



NOTE: In some cases, there are no objectives/strategies for 2028-29 or 2029-30. This is because by 2027-28, SRCS will have gone through re-accreditation again, which will warrant a new set of opportunities and strengths, and, thus, launching this whole process over again.

SAINT RAPHAEL CATHOLIC SCHOOL STRATEGIC PLAN (2025–2028)



Domain I: Mission and Catholic Identity

Goal 1: Strengthen students' foundational faith formation.

- 2025-26: Implement Year III: Year of Charity Virtues in Practice program. Evaluate Virtues in Practice program effectiveness through student, teachers, and parent surveys, with a goal of 80% satisfaction (agree/strongly agree).
- 2026-27: Implement the Catechesis of a Good Shepherd program for grades K-2.
- 2027-28: Extend the Catechesis of a Good Shepherd program to grades 3-5.

Goal 2: Enhance faculty and staff faith formation.

- 2025-26: Using the data from the Assessment of Religious Knowledge (ARK), offer multiple modes of delivery for faith formation to faculty/staff that align with both the needs identified in the ARK and with the school's mission.
- 2026-27: Form small groups for faculty and staff to participate in faith formation.
- 2027-28: 80% of faculty and staff participate in a service project together.

Goal 3: Cultivate a (student) culture aligned with the Profile of a Guardian.

- 2025-26: By June 2026, implement at least two training sessions each for faculty, parents, and students focused on integrating the Profile of a Guardian, and measure effectiveness via a post-training survey with a target satisfaction rate of 85%.
- 2026-27: Develop a parent education program centered around the Profile of a Guardian to align home and school formation.
- 2027-28: Identify a donor to support a merit-based scholarship that aligns with the Profile of a Guardian.

Domain II: Governance and Leadership

Goal 1: Strengthen SAC representation in the school community and increase SAC oversight in the strategic planning process.

- 2025-26: By May 2026, publish at least three SAC newsletters and host two school-wide events. Add quarterly SAC updates at staff meetings to increase internal awareness and engagement.
- 2026-27: Prepare for the school's re-accreditation process that will take place in the 2027-28 academic year.
- 2027-28: Successfully complete the re-accreditation process with involvement from the School Leadership Team, School Advisory Committee, and Teacher Leaders.

Goal 2: Achieve Blue Ribbon status.

- 2025-26: Form a Blue Ribbon readiness team. Conduct a feasibility audit in Q2 to determine if the Blue Ribbon application for 2026-27 is realistic based on baseline data.
- 2026-27: Apply for Blue Ribbon status in alignment with COGNIA re-accreditation process.
- 2027-28: Achieve Blue Ribbon status.

Goal 3: Align professional development needs with teacher observation data.

- 2025-26: By May 2026, generate a professional development that includes teacher-prioritized topics (e.g., classroom management, technology integration), as well as data from classroom observations and professional learning walks.
- 2026-27: All teachers will conduct at least two professional learning walks and complete timely follow-ups. All teachers will participate in at least two professional learning experiences aligned to current professional development needs assessments.
- 2027-28: All teachers will conduct at least three professional learning walks and complete timely follow-ups. All teachers will participate in at least three professional learning experiences aligned to current professional development needs assessments.

Goal 4: Recruitment, selection, and retention of faculty/staff strategies will reflect school mission, vision, and priorities.

- 2025-26: Provide a 4% increase to all faculty/staff. Increase faculty/staff student discount, which is provided by SRCS, from 10%-15%. Identify the greatest salary gaps. Provide a market adjustment in addition to base salary to teachers with the greatest salary gaps.
- 2026-27: In addition to base salary increases, provide market adjustments to align all faculty salaries to at least 85% of the Diocesan salary scale.
- 2027-28: In addition to base salary increases, provide market adjustments to align all faculty salaries to at least 90% of the Diocesan salary scale.

Domain III: Academic Excellence

Goal 1: Strengthen math curriculum alignment and rigor.

- 2025-26: Unpack the K-8 Math standards, by quarter, to ensure proper alignment with instructional strategies and tools.
- 2026-27: Regularly integrate data and information from math i-Ready strategies into classroom instruction.
- 2027-28: By June 2028, all reading and math sections will meet or surpass national scaled score benchmarks.

Goal 2: Design and implement cross-curricular lessons to all learners.

- 2025-26: Each grade-level team will co-design one unit. Dedicated planning time will be built into two professional development days per semester to support cross-curricular work.
- 2026-28: Increase to at least two integrated units per grade level, with evidence of student work and teacher reflection submitted each semester.

Goal 3: Expand Student Assistance Team for identified students.

- 2025-26: Implement tiered interventions and explore gifted programs. Include a clear and published referral and identification process for gifted learners.
- 2026-27: Ensure proper professional development and resources to implement targeted lessons for students who are identified as gifted and talented.
- 2027-28: Expand the Student Assistance Team to include a math specialist support.

Goal 4: Employ in all classrooms differentiated instruction strategies to meet the needs of all learners.

- 2025-26: Three PD workshops will focus on differentiated instruction.
- 2026-27: Learners will engage in differentiated instruction based on their learning level at least three out of five days a week.
- 2027-28: The main (80%) instructional delivery method will be small group, differentiated instruction.

Domain IV: Operational Vitality

Goal 1: Establish a pattern of consistent and planned contributions to operational and capital contingencies.

- 2025-26: Contribute a 3% margin of the operational budget to capital contingencies.
- 2026-27: Contribute a 4% margin of the operational budget to capital contingencies.
- 2027-28: Contribute a 5% margin of the operational budget to capital contingencies.

Goal 2: Sustain enrollment growth.

- 2025-26: Maintain a retention rate of at least 95% and an overall enrollment of at least 440 students.
- 2026-27: Generate and execute a new parent onboarding program that will support families in staying connected and informed, and oriented on the school's climate and culture.
- 2027-28: Conduct a study to analyze the potential for expanding each class to 3 sections.

Goal 3: Cultivate a pattern of continued stewardship and giving.

- 2025-26: Increase total giving from 54% to 60% of all enrolled school families. Ensure 80% of year-over-year giving.
- 2026-27: Increase total giving to 70% of all enrolled school families. Ensure 85% of year-over-year giving.
- 2027-28: Increase total giving to 80% of all enrolled school families. Ensure 95% of year-over-year giving.

Goal 4: Steward campus facilities through a phased, needs-driven improvement plan.

- Annually: Communicate project priorities, timelines, and funding updates quarterly to faculty, staff, and parents.
- 2025–2028: Complete major projects aligned with safety, academic program enhancement, and campus life, including, but not limited to:
 - Ignatius Hall flooring upgrades
 - Athletic field enhancements
 - Classroom and restroom modernization
 - Library Media Center renovation
 - Security improvements (windows, films, blackout shades, etc.)
 - Courtyard renovation
 - Replace school roof
- *NOTE: Projects will be prioritized based on annual facilities assessments, safety needs, and budget capacity, ensuring flexibility to address the most critical needs first.*



MISSION: THE SAINT RAPHAEL CATHOLIC SCHOOL COMMUNITY PROVIDES A SAFE AND NURTURING ENVIRONMENT THAT EDUCATES EACH UNIQUE CHILD OF GOD SPIRITUALLY, ACADEMICALLY, PHYSICALLY, AND EMOTIONALLY.