

Hastings Catholic Schools Strategic Plan 2020-2025



2020-2025 Strategic Plan Development

The Strategic Planning process started in January 2020 with the Discovery & Research phase collecting data from staff, and parish leadership, along with surveys and data collection from parishioners and community members. This was followed by establishing a Strategic Planning Team to develop projects to insure implementation of the plan. The team worked over several months to develop a long term strategic plan with projects with specific goals and strategies. The Strategic Planning Process included these phases:

- Discovery & Research (Jan – Feb 2020)
- Strategic Plan Pillar Teams & Community Involvement (Feb – Mar 2020)
- Implementation Project List & Five Year Budget (Mar – May 2020)
- Ongoing Strategic Plan Management & Evaluation (Aug 2020 – Aug 2025)

Discovery & Research – Worked with school staff and Unity Council to collect data from parishioners, parents, benefactors and community members to set a baseline of information to start the Strategic Planning Process.

- 282 Surveys with 14 Pages of Comments
- Over 200 Open Forum Participants
- 265 SWOT Analysis Participants
- Meetings with Parish Leadership & School Leadership

Strategic Planning & Community Involvement – Reviewed the statistics, input and opinions of the community to create the Strategic Plan. The team reviewed the current situation, including Strengths, Weaknesses, Opportunities and Threats (SWOT Analysis) and hosted several Open Forum Meetings to include parishioners and community members to get additional input on the future of the schools.

- Over 200 Open Form Meeting Attendees
- 265 SWOT Analysis Participants
- 3 Unity Council Meetings
- 5 Pillars – Community Involvement & Culture, Academic Rigor, Development & Communications, Student Life & Engagement, Finance & Facilities

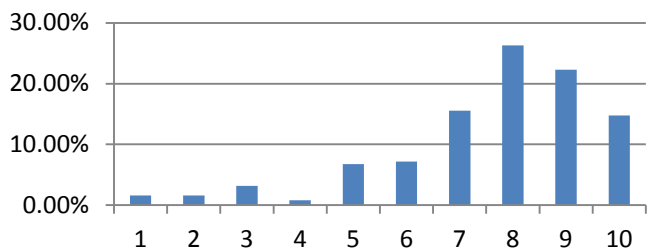
Pillar Implementation Projects & Five Year Budget - For each pillar a team of volunteers created strategies that would ensure the implementation of the plan. Each project has set definitions, goals, volunteer coordinators, estimated budget if needed and timeframes for reviewing results.

- 6 Pillar Teams
- 41 Pillar Team Members
- 6-8 Team Meetings Per Pillar
- 103 Total Projects

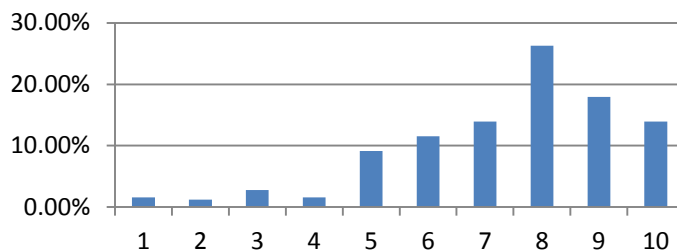
Ongoing Ownership & Management: The pastor and the parish leadership establish final ownership of the Strategic Plan and sets regular dates to review the Strategic Plan, Pillar Project List, and Five Year Budget, to ensure ongoing implementation of the Strategic Plan. This includes hosting 2-3 Open Forum Meetings each year to promote transparency and engagement in completing the Strategic Plan.

HCS Strategic Plan Survey Results - 2020

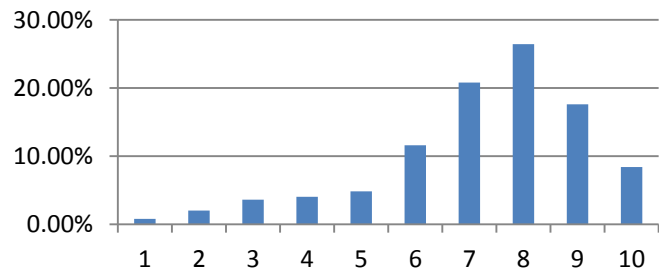
On a scale of 1-10, with 10 being Excellent and 1 being Needs Improvement, how would you rate the SCHOOL on living their mission as a Catholic School?



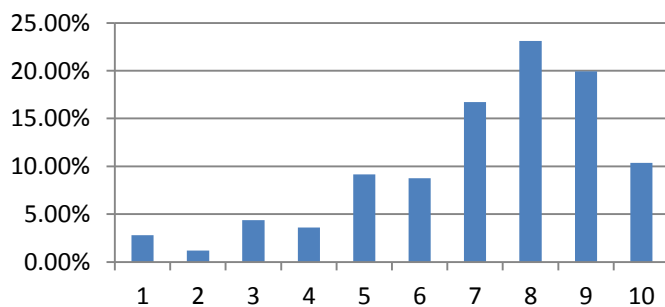
On a scale of 1-10, with 10 being Excellent and 1 being Needs Improvement, how well does the SCHOOL prepare students academically?



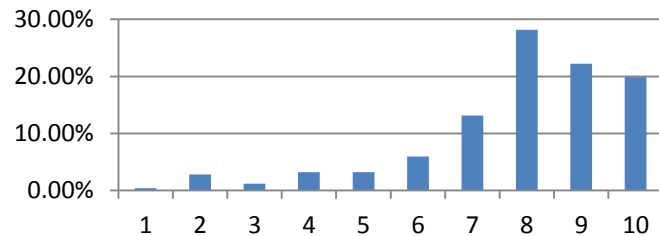
On a scale of 1-10, with 10 being Excellent and 1 being Needs Improvement, how well does the SCHOOL prepare students for the future?



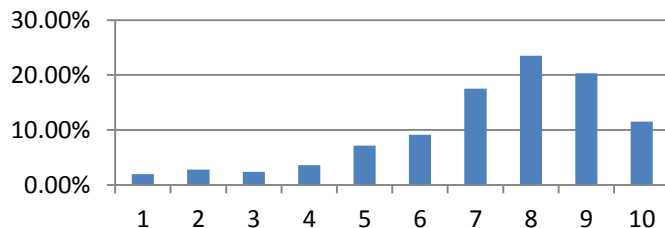
On a scale of 1-10, with 10 being Very Satisfied and 1 being Very Unsatisfied, how satisfied are you with the SCHOOL?



On a scale of 1-10, with 10 being Excellent and 1 being Needs Improvement, how well does the SCHOOL prepare students spiritually?



On a scale of 1-10, with 10 being Excellent and 1 being Needs Improvement, how well does the SCHOOL prepare students in developing moral values and personal discipline?



On a scale of 1-10, with 10 Very Likely and 1 being Not Likely how likely are you to recommend the SCHOOL to other families?

