



St. Pius X Catholic School

"Building Leaders for Christ"

Five Year Strategic Plan: 2025 - 2030

MISSION: Our Mission Statement is "Building Leaders for Christ."

VISION: A parochial school community, centered in the Eucharist, growing spiritually and academically in a model-learning environment.

VALUES: We, at St. Pius X Catholic School, believe that every child is a gift from God, with special talents to be nurtured and developed. Our philosophy is to provide for each child's spiritual, moral, and academic growth in a model-learning environment, centered on the Eucharist and the tenets of the Roman Catholic Church.

The Catholic tradition places enormous emphasis on the importance of authentic Catholic education in the lives of individuals as they fulfil their respective vocations within the Church, country, society, family, and school community. For the sake of unity, the St. Pius X Catholic School community has identified the following five principles in order to guide 10 our actions as we seek to fulfil our individual roles in achieving our mission.

1. We seek to offer an education that is **SPIRITUALLY PURPOSEFUL** - We will:

- Seek the guidance of the Holy Spirit in making decisions and taking action.
- Believe, teach, and live in accordance with our Vision and Mission.
- Foster an authentic Catholic culture in which each student can envision their own future as a mature, knowledgeable, confident, courageous, and pious believer and take appropriate steps toward achieving it.
- Have the courage to stand up for our beliefs and to act accordingly.

2. We seek to **BUILD** a strong **COMMUNITY** - We will:

- Commit ourselves to ongoing faith formation centered in the Eucharist and the Catholic tradition.
- Recognize that the wholeness and holiness of our community is present even when individuals fail to live up to Catholic ideals.
- Work collaboratively to promote the good of the SPX community.
- Honor diversity by embracing the unique gifts of every member who shares time, talent, and treasure in support of our community.

3. We seek to demonstrate **CARE** for persons in everything that we do - We will:

- Foster a culture in which everyone is treated with dignity and respect and where he or she can feel loved as an important member of the SPX community.
- Listen with empathy, speak candidly, and act in a Christian manner.
- Seek to identify and to respond to the needs of individuals within our school, parish, municipal, and global societies to the best of our ability.
- Recognize that all contributions are meaningful and celebrate the outstanding efforts and achievements of our members.

4. We seek to be CREDIBLE in everything that we do - We will:

- Work together to build true consensus and alignment in our beliefs and actions.
- Speak and act with consistency, practice what we preach, trust one another and be trustworthy in everything we do.
- Practice responsible stewardship.
- Take full responsibility for all of our actions and their outcomes.

5. We seek to offer an education that is FULFILLING - We will:

- Deliver an authentic Catholic education of the highest quality as our primary contribution to individuals, families, society at large, and the Church.
- Meet and exceed the academic standards for primary education within our archdiocese, city, state, and nation.
- Foster excitement for learning by offering opportunities for individuals to express and to develop their unique gifts.
- Build a legacy of unity for future generations by working together with one purpose as members of our school, parish, and larger communities.

OUR GOALS IN FAITH:

To witness our faith in Jesus within an environment that fosters mutual love and respect. To provide opportunities for our students to grow in their understanding of the Gospel and Catholic teaching through instruction, worship, and community activities. To build community through dialogue with Parents, Parish, Boards, Faculty/Staff, and Students. To provide a superior educational program emphasizing essential academic skills that enable the student to successfully continue in his/her education while encouraging excellence and scholastic achievement. To help our students build a sense of personal integrity by encouraging self-responsibility and self-discipline while providing a firm foundation in Catholic moral values. To foster understanding of our world, our nation, and our responsibilities to both within the context of Catholic social teaching.

Domain I – Catholic Identity

GOAL: That the mission, values and vision of St Pius X Catholic School are known and communicated by the students, staff & parents and are lived out daily in the community.

STANDARD 1: The Catholic school is a unique environment which has as its primary purpose the continued formation of the Christian person. The mission and beliefs of the school shall reflect the integration of Catholic faith and Gospel values and promote a community of believers and learners. Members of the school are a community and are called to unite in prayer, to proclaim the Gospel message and to serve others.

BENCHMARK 1.1: The mission statement describes the purpose of the school, its reason for existence, and is rooted in the Catholic faith and Gospel values.

BENCHMARK 1.2: The school maintains a relationship with the pastor, school/parish organizations, and the larger Catholic community in promoting Catholic identity within the school.

BENCHMARK 1.3: The school provides opportunities for prayer, liturgy, spiritual formation, and service.

BENCHMARK 1.4: The school hires faculty/staff that support the mission of the school.

Domain I – Catholic Identity 2025 – 2030			
Strategies	Action Items	Leaders	Timelines
I. Build a strong Virtue Program	• Locate and evaluate current program • Integrate into classroom culture	• Religion Teacher • Individual Teachers • Administration	Every May
II. Create an inspiring religious culture within the school with events that reinforce the SPX identity.	“Building Leaders for Christ” said & written everywhere throughout the school. • Share stories of the Saints • Morning announcements • Weekly Mass experience • Living Rosary • Learn about & model life of St. Pius X (Learn, Lead, Serve)	• Religion Teacher • Individual Teachers • Administration	Throughout the year & evaluation yearly during summer
III. Provide or identify out of classroom spiritual growth opportunities.	• Prayers • Teen Adoration • PTC mtgs & events • Adopt a seminarian	• Pastor • Religion Teacher • Administration	Throughout the year & evaluation yearly during summer
IV. Engage with student families, parish, and wider community around St Pius X in experiencing a strong faith life.	• CYO sports • Community Service Projects • Annual Alumni Breakfast	As a school, but each grade level plays a unique role in execution of. Older students as mentors to next class below.	Just before Thanksgiving or Christmas, taking advantage of school breaks, to reconnect.

Additions, Changes, or Updates to Domain I
• Continued progress was made toward aligning our branding with the mission statement, including increased visibility and recognition through new bumper stickers, yard signs, and updated logo usage. • All staff members have added the mission statement to their email signatures, further reinforcing our shared commitment to <i>“Building Leaders for Christ.”</i> • In alignment with the newly adopted goal of increasing engagement with non-parishioner and non-Catholic families, the Council approved allowing the school to host one School Mass each month during a weekend parish Mass to build stronger relationships with school families. Updated: 1/19/2026

Domain II – Governance, Administration and Management

GOAL 1: To ensure the St Pius X mission and vision are incorporated into a transparent school governance, administration and management system.

GOAL 2: To support the St Pius X school administration and faculty in consistent application of our mission.

STANDARD 2: School governance and leadership support an educational program of quality with systematic, legal, and fiscal responsibilities that support the school’s mission. School governance and leadership effectively plan and monitor school growth and viability in all areas. School governance and leadership support an effective and efficient instructional program.

BENCHMARK 2.1: The governance structure, (e.g., advisory council) supports the mission, vision and/or philosophy of the school.

BENCHMARK 2.2: Code of Canon Law 801 states “Religious institutes whose proper mission is education, retaining their mission faithfully, are also to strive to devote themselves to Catholic education through their schools, established with the consent of the diocesan bishop.”

BENCHMARK 2.3: Rights and responsibilities of the faculty, staff, students, and parents/guardians are explicitly defined in regulatory handbooks.

BENCHMARK 2.4: The school demonstrates long- range strategic planning to support the school’s mission, vision and/or philosophy.

BENCHMARK 2.5: The instructional program and educational facilities are funded to meet the stated goals of the Long-Range Strategic Plan.

BENCHMARK 2.6: There is a comprehensive plan for institutional advancement.

BENCHMARK 2.7: The school is aware of and responds to the changing needs of the community.

BENCHMARK 2.8: School effectiveness is monitored and evaluated by the principal and/or administrative team.

BENCHMARK 2.9: The school provides professional development opportunities for faculty and staff.

Domain II – Governance, Administration and Management

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Strategies	Action Items	Leaders	Timelines
I. Archdiocese Policies	• Accreditation • Yearly Updates	• Administration • School Council • School Lead Team	Every May
II. SPX Policies	• Campus Policies • Teacher Handbook • Student/Parent Handbook • Campus Admin Support • Growth Trend Analysis	• Administration • School Council	Yearly during Summer
III. Athletic	• School Teams • Extra-Curricular Options Information • Sports Complex	• Administration • Athletic Director • School Council	Every May

Additions, Changes, or Updates to Domain II

- School policies are communicated annually at the start of the school year, with consistent enforcement maintained.
- Enforcement strategies are implemented as needed, with updates shared with the Council when applicable.
- Enrollment trends are reviewed at each meeting to monitor growth goals and campus needs.

Updated: 1/19/2026

Domain III – Curriculum, Instruction and Assessment

GOAL: “Education of the Whole Child”

“Mental, Physical and Spiritual – Helping each child reach their God given potential.”

STANDARD 3: The purpose, design and implementation of the curriculum represents the school’s mission. A Catholic atmosphere, which is shared as well as understood by the teachers, students, and parents, permeates all areas of the curriculum. Instructional decisions support the school’s academic goals, objectives, and priorities. Evaluation of the curriculum is continuous and responsive to student needs.

BENCHMARK 3.1: The curriculum and instructional program are rooted in Catholic teachings, traditions, and values.

BENCHMARK 3.2: Curriculum (objectives to be taught) and instruction (what is actually taught) are explicitly aligned.

BENCHMARK 3.3: There is evidence of the use of current technology in the instructional program.

BENCHMARK 3.4: Individual student needs are met through programs of instruction.

BENCHMARK 3.5: The library provides resources and media support to the school’s instructional program.

BENCHMARK 3.6: The administrative team and faculty review and analyze student achievement information and test results to plan program effectiveness.

Domain III – Curriculum, Instruction and Assessment

Strategies	Action Items	Leaders	Timelines
I. Outline Scope and Sequence Plan	Standards by Grade level (ELAR, Math, Science, Social Studies, Religion, and Fine Arts)	- Teacher of Grade level - Administration - Council Representative	Yearly during Summer
II. Build Connections to the “Real World”	- Professional Development - Provide Hands-on & Engaging Lessons - Feedback from: (qualitative) – teacher informal data collection – admin and classroom observations - Coaching first-time teachers & new staff	- Teachers - Administration - Academic Dean - Team Leader	Yearly during Summer

Additions, Changes, or Updates to Domain III

- Ongoing discussions continue regarding curriculum alignment, technology (including Benchmark 3.3), library and STEM initiatives, and the evaluation of assessment data. Technology remains a larger strategic focus requiring continued exploration.

Updated: 1/19/2026

Domain IV – Student Services and Activities

GOAL: To expand the resources and opportunities for student services through external activities.

STANDARD 4: Student services enhance the curriculum and serve as an integral part of the learning process.

BENCHMARK 4.1: The school plans, implements, and documents a comprehensive counseling and guidance program of students.

BENCHMARK 4.2: The school plans, implements, and documents the need for student academic assistance.

BENCHMARK 4.3: The school provides support to new families and students to ensure success.

BENCHMARK 4.4: The school provides additional services and resources to meet student needs.

BENCHMARK 4.5: The school sponsors extracurricular activities, including athletics and student organizations, to meet the special interests of the students.

Domain IV – Student Services and Activities

Strategies	Action Items	Leaders	Timelines
I. Expand the Athletic Program	• Increase student participation • Solidify Expert Coaching Teams • Highlight Seasonal Athletes	• Athletic Director • Coaching Staff	Throughout the year & evaluation during Summer
II. Offer a Variety of Extracurricular Experiences	• Create afterschool enrichment clubs • National Organization Enhancements (NJHS, Student Council)	• Administration • Student Council Rep • NJHS Rep	Throughout the year & evaluation during Summer
III. Build a Readiness Program for Future Learning	• College Readiness • Test Taking Strategies • High School Placement Test • Tips/Test Taking Skills	• Team Leads • Counselor • Academic Dean • Administration	Yearly during Summer
IV. Increase Service-Learning (volunteer) Opportunities Throughout all Grade Levels	• Identify Grade Level Commitment Service-Learning Project • Clubs & Organizations to participate in local volunteering (i.e. Catholic Charities)	• Teachers • Administration • Academic Dean • Team Leader	Throughout the year & evaluation during Summer

Additions, Changes, or Updates to Domain IV

- The Council will explore initiatives to strengthen athletics through coach mentorship and recruitment; expand student leadership and enrichment opportunities; develop career exploration programming; increase civic engagement partnerships; and continue promoting student wellness and counseling support.

Updated: 1/19/2026

Domain V – Plant and Facilities

GOAL: To create an engaging learning environment to fulfill our mission.

STANDARD 5: The physical plant/facilities and safety practices of the school promote a safe environment conducive to student learning.

BENCHMARK 5.1: The physical facilities and indoor/outdoor area(s) of the school are designed for their functions.

BENCHMARK 5.2: The school maintains a safe environment for the school community.

BENCHMARK 5.3: The school community is informed and aware of safety practices.

Domain V – Plants and Facilities 2025 – 2030

Strategies	Action Items	Leaders	Timelines
I. Create a safe and comfortable environment	- Annual safety evaluation of exterior and interior access points - Create space connectivity; avoid unused dead spaces on campus - Eyes and ears on the ground	- Administration - School Council - Pastor	Throughout the year & evaluation during Summer
II. Create places that stir curiosity and inspiration – that showcase the awesomeness of God’s creation	- Improve Library - Add school garden - School history wall - Improve landscape around campus - Outdoor learning spaces	Administration	Throughout the year & evaluation during Summer
III. Create places for sports and activity	- Playground recently updated, mulched, and new benches - Rock wall on playground - Sports Complex – In progress	Administration	Throughout the year & evaluation during Summer