic curriculum and best instructional practices, we strive to meet the needs of all learners. Our faith is infused into all academic areas thus providing our students with a perspective that is found only in our Catholic schools.

St. Michael Parish School, in collaboration with all, is focused on the continuous formation of the whole Catholic Christian person. Our student-centered curriculum encourages high academic standards and nurtures the development of a life-long love of learning. Students are actively involved in excelling in becoming followers of Christ as well as being challenged academically.

As a parish school we are first and foremost Catholic – we are many parts, we are all one body – we work in concert with all in our school community to live our mission and achieve our vision – together.

Mission Statement: Together in God’s love forming disciples of Jesus Christ who know Him, love Him, and serve Him.

Vision Statement: United in Christ, building a vibrant Catholic community, which embodies excellence and innovation while welcoming and inspiring all students to be faithful leaders.

Pillars of the Strategic Plan

The goals and objectives outlined below for each pillar will guide our actions and focus our efforts for years to come. With God’s help, through the execution of this plan we will be recognized as a school that truly stands apart and one that our community can be proudly associated with.

Pillar I – Our Catholic Community

Vision: St. Michael Parish School focuses on the continuous formation of the whole Catholic. With our Catholic community, we seek to prepare our children to hear, live, and proclaim the good news of the Gospel by integrating family, faith and culture.

- **Objective I:** Prepare our children to fully live the Catholic faith in practice and exemplify the Catholic faith within society
 - **Goal I:** Children will learn in an age-appropriate manner to make judgements based on religious and moral truths
 - **Goal II:** Children will understand how to integrate faith and culture into life
 - **Goal III:** Create an exceptional sacramental program based on the diocesan standards
 - **Goal IV:** Provide families with tools to continue spiritual development at home
- **Objective II:** Modeling the Catholic faith for our children requires our community members to engage in faith, social interactions and fellowship
 - **Goal I:** Students will be given the opportunity to live the faith through school mandated and extracurricular activities
 - **Goal II:** Faculty, staff, teachers, parents and family members will lead by example displaying the model for our students
- **Objective III:** Provide professional development opportunities to ensure teachers have the tools they need to support the Catholic community
 - **Goal I:** Faculty and staff will be provided effective spiritual development opportunities

Pillar II – Academic Excellence

Vision: St. Michael Parish School curriculum focuses on the development, formation and growth of the whole child in pursuit of academic excellence, inspired by the faith.

- **Objective I:** Challenging and engaging academic programs will be designed in a way that triggers curiosity and enthusiasm for learning. They will be research based and aligned with current best practices.
 - **Goal I:** Increase STEAM opportunities for all students
 - **Goal II:** Ensure best practices in curriculum and materials are being used across all subjects
 - **Goal III:** Enhance curriculum to include inquiry and problem based learning across all areas
- **Objective II:** Provide professional development opportunities to ensure teachers have the tools they need to support academic excellence
 - **Goal I:** Collaborate on the curriculum across the grade through the Professional Learning Community to ensure level setting amongst teachers
 - **Goal II:** Design and implement a professional development plan for each school year based on the School Improvement Plan Goals
- **Objective III:** A variety of tools will be used to continually assess student progress and adjust lesson plans as necessary throughout the year
 - **Goal I:** Staff will evaluate all standardized test data each year, look for trends, areas of improvement, and successes
 - **Goal II:** Staff will evaluate the data from Fastbridge and other local, curriculum-based assessments to guide instructional updates to their lesson planning
- **Objective IV:** Ensure all of our students achieve academic excellence in order to create opportunity for success beyond SMPS
 - **Goal I:** Ensure SMPS graduates ready for high school
 - **Goal II:** Evaluate trends in high school placement

Pillar III – Financial Stewardship

Vision: St. Michael Parish School will provide a feasible three to five year financial plan that includes both current and projected budgets, resulting from a collaborative process emphasizing faithful stewardship.

- Objective I: To generate and provide the financial resources necessary to meet the present and future needs of the schools, effective business practices, and adherence to diocesan guidelines
 - Goal I: Ensure short term fundraising plans support the current budget
 - Goal II: Create a long-range fundraising plan commensurate with the long-range objectives of the school
 - Goal III: Double the endowment in the next 5 years
- Objective II: Prioritize curriculum needs to ensure the timely acquisition of materials necessary to achieve the goals set forth in this plan
 - Goal I: Provide the materials and supplies to implement an excellent academic curriculum
- Objective III: Maintain a healthy enrollment
 - Goal I: Monitor and maintain a healthy enrollment of 569 to 581 students
- Objective IV: Ensure responsible fiscal management for establishing and maintaining the annual budget
 - Goal I: Manage income and expenses appropriately

Pillar IV – Facilities

Vision: St. Michael Parish School will develop and maintain the facilities in a way that continuously supports the mission of the school and parish.

- Objective I: The facilities of the school will be designed, developed and / or remodeled to ensure the safety of everyone on campus
 - Goal I: Increase Campus Safety and Security
- Objective II: Establish a Master Plan for the parish and school campus that will allow for an enhanced hands on learning experience, appropriate classroom floor plan and a gathering space for the community
 - Goal I: Hire the appropriate professionals to review the facilities (including supplemental facilities across the street) and design a plan to maximize the use of our space considering needs for a Music Room, Library Learning Center, Media/Tech Lab, Maker-Space/STEAM Lab and Early Childhood Wing
- Objective III: Maintain the facilities in cooperation with the parish
 - Goal I: Develop a short-term plan to ensure routine maintenance is conducted as appropriate
 - Goal II: Develop a long-term plan to ensure non-routine maintenance is properly planned and budgeted for