



Saint Agatha School

Preschool - Grade 8

Building a Community of Faith-Filled Future Leaders:

A Vision and Plan for
Saint Agatha School



July 2025-June 2028



Letter from the Principal

Dear Members of the Saint Agatha School Community,

I am pleased to formally announce the completion of Saint Agatha School's strategic plan for the academic years 2025-2026 through 2027-2028. This milestone is the result of an extensive and collaborative effort, reflecting the dedication and thoughtful contributions of our esteemed parents and families, our committed faculty and staff, the insightful leadership of the School Advisory Board, and the unwavering support of the Parish Finance Council. Their collective expertise and dedication have been instrumental in shaping a comprehensive and forward-looking plan that will guide our institution in the years ahead.

As we transition into the implementation phase, we remain steadfast in our commitment to advancing the mission and vision of Saint Agatha School. This strategic plan establishes a clear framework for enhancing academic excellence, strengthening our faith-based education, and fostering an environment that nurtures the holistic development of our students. Through its execution, we will ensure that Saint Agatha School remains at the forefront of educational innovation while preserving the values and traditions that define our institution.

The success of this initiative will rely on the continued engagement and support of our entire community. I extend my sincerest gratitude for your dedication and commitment to Saint Agatha School, and I look forward to working together as we bring this plan to fruition. With our shared vision and collective effort, we will build a stronger foundation for the future of our students and ensure that Saint Agatha School continues to thrive for generations to come.

With deepest appreciation,



Gregg Chambers
Principal, Saint Agatha School

Introduction

Mission

Saint Agatha School is a Christian Catholic community providing excellence in education. Together, our members strive to maintain a safe, positive learning environment. Through worship and service, we see Jesus in every member of our community. We do our best to help everyone in our school feel capable, connected, and contributing. Because we are two or more gathered in His Name, we believe that Christ is in our midst at Saint Agatha School. In His Love, do all that we can to excel in education and to celebrate Christian values. To fulfill this mission, we promise to do what Jesus would do each day, in every way. And so, create a school climate filled with the Gospel spirit.

Vision

Saint Agatha School is recognized as an excellent Catholic early childhood, elementary and middle school for students and families in Milton and neighboring communities that provides education in a safe, positive learning environment. We are a school of choice for faculty and staff seeking meaningful employment in a school rooted in Christian values, and our donors identify our school as one of their top philanthropic choices in support on the school's mission.



History

Saint Agatha School was founded in 1941 by the Sisters of Saint Joseph under the direction of Archbishop Richard Cushing. The school was housed first at what was the former Bowditch Estate (now the Oblates of the Virgin Mary Retreat House) at 65 Father Carney Drive in Milton, a half-mile from Saint Agatha Parish. The first class entered Saint Agatha School on September 22, 1941 with forty-two first grade students. and became a school for grades one to eight. Sr. Savina, CSJ, was the school's first principal. The school enrollment increased over the decade to include students in Grades 1 to 8.

On September 9, 1951, the present day Saint Agatha School at 440 Adams Street was dedicated by Archbishop Richard Cushing. Over the years, the school grew to include a kindergarten, and then an early childhood program for children who are three and four years old. Today, the school serves more than 400 students in grades Preschool to Grade 8, with a vision of consistently serving over 450 students into the future.



Title: Saint Agatha School Class of 1969 (8th grade)

Description: This photo is from the collection of photos at Saint Agatha Church.

Contributor: Jack Riley

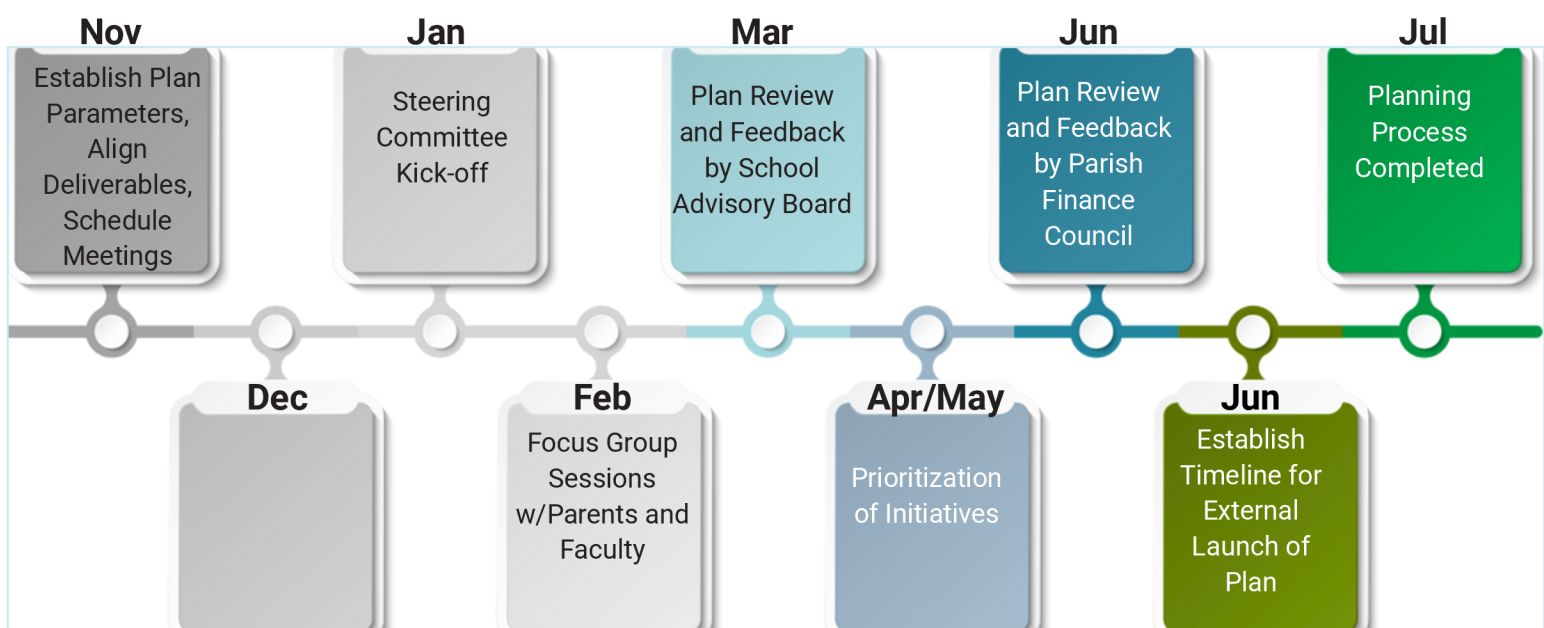
Process

Strategic Planning Process Overview

Collectively, we embarked on a nine-month process to define our Strategic Plan for July 2025 through June 2028. We created a Strategic Planning Steering Committee made up of Faculty, Staff, Parents and Board Members to drive the process and provide input and guidance. We engaged key stakeholder groups (current parents and faculty/staff) in a plan review process in which they could provide input and guidance on the defined initiatives, providing them with ownership in the process. We leveraged our School Advisory Board for direction and counsel and our Parish Finance Committee for review and prioritization of initiatives.

The resulting plan is one we plan to keep active and front of mind in our school with faculty and staff as well as students, parents and our community where we all work together to achieve our goals.

Timeline



Planning Team

The Strategic Planning Steering Committee

We formed a Steering Committee with members from Faculty, Administration, Parents and Board members. This committee performed its work from January 2025 to June 2025. Sub-committees were formed by Critical Plan Areas and teams were responsible for understanding the key issues, defining initiatives to resolve issues and new ideas to bring Saint Agatha School forward into the future.

Steering Committee

Nicole Cunningham
Kaitlyn Cafferty*
Maeve McDonald*
Renalyn Te
Nancy Lynn Weiler
Barbara Smith
Amy Chrisom
Kerry Piccolo
Meagan Moran-Jarvis
Mike Vaughan*
Nancy Vaughan
Kristen Page
Liz Spadea**
Laura Curcio†
Mike Regan*
Jeannine Reardon**
Fr. William Palardy

Role

Early Education
Elementary
Middle School
Administration
Administration
Administration
Administration
Parent (K2, Gr.2 & 5)
Parent (Gr.6)
Parent (Gr.6)
Parent (Gr. 2 & 4)
Parent (Gr.4 & 5)
Parent (Gr.4 & 7)
Board Member
Board Member
Pastor

Critical Plan Area Focus

Faculty
Curriculum/ Faculty
Curriculum / Faculty
Enrollment / Faith
Advancement
Curriculum/ Faculty
Faculty
Advancement / Enrollment
Families and Students
Enrollment
Families and Students
Families and Students
Advancement
All
Faculty
Advancement
All (Ex Officio)

*Alumni

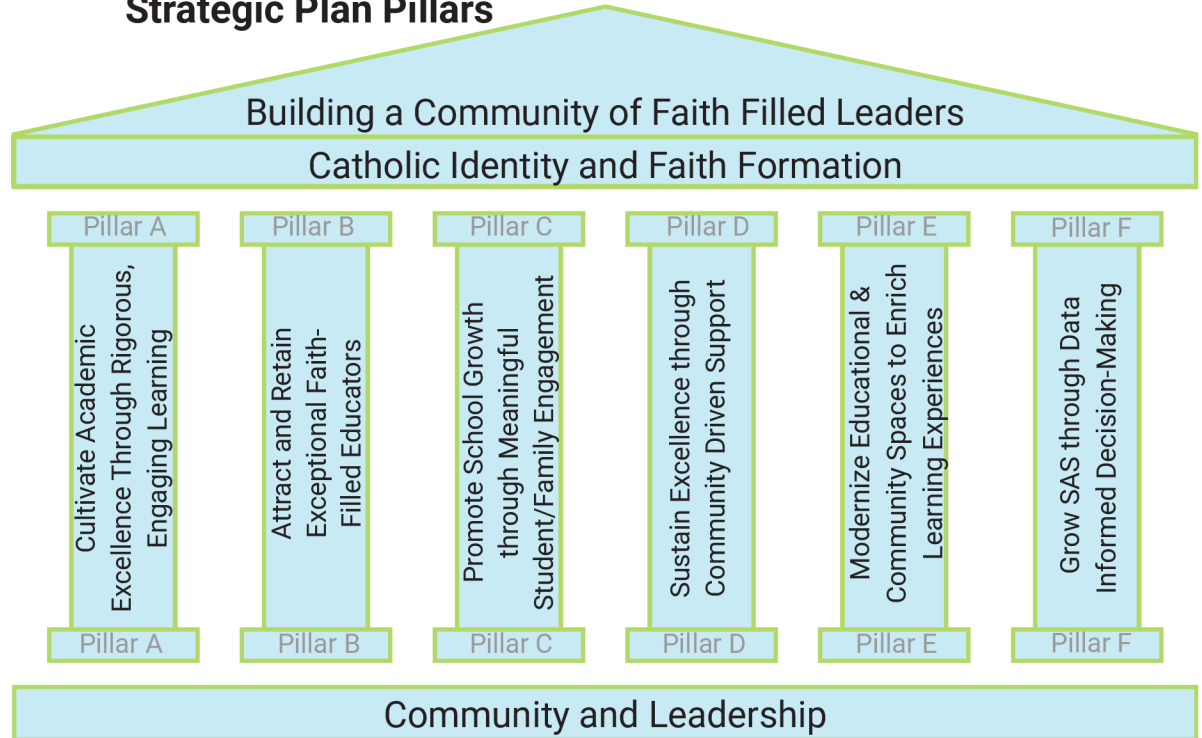
**Alumni Parent

†Planning Lead

NOTE: Fr. Brian McHugh is the current Pastor of Saint Agatha School, as of June 16, 2025.

Overview

Strategic Plan Pillars



Summary of Findings from Strategic Planning Process

Our Catholic Identity remains central to our mission, guiding our relationships with families, faculty, staff, donors, and the curriculum. In this strategic cycle, we will emphasize enhancing the Middle School program, recognizing the important role a parochial Middle School education plays for students seeking opportunities to be leaders in a smaller school environment. Facilities and financial planning are closely linked, ensuring improvements to infrastructure and educational spaces are modern and updated, as this will have an impact on enrollment and the overall student experience. Finance will also be linked with Faculty and Staff, as we are committed to determining best practices in compensating our educators and staff comparable to their peers in public schools. In Advancement, our immediate focus is on engaging existing donors and high-potential prospects, with larger growth initiatives such as an Endowment Fund and Major Gifts planned for year three and beyond in support of the initiatives indicated above. We have identified key actions within each critical plan area of our strategy, some of which are already in motion and will be refined based on evolving needs. While certain initiatives require gradual adjustments, others will demand more substantial changes over time. Through this approach, we aim to balance immediate progress with long-term development.

A. Cultivate Academic Excellence Through Rigorous, Engaging Learning

Aligned to Standard 7 of the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools, 2nd edition.

Summary: Throughout its history, one of the hallmarks of Saint Agatha School has been its commitment to ensuring that the students who graduate from the school are well prepared to succeed academically. This can be attributed to an unwavering focus on providing educational content that is rigorous and intellectually engaging for its students. Through this plan, we will strive to refine our approach to learning differences, broaden extracurricular opportunities in arts, athletics, STEM, and leadership, and cultivate a dynamic professional learning culture informed by data-driven decision-making to continuously elevate educational practices.

Goals

Saint Agatha School is committed to fostering academic excellence by enhancing curriculum, instructional strategies, and student support systems across all grade levels, with a particular focus on strengthening middle school programs for a seamless transition to higher education.

1



Foster and sustain academic excellence across all grade levels by enhancing curriculum, instructional strategies, and student support systems, with a focused initiative on strengthening middle school programs to ensure a seamless transition to higher education.

2

Strengthen its curriculum and instructional methods to promote academic excellence for all students. Special emphasis will be placed on expanding and refining support services for students with learning differences.



3



Broaden its extracurricular offerings to provide students with a well-rounded education that nurtures their talents and interests beyond the classroom. This includes expanding arts, athletics, STEM programs, and leadership opportunities.

4

Cultivate a continuous professional learning culture driven by data-informed decision-making to assess and enhance instructional practices and curriculum.



B. Attract and Retain Exceptional Faith-Filled Educators

Aligns to Standard 7 of the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools, 2nd edition.

Summary: The faculty and staff of Saint Agatha School are a significant reason that students and families choose and then opt to remain at the school through the tenure of their child's education. These professionals go above and beyond each day to ensure that the students feel that they are connected and contributed to their learning each day. We must actively seek talented Catholic educators by fostering strong recruitment strategies and partnerships with educational institutions while encouraging community involvement in referral initiatives. Additionally, we must strive to cultivate a culture of Catholic leadership among faculty and staff, offering opportunities for engagement in shared faith values and providing a welcoming space for non-Catholic educators to learn more about our traditions.

Goals

Saint Agatha School is dedicated to attracting, retaining, and supporting high-quality educators through competitive compensation, robust professional development, and meaningful mentorship programs.

1

Retain quality educators through competitive compensation and benefits, high quality continuing education and professional development opportunities, and expanded mentoring opportunities between veteran and new teachers to the school.



2



Recruit and hire talented and committed Catholic educators through focused and engaging recruitment messaging, share employment opportunities with educational institutions and organizations that train educators, and actively promote incentive programs to encourage community stakeholders to participate in the educator referral process.

3

Build a culture of Catholic leadership among the faculty and staff through engagement opportunities aimed at identifying common interests in Catholicism and create a program for educators who are not Catholic to learn more about the faith.



C. Promote School Growth through Meaningful Student/Family Engagement

Aligns to Standard 9 of the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools, 2nd edition.

Goals

Summary: By ensuring that every child feels supported throughout their educational journey, we will enhance retention of students and families. Our refined admissions process will provide families with a seamless and positive experience, making enrollment more accessible and engaging. Additionally, we will implement a data-driven approach to enrollment and retention, allowing us to make informed decisions that sustain and grow our school community.

Saint Agatha School is committed to strengthening brand awareness and deepening community engagement to attract new students while fostering a welcoming and enriching environment for families.

1



Strengthen brand awareness and community engagement to recruit new students.

2

Improve student retention by deepening family partnerships and meaningful engagement.



3



Enhance the admissions process to deliver a seamless, family-centered experience.

4

Drive enrollment and retention through proactive, analytics-based decision making.



D. Sustain Excellence Through Community-Driven Support

Aligns to Standard 13 of the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools, 2nd edition. Arlington, VA; National Catholic Educational Association.

Summary: Philanthropic investment in the educational program at Saint Agatha School will be vital to securing the future of the institution. The implementation of specific fundraising and stewardship strategies will be vital in positioning the school as a leading philanthropic choice in the community. Additionally, we see the need to establish a viable and sustainable endowment fund that provides scholarships, ensuring students are supported throughout their educational journey and graduate well-prepared for high school. These efforts will strengthen our financial foundation and uphold our commitment to academic excellence and faith-based education.

Goals

Saint Agatha School is committed to developing and sustaining relationships and partnerships that will provide financial support for long-term strategic initiatives to improve the overall student experience at the school dedicated to fostering a strong and engaged alumni network to promote the school while support enrollment, and sustain long-term strategic initiatives.

1

Build and maintain an alumni network to promote the school, increase enrollment, and encourage long-term support for strategic initiatives.



2



Establish a robust Major Gifts Giving Program to enhance annual philanthropic support for Saint Agatha School. By fostering strong donor relationships, launching a Leadership Giving Society, and implementing personalized stewardship strategies, we can position SAS as the top philanthropic choice in our community.

3

Establish a sustainable endowment fund that will provide scholarships to attract and retain students, ensuring they matriculate through each grade level and graduate well-prepared for high school.



E. Modernize Educational & Community Spaces to Enrich Learning Experiences

Aligns with Standard 12 of the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools, 2nd edition.

Summary: A school's facilities, and specifically their current condition, play a significant role in positively impacting enrollment growth, advancement efforts, and overall student experience. In order to remain competitive with peer schools, a thoughtful plan to address the physical needs of the school must be developed. Over time, this plan will set a solid foundation for the years to come.

Goals

Saint Agatha School is committed to maintaining and improving its facilities through the development of a Capital Improvement Project List developed in collaboration with the School Advisory Board and Parish Financial Council.

1



Create and maintain a comprehensive Capital Improvement Project List in partnership with the School Advisory Board and Parish Financial Council.

2

Prioritize the development of a calendared educational technology replacement plan.



3



Investigate feasibility of designing and implementing innovation spaces, including a Makerspace and updated Computer Laboratory.

F. Grow SAS through Data-Informed Decision-Making

Aligns to Standard 10 of the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools, 2nd edition.

Summary: We aim to sustain long-term growth and uphold the excellence of Catholic education in our community. It is our belief that through analysis of data and transparency in our communications about the state of the school to stakeholders, we will ensure transparency and informed decision-making that will lead to more meaningful engagement and strengthen confidence in our school's fiscal responsibility. Through these initiatives, we aim to sustain long-term growth and uphold the excellence of Catholic education in our community.

Statement: Saint Agatha School is committed to maximizing non-tuition revenue streams to enhance academic programs and student services.

Goals

Saint Agatha School is committed to promoting long-term institutional growth and educational excellence through data-informed transparency, stakeholder engagement, and strengthened fiscal stewardship.

1

Maximize non-tuition revenue streams to improve school programs and services.



2



Develop comprehensive financial reporting instruments, including an annual report, and implement regular opportunities for communicating results to key stakeholders.

3

Improve overall operating efficiency and minimize non-payroll, controllable costs.



EXCELLENCE
IN EDUCATION
AND FAITH-
BASED
LEARNING



Commit your work to the Lord, and your plans will succeed. - Proverbs 16:3



Accredited Member of the New England Association of Schools and Colleges

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