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Strategic Vision for
St. Augustine Preparatory School



ST. AUGUSTINE PREPARATORY SCHOOL



2018~2019 Board of Directors

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Dr. Mary Ellen Terrels P'16

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GOAL 1:

Adhere to our mission and perpetuate our Catholic, Augustinian identity.



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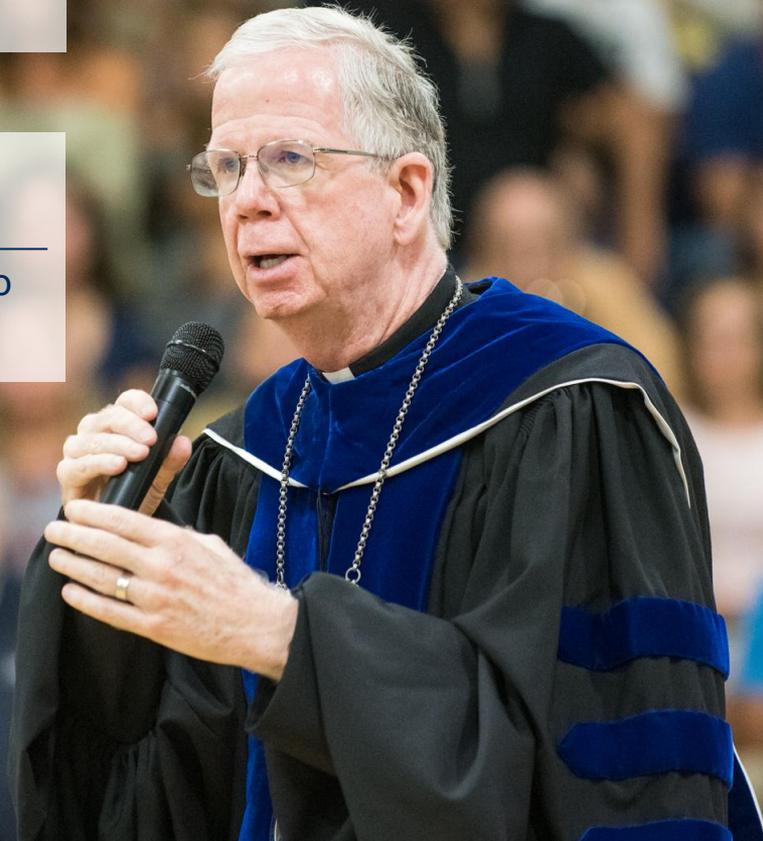


ACTION STEP 1:

Engage in a campus wide dialog about the school's mission, the Head of School's vision and our Catholic, Augustinian identity.

OBJECTIVE

A greater appreciation of and commitment to the school's mission.



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ACTION STEP 2:

Increase faculty and staff participation in the Retreat Program.

OBJECTIVE

A greater appreciation of and commitment to the school's mission.



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ACTION STEP 3:

Coordinate and align efforts among the Theology Department, College Guidance Department, Personal Counselors, Campus Ministry Team, and Unitas Program Coordinator with particular emphasis on faith formation to include an assessment of the school's four year Retreat Program.

OBJECTIVE

An integrated spiritual and developmental retreat experience for the students.



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ACTION STEP 4:

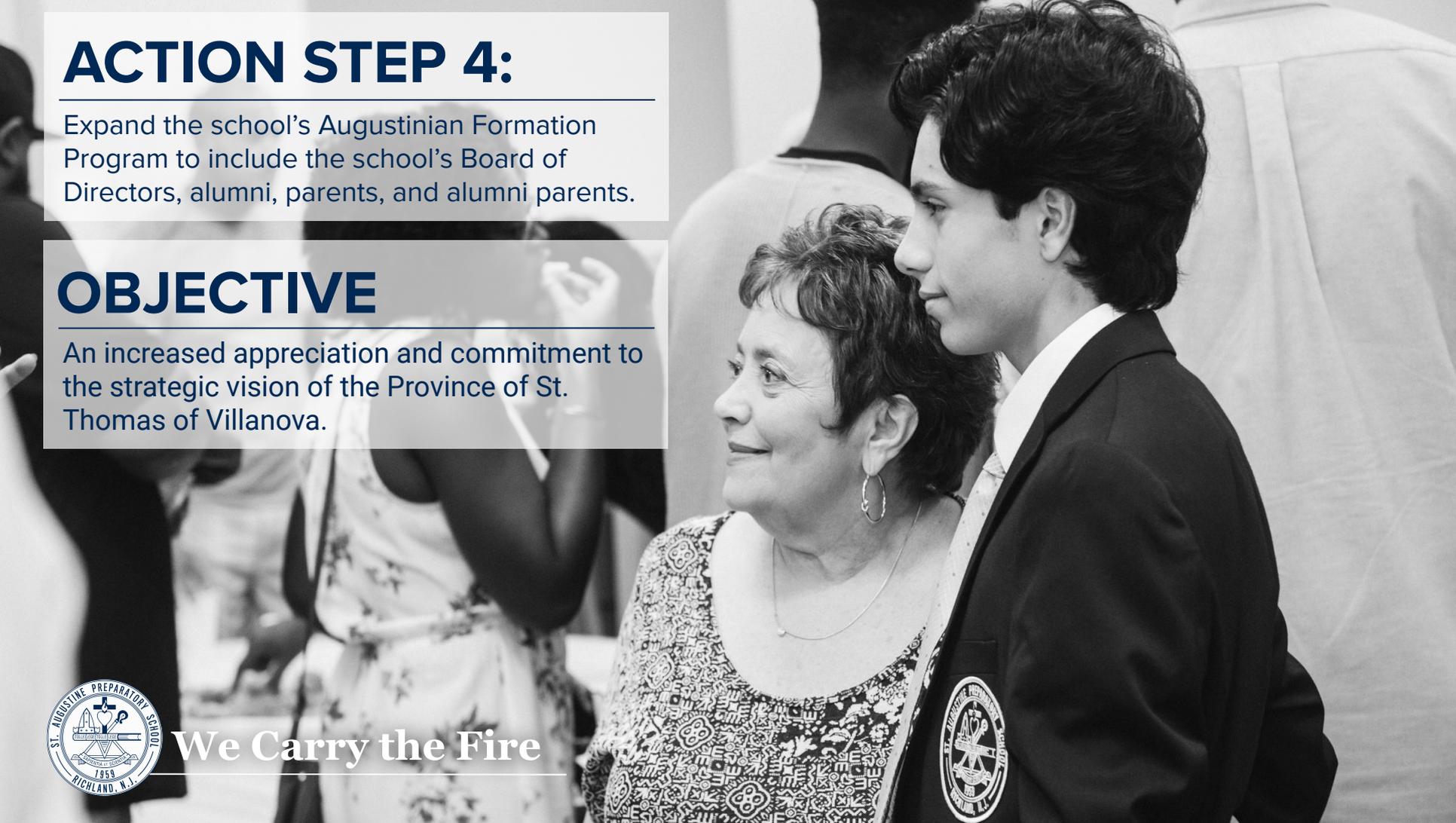
Expand the school's Augustinian Formation Program to include the school's Board of Directors, alumni, parents, and alumni parents.

OBJECTIVE

An increased appreciation and commitment to the strategic vision of the Province of St. Thomas of Villanova.



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ACTION STEP 5:

Assess liturgies, convocations, penance services, prayer services, and other forms of worship.

OBJECTIVE

Enhanced liturgical and spiritual experiences for the school community.



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ACTION STEP 6:

Coordinate and implement expressions of the good experience of the Augustinian Values Institute (AVI), City of God Experience, Thagaste Program, the Student Augustinian Values Institute (SAVI), and the Augustinian Secondary Education Association (ASEA) initiatives that can enhance the St. Augustine Prep experience.

OBJECTIVE

The integration of Augustinian Spirituality and Pedagogy into the Learning Community.



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ACTION STEP 7:

Cultivate, orient, and invite skill-based mission-centered individuals to serve on the Board of Directors.

OBJECTIVE

1. The development of seamless transition to ensure the execution of strategic goals.
2. A diverse board with varied skill-sets to set leadership goals.



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GOAL 2:

Create, implement, and assess a comprehensive academic and co-curricular strategic plan.



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ACTION STEP 1:

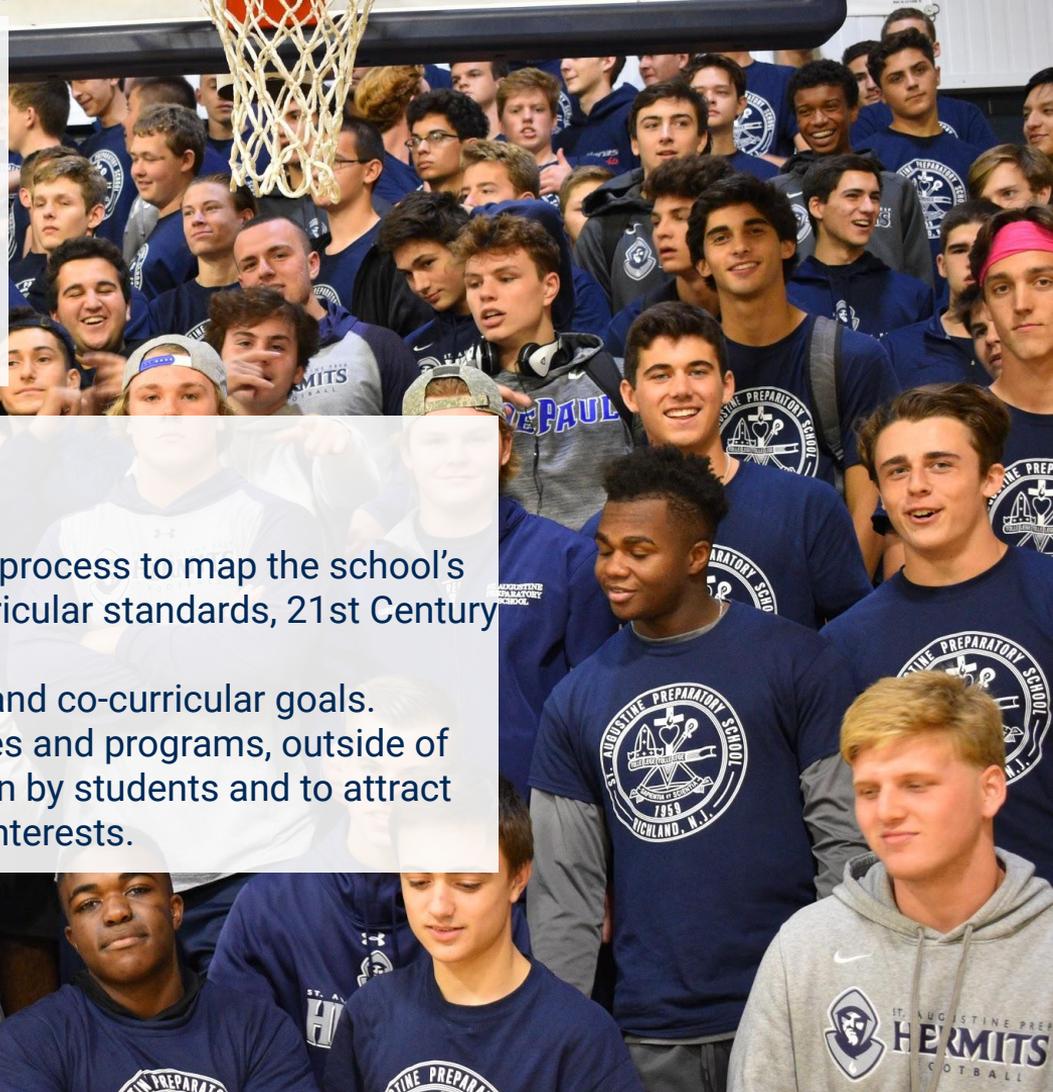
Assess the academic and co-curricular components of the school to maximize the efficiency of the class schedule, the rigor of the academic program and the offerings in the athletic/activities programs.

OBJECTIVE

1. An on-going structured and collaborative process to map the school's curriculum, identify academic and co-curricular standards, 21st Century pedagogy and assessment.
2. The alignment of the school's academic and co-curricular goals.
3. Mission appropriate co-curricular activities and programs, outside of athletics, to encourage broad participation by students and to attract potential students with varied skills and interests.



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ACTION STEP 2:

Interpret data collected from all assessments (formal and informal) to align the curriculum with the school's Augustinian mission, expectations for learning outcomes and requirements for our target colleges and universities.

OBJECTIVE

1. A "Portrait of a Prep Graduate" based on the skills provided for each area of study and outcomes of the graduating classes.
2. A meaningful senior capstone project in addition to the Caritas Project.



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ACTION STEP 3:

Hire professionals who are experts in their fields and tailor their ongoing professional development with a focus on Augustinian Pedagogy.

OBJECTIVE

1. A more effective use of faculty/staff development.
2. A structure for interdepartmental collaboration.
3. Faculty/staff who bring a variety of experience to the community, embrace the school's core Augustinian values and possess the skills pertinent to the global world.
4. Succession planning to ensure a smooth transition as faculty and staff retire over the next several years.
5. Faculty/staff who take responsibility for their work/life balance.



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ACTION STEP 4:

Engage the question of global citizenship and its implications for the educational program.

OBJECTIVE

1. Foster networking relationships with Augustinian schools across the globe.
2. A Diversity Action Plan that celebrates cultural holidays and develops a year-round spotlight on areas of cultural heritage and the diversity of our students.
3. An increased awareness of globalization issues that tie explicitly to Augustinian Values.



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ACTION STEP 5:

Create an online component of the academic program including course offerings, school policies, and short and long-term growth opportunities.

OBJECTIVE

A requirement for students to complete an online course before they graduate.



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ACTION STEP 6

Evaluate the need for a core curriculum to enhance interdepartmental collaboration, critical thinking, and lifelong learning

OBJECTIVE

1. An annual discussion about what we teach, why we teach it, how we assess it, and how we might do things differently to better serve the needs of our students.
2. Time for instructional review within the school day to assess foundational skills.



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ACTION STEP 7:

Design a coordinated approach to cultivate the leadership abilities of our students.

OBJECTIVE

1. A Center for Student Leadership to educate, empower and inspire young men to be leaders in a global community.
2. A formalized leadership education, documenting the process by which we build leaders across every grade level and throughout the curriculum.
3. A collaborative network with cohort New Jersey Association of Independent Schools for leadership-education.



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GOAL 3:

Ensure Robust Financial Sustainability



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ACTION STEP 1:

Develop & Implement a comprehensive, mission appropriate Human Resources model.

OBJECTIVE

1. Clear & defined job descriptions
2. A Faculty/Staff compensation guide and comprehensive benefits program to attract and retain qualified professional staff.



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ACTION STEP 2:

Systematic Assessment of Operational Efficiencies

OBJECTIVE

1. A campus-wide culture of financial stewardship for the school community.
2. Data-driven decisions for effective budgeting and expense control.



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THE LOUIS AND JOSEPHINE BUONDONNO FORUM

ACTION STEP 3:

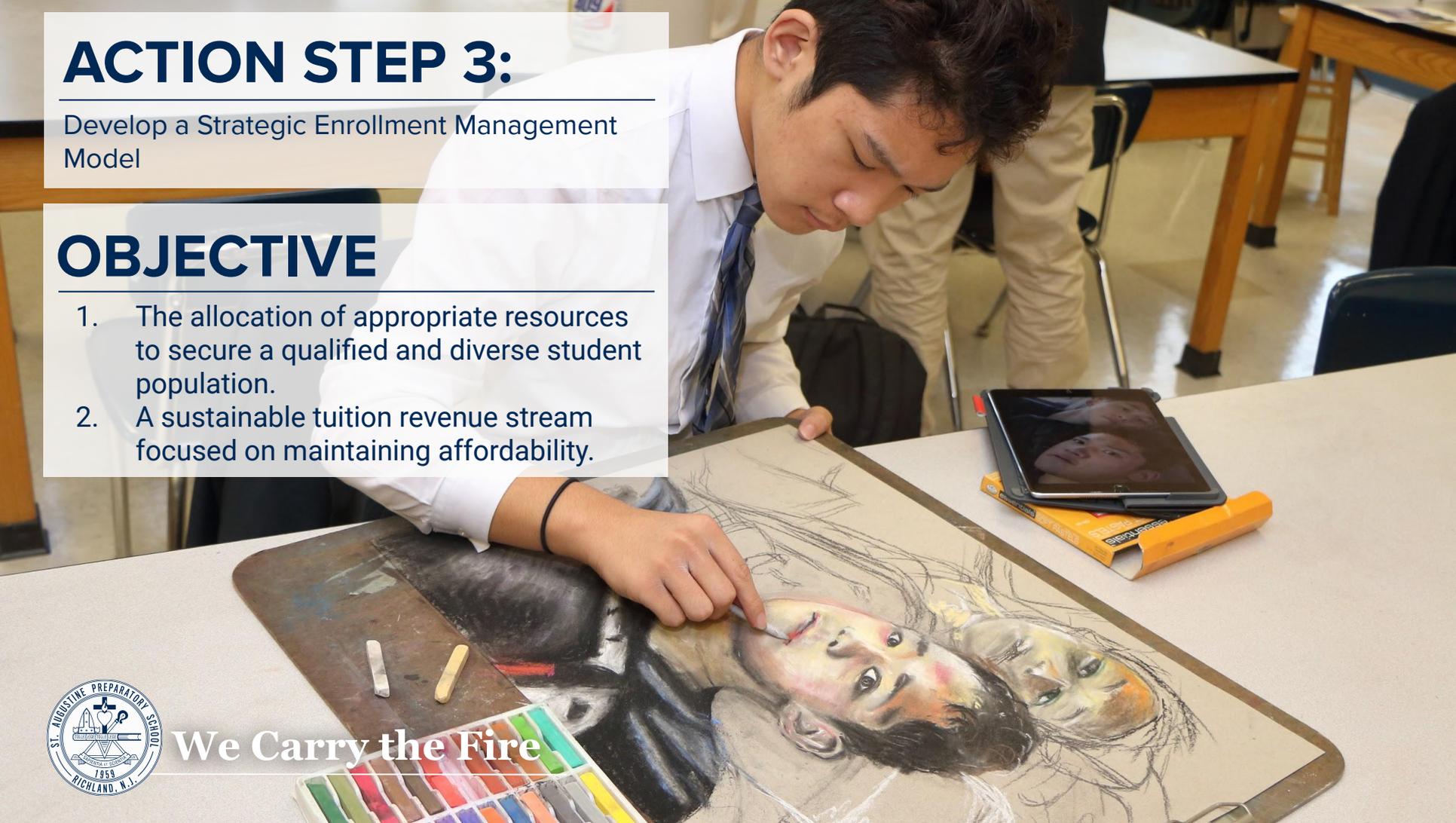
Develop a Strategic Enrollment Management Model

OBJECTIVE

1. The allocation of appropriate resources to secure a qualified and diverse student population.
2. A sustainable tuition revenue stream focused on maintaining affordability.



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ACTION STEP 4:

Meaningful Alumni Engagement Program

OBJECTIVE

1. Ample opportunities for alumni to keep St. Augustine Prep in their life.
2. Improve Alumni giving participation from 5% to 14% by FY 2023
3. Alumni participation in the practical learning experience for present students.



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ACTION STEP 5:

Implementation of the 1959 Society

OBJECTIVE

1. The education for members of the school community on estate planning and transformational giving.
2. A celebration of the heritage and legacy of the school.
3. An inclusive celebration of the 60th Anniversary of the founding of the school.



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ACTION STEP 6:

Develop and coordinate a robust Parent/Guardian Organization

OBJECTIVE

1. Affirmation of the meaningful partnership parents/guardians share with the school.
2. A clear articulation of the responsibilities and purpose of parent/guardian organizations
3. Opportunities for parents/guardians to make a meaningful difference during their experience at the school.



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ACTION STEP 7:

Implement Robust Annual Giving Program

OBJECTIVE

1. Education for the school community on the importance of annual giving.
2. A coordinated approach to annual, capital, and planned giving.
3. A shared vision and meaningful culture of philanthropy.
4. Segmentation & Prioritization of annual giving.



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ACTION STEP 8:

Endowment for *Keep Them in Blazers*

OBJECTIVE

1. \$10 million goal by FY2023
2. An institutional plan to grow the endowment to address the ongoing challenge of affordability for our families.



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GOAL 4:

Develop an Enrollment Management Plan which attracts, enrolls, and retains a diverse student body.



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ACTION STEP 1:

Develop and implement a comprehensive institutional marketing plan that clearly articulates the mission of St. Augustine Preparatory School.

OBJECTIVE

1. A comprehensive communication plan understood by all stakeholders.
2. A Parent/Guardian Ambassador Network to assist the school in harnessing word-of-mouth marketing.
3. An inbound marketing strategy that targets mission-appropriate families.



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ACTION STEP 2:

Application of data analytics as a tool to assist in creating a sustainable enrollment model.

OBJECTIVE

1. An assessment of the demographic reality of St. Augustine Prep with regard to geographical, financial and the overall makeup of a prospective family.
2. A Retention Committee to identify and mitigate withdrawing families.
3. Statistical utilization of financial aid to meet yearly enrollment goals while ensuring the best use of available funds.



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ACTION STEP 3:

Continue to build and sustain an inclusive and diverse student population that is representative of the Southern New Jersey demographic.

OBJECTIVE

1. Identify, recruit and retain high achieving minority students representing our local demographic.
2. Implementation of an International Student Program.



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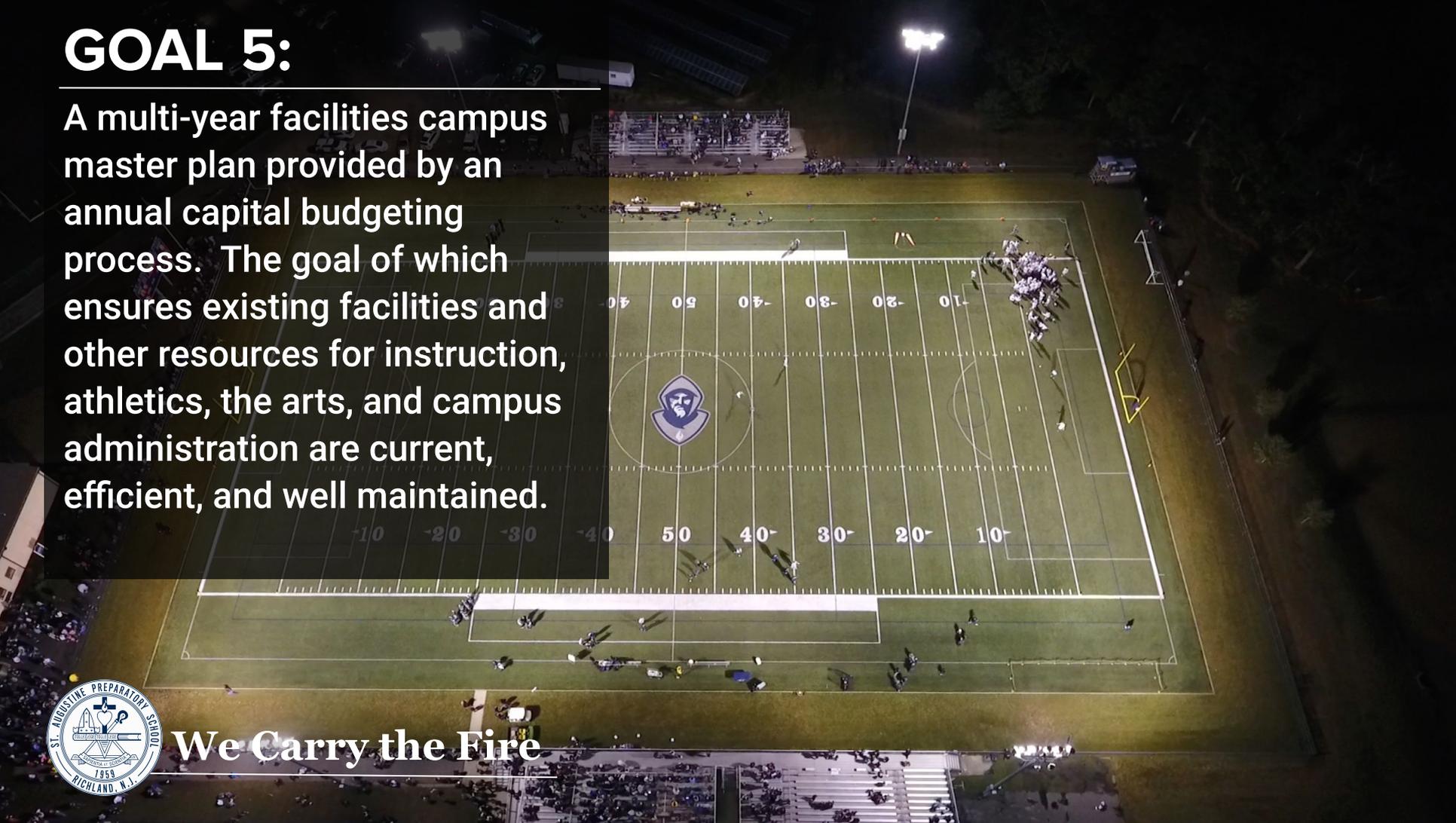


GOAL 5:

A multi-year facilities campus master plan provided by an annual capital budgeting process. The goal of which ensures existing facilities and other resources for instruction, athletics, the arts, and campus administration are current, efficient, and well maintained.



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ACTION STEP 1:

Develop a multi-year capital needs list and budget for facilities, vehicles, equipment and technology.

OBJECTIVE

A systematic budgeting process for capital needs.



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ACTION STEP 2:

Maintain the capacity to respond to unexpected facilities needs.

OBJECTIVE

Ample funding reserved for anticipated capital maintenance without compromising the annual operating budget.



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ACTION STEP 3:

Continued evolution of the Scarpa Arts & Science Building into a STREAM Facility.

OBJECTIVE

Provide students 21st century learning opportunities with an emphasis on science, technology, religion, engineering, arts, and mathematics.



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Strategic Plan 2018-19

ACTION STEP 4:

Dedicated space designed for the
Fine & Performing Arts Education

OBJECTIVE

Integration of co-curricular offerings to
encourage student participation with
diverse skills and interests.



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ACTION STEP 5:

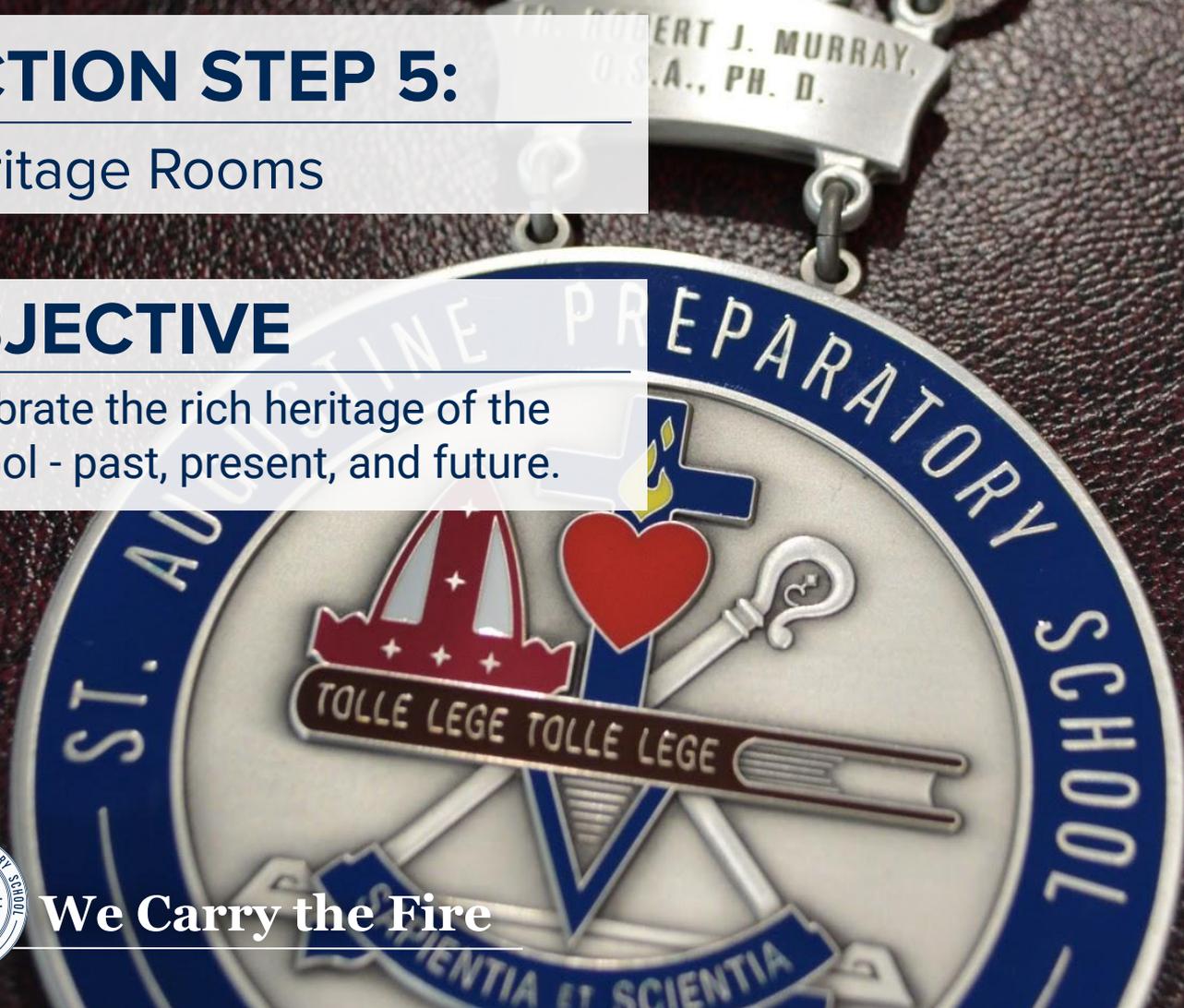
Heritage Rooms

OBJECTIVE

Celebrate the rich heritage of the school - past, present, and future.



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ROBERT J. MURRAY,
D.S.A., PH. D.