



Cardinal Newman High School Strategic Plan

for
2008 - 2013



MISSION STATEMENT

“The glory of God is in the human person fully alive.”

St. Irenaeus

The Mission of Cardinal Newman High School is to educate the whole person, spirit, mind, and body, and to help all students develop their God-given talents according to the Gospel values of Jesus Christ.

In fulfillment of this Mission:

We are a Catholic Christian community in which students learn self-fulfillment through Catholic teachings, retreats, liturgical, and para-liturgical experiences.

We are committed to high academic standards.

We strive to understand the diverse needs of each student and work with each student in a caring and supportive environment, challenging the student intellectually and morally.

We provide religious, academic, athletic, extracurricular and community service programs to form individuals who accept leadership and are spiritually alert, academically inquisitive and physically sound.

INTRODUCTION

In the Spring of 2006, the President, Principal and Advisory Board of Cardinal Newman High School decided to move forward and prepare a Strategic Plan to clearly define the future direction of the school for the next five years. The school hired Strategic Planning Consultant Susan Stone to assist with the process. A core Strategic Planning Committee, with representatives from the faculty, staff, board members, parents, alumni and members of the community, was formed in the Fall and met on several occasions. This group offered input and suggestions on the future of the school. This information was forwarded to a 65-member Strategic Planning Committee comprised of the school's administrative leadership, faculty, students, advisory board members, parents, alumni, diocesan representatives, educators and other members of the community, who met for a two and a half day workshop in September, 2007. This group analyzed and formulated the collected data into the first working draft of our Strategic Plan.

The information from the September, 2007 workshop was transcribed and organized and, in the Spring of 2008, a sub-committee of the original committee reviewed and edited the information. This second draft was then presented to the original committee, who did the final edits and arrived at an Implementation Plan in March, 2008.

The Strategic Plan that follows represents the goals, rationale, and implementation strategies that many members of our constituency have spent countless hours developing...and we thank each and every one of them for their commitment to Cardinal Newman High School.

EDUCATIONAL PROGRAM

Goal Statement:

Cardinal Newman will reaffirm its commitment to a rigorous academic college-preparatory curriculum designed to encourage critical and creative thinking and to promote independent inquiry. Cardinal Newman will continue to maintain a balanced educational program within a vibrant school community that stimulates social responsibility and accountability, presents opportunities for leadership, and fosters the spiritual, intellectual, aesthetic and physical development of its students.

Rationale:

A challenging liberal arts program that emphasizes excellence in academics and provides multi-faceted experiences in both curricular and co-curricular programs prepares young men and women to succeed in an increasingly interdependent world.

Suggested Strategies for Implementation:

- Provide a rigorous, yet engaging program of religious studies, science, mathematics, humanities, technology, fine

arts, performing arts and athletics.

- Regularly examine and evaluate all programs (including IB, AP, Learning Strategies, core-curriculum, electives, summer enrichment and technology) to ensure that the School utilizes the best available resources and the most effective teaching to maintain a proper balance between student needs and interests and school resources.
- Create an effective college placement office whose primary responsibility is to focus on college placement and maximize standardized college admission exam scores.
- Establish a sports advisory committee whose purpose is to evaluate athletic programs and resources, provide information and recommendations to the President and to promote full development of all sports.

STUDENTS

Goal Statement:

Cardinal Newman High School is committed to attracting and retaining student enrollment across grade levels. The school is looking for motivated students, with a diversity of talents and backgrounds. Cardinal Newman will present a rigorous and value-centered program that will challenge students intellectually, foster spiritual growth and instill a sense of strong personal integrity. The school community made up of parents, students, faculty and staff will respectfully support the Mission of Cardinal Newman High School through involvement in their school, local and global communities. The mission statement of the school and the continual upgrading of the curriculum will prepare the students of today to meet the challenges of an ever-changing world.

Rationale:

As the population of students increase it will allow Cardinal Newman to continue to provide and increase its multi-faceted programs that educate the whole person: mind, body and spirit - enabling him/her to have a positive impact on society.

Suggested Strategies for Implementation:

- Continue to develop and implement an innovative recruitment and retention plan that will attract students with diverse talents and backgrounds.
- Continually update the curriculum in order to offer spiritually, intellectually and physically challenging programs that will prepare the global citizen of tomorrow.

STAFF

Goal Statement:

In order to maintain the highest quality of education for our students, Cardinal Newman High School will attract, develop and retain a diverse, multi-skilled workforce who embrace and model the mission of the school.

Rationale:

Cardinal Newman's mission statement requires a staff that teaches, motivates, and inspires its students. Recognizing the changing skills required to prepare students in a global society, the school will collaborate with a variety of its

constituents, including faculty, students, parents, alumni, and the community-at-large.

Suggested Strategies for Implementation:

- Provide a competitive compensation package of salaries and benefits in order to attract and retain an effective, highly qualified, and diverse staff.
- Expand opportunities for ongoing professional development and evaluation for all staff, with particular emphasis on technology, communication skills, and the rich tradition of Catholic education.

PARENTS/ALUMNI

Goal Statement:

Parents and alumni will play an increasingly significant role in supporting Cardinal Newman High School by contributing their resources to ensure its students' spiritual, intellectual, and personal growth.

Rationale:

Participation and communication between Cardinal Newman High School and parents and alumni complements an effective and vibrant educational environment, while promoting Crusader pride and spirit. Involving and informing parents creates a relationship of mutual trust and responsibility between the school and its families. Participation of alumni maintains and strengthens the connection to the past and affirms the lasting

value of a Cardinal Newman High School education.

Suggested Strategies for Implementation:

- Provide and promote opportunities to come together as a community to celebrate existing traditions and to create new ones, emphasizing the importance of participation in volunteer and fundraising efforts, the Home and School Association, and the Alumni Association.
- Evaluate and expand channels of communication regarding events and activities.
- Create an effective Alumni Association in conjunction with the Development Office.

GOVERNANCE

Goal Statement:

Cardinal Newman High School will maintain an active, informed and effective governance structure that is a true representation of the entire school community.

Rationale:

Responsible stewardship that promotes our Mission.

Suggested Strategies for Implementation:

- Clarify to the school community the existing governance structure.

- Establish and publicize a recognized means of facilitating communication with all stakeholders (faculty, parents, students, etc.).
- Periodically evaluate existing governance structure to insure its effectiveness and to explore other models if warranted.
- Review Board By-laws, membership, tenure, and performance, as well as active recruitment of new members for the Board.

PHYSICAL PLANT AND FACILITIES

Goal Statement:

Cardinal Newman High School will maintain, renovate, expand and build facilities to provide a secure, attractive and modern campus environment in support of the school's Mission and programs.

Rationale:

Fulfillment of the Cardinal Newman High School Mission necessitates the provision of safe, contemporary and technologically advanced facilities. Enhancing current structures and providing additional new buildings will allow the school to grow and expand both its academic and extracurricular program. Skilled, dedicated maintenance will ensure an atmosphere wherein all may develop their God-given talents.

Suggested Strategies for Implementation:

- Renovate existing classrooms, providing climate control, security, and state of the art technology to facilitate academic advancement and success.
- Ensure adequate staffing, management and supervision of facilities personnel while improving scheduling and planning for preventative maintenance.
- Re-examine the priorities of the Master Physical Plan, placing emphasis on parking, back campus areas, aesthetics, technology, and renovation.

FINANCE AND DEVELOPMENT

Goal Statement:

Cardinal Newman High School will perpetuate its excellence through parallel development of all components of the school based upon a commitment to responsible comprehensive planning, organized aggressive fund raising and transparent accounting.

Rationale:

Identification and establishment of short and long term development goals will allow proper assessment of financial resources and fundraising needs.

Suggested Strategies for Implementation:

- Establishment of a permanent development committee to assess all components of Cardinal Newman and identify short and long term development goals.
- Develop and implement a multi-year financial plan that anticipates the costs

and realizing short and long term development goals and identifies the funding sources to realize these goals.

- Coordinate all aspects of internal and external fund-raising to maximize potential and avoid "donation fatigue".
- Employ professional fundraiser for the Capital Campaign familiar with Palm Beach County.
- Specifically define the scope of responsibilities of the development office and establish a specific job description for the Development Director.
- Continue to audit current expenditures, recommend necessary adjustments and participate in the preparation of proposed annual budgets, provide regular detailed reports to the Advisory Board and general annual reports to the school community.

MARKETING/PUBLIC RELATIONS

Goal Statement:

Cardinal Newman will persuasively articulate its mission, its prominence as a Catholic college-preparatory high school and the accomplishments of the Cardinal Newman family locally, nationally and internationally.

Rationale:

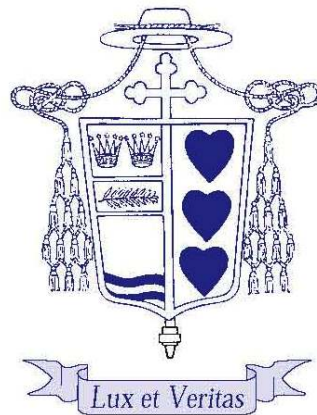
Effective marketing will attract qualified students and teachers to Cardinal Newman, and expand the base for financial support from benefactors.

Suggested Strategies for Implementation:

- Select a public relations coordinator to facilitate a constant flow of positive

information about Cardinal Newman and members of the Cardinal Newman family to the community (both internal and external).

- Develop and implement a creative marketing plan, including but not limited to video presentations, to attract prospective students from area middle schools.
- Establish and maintain avenues of communication to encourage input and suggestions from alumni, students, teachers, parents and administration.



Cardinal Newman High School
512 Spencer Drive, West Palm Beach, FL 33409
(561) 683-6266
www.cardinalnewman.com