



THE CATHOLIC ACADEMY OF STAMFORD

FAITH ♦ KNOWLEDGE ♦ SERVICE

Building Strong Foundations The Strategic Plan 2022 - 2026



MESSAGE FROM HEAD OF SCHOOL

Dear Friends of The Catholic Academy of Stamford,

I am honored to present Building Strong Foundations 2022 – 2027, the Strategic Plan for The Catholic Academy of Stamford. Efforts to guide the school beyond today have been carefully and thoughtfully contemplated, resulting in a comprehensive five-year plan that preserves the legacy and tradition of Catholic education in Stamford while presenting a forward-thinking vision for the future.

This plan came together as a result of the contributions and diligent work of our alumni, students, parents, alumni parents, Board of Directors, faculty, parishioners, fellow Catholic educators, business leaders and friends of Catholic education. Together they formed the Steering Committee that was facilitated by Partners in Mission, an outside consulting firm, and led by Board of Director and dedicated supporter of The Catholic Academy of Stamford, Beth Adamson as chairperson.

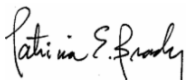
I am grateful to Beth, our Board of Directors under the leadership of Board Chairperson, Harold Spitzfaden, and the over 40 members of the Strategic Plan Steering Committee for their dedicated work over the past year to assist us in planning for the future of the Academy!

The work of the Steering Committee and this plan to follow is the first step to ensuring a bright future for The Catholic Academy of Stamford. Our Board of Directors are currently chairing committees for each of the eight strategic plan domains and are forming membership of these committees to begin the work necessary to meet the stated objectives and, ultimately, to achieve our goals.

The Catholic Academy of Stamford continues to be blessed by many who give so generously of themselves. It is my sincere hope that you will read this plan and identify areas where you can give of your time, talent and treasure to our school. We all share an obligation to give of ourselves to help achieve the many goals we have set forth, and I remain committed to partnering with each of you to bring this plan to fruition.

Let us continue to pray for each other and all those who work so hard to sustain the mission of The Catholic Academy of Stamford now and in the future.

Sincerely,





The Catholic Academy of Stamford forms and nurtures its children in the Gospel values of our Catholic Faith. We educate in a superior academic environment which challenges its children to fully discover and develop their unique abilities and talents. Our students are encouraged to love God, learning and one another.

ACADEMICS

Strategic Goals:

Will be recognized and respected for its academic excellence by ensuring and sustaining differentiated, rigorous academic programs to address the needs of a diverse community of learners.

Develop programs and strategies to attract and retain highly qualified teachers.

Strengthen the communication between parents and teachers to build and enhance the home-school partnership.



Academic Objectives:

1. To create a Portrait of a CAS Graduate.
2. Implement a vertically aligned scope and sequence for the curriculum from PK-8.
3. Ongoing consultation with representatives from the Diocese and local school districts to discuss curriculum, best practices, and professional development opportunities.
4. Implement a process to review and discover resources to keep educational practices accurate and relevant.
5. Provide relevant and current professional development opportunities for teachers.
6. Ensure that the technology infrastructure is monitored and evaluated annually.

ADVANCEMENT

Strategic Goal:

Fully engage our entire community in an effort to create a culture of philanthropy, build affinity and increase resources to fulfill the mission of CAS for the benefit of its students, stakeholders and the community at large



Advancement Objectives:

- 1.Recommend to the board to fund or create a dedicated Advancement resource.
- 2.Set Up an oversight component of Advancement initiatives to provide the capital for the longevity and perpetuation of the Catholic Academy of Stamford
- 3.Establish a plan for Advancement that would highlight the areas of focus of all advancement endeavors. This would include an endowment fund for the purpose of funding a variety of needs for the school, including tuition (scholarships) and non-tuition activities (capital improvement, teacher incentives, tech upgrade, etc.)
- 4.Develop the existing LGL database to include PK through 8, alumni, grandparents and our entire community for use in fundraising and communication.
- 5.Establish relationships with higher education, corporations, foundations and other institutions to support Advancement initiatives.
- 6.Assess the opportunity for a Capital Campaign.

CATHOLIC IDENTITY

Strategic Goal:

Strengthen our school's commitment to foster an authentic and integrated life of faith, grounded in the Gospel, among members of our Catholic school community in order to fulfill our evangelical mission.



Catholic Identity Objectives:

1. Propose parent ambassador representatives to local parishes.
2. Take advantage of opportunities for school student participation at parish Masses.
3. Implement the school outreach service program



ENROLLMENT/MARKETING

Strategic Goal:

Communicate and promote CAS's brand promise of academic excellence, nurturing environment, personalized learning, and strong community to targeted audiences to achieve optimal enrollment in the school



Enrollment/Marketing Objectives:

1. Develop target number and achieve optimal enrollment.
2. Provide facts and support about what differentiates CAS from other schools to external stakeholders (target and new families) and internal (current families) school community
3. Create a holistic testimonial review portfolio to be found online - give our families the language to share about our school and the information to properly tell our story.
4. Enhance understanding of how CAS could have retained the families and ask them what we could have done differently (exit interviews).
5. Foster relationship with middle school faculty to elementary students about curriculum.
6. Integrate and link CAS student testimonials with specific teacher experience.
7. Determine pathways from CAS middle school to high school but also to keep preschool enrollment robust and strong leading.

FACILITIES

Strategic Goal:

Develop a facility Master Plan to nurture a superior academic environment by improving upon the capacity, quality and usefulness of the current facilities and technologies.



Facilities Objectives:

1. Conduct an assessment of the facilities by a 3rd party to identify short and long term needs
2. Create a report that prioritizes the short term improvement needs of the facility
3. Research & identify the latest technology tools that enhance the overall academic experience
4. Research the viability of temporary facilities to house cafeteria, science lab, music, art classrooms etc
5. Obtain architectural and engineering plans to identify potential future facility expansion to increase student capacity and provide for additional permanent cafeteria, gym, science labs, music and art rooms

FINANCE

Strategic Goal:

Use best practices to develop a finance plan that secures sufficient funding to support the Five-Year Plan and long-term growth and vitality of CAS.



Finance Objectives:

1. Increase net tuition revenue to address long term growth
2. Manage tuition assistance to make a CAS education more accessible while maintaining viability
3. Provide competitive compensation and benefits for faculty and staff.
4. Communicate financial status, development, and fundraising results, and use of funds on a frequent and comprehensive basis.
5. Establish a five year financial plan.

GOVERNANCE

Strategic Goal:

The Board will exercise its authority and oversight to ensure that the School is positioned to achieve the ideals set forth in its Mission Statement.



Governance Objectives:

1. Increase the size of the Board by recruiting new members with varied talents and who more closely reflect the community it serves.
2. Increase feeling of “connection” between the Board, the parents and the teachers
3. Increasing the racial and ethnic make-up of the Board to reflect the community it serves
4. Increase community Representation
5. Implement a process for measuring the continuing efforts under our new Long-Range Plan

STUDENT LIFE

Strategic Goal:

Expand On-Campus facilities, Off-Campus options and increase parent and community investment to assist students in discovering their unique abilities and talents



Student Life Objectives:

1. Create plan for an 'On-Campus' multi-purpose student life facility
2. Expand After school program to include local (Off-campus) activities (Sterling Farms, Trinity Gym) in neighboring communities
3. Develop Program to significantly increase parent volunteer involvement to share ideas, expertise and real world experiences to complement the curriculum
4. Create Middle School Activities Committee to broaden the engagement opportunities unique to Middle School students
5. Further enhance Outdoor Space for all age groups (PreK - Grades 8) - additional playground

Special Thanks to Our Committee Members

Academics

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Jeanne Berberich
Patrice Kopas

Advancement

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