



## **FAQs: Saint Joseph Catholic School Strategic Plan 2023-26**

### **What are working groups?**

Working groups develop tactics that will align with the mission, vision, goals, and strategies of the strategic plan. Primary responsibilities are developing tactics for the goal to which the working groups are assigned, although they may identify new strategies. They report progress to the BSJ so the BSJ can update school and parish communities. Working groups:

- Develop tactics that have one-year, three-year, or five-year horizons. It would be appropriate to have tactics and assign responsibilities for the implementation of the tactics.
- Organize themselves, work independently, and recruit other participants as needed.
- Work closely with the school principal. It is the responsibility of school and parish leadership to implement the tactics brought forth from the working groups.
- Regularly report progress to the BSJ so the BSJ can periodically update school and parish communities as appropriate.
- In this start-up phase, a two-year commitment is requested.

### **Are working groups open to all parents?**

Yes, in that all parents should be listened to, but no, in the sense that all parents will be part of a working group. The principal, pastor, and BSJ are recruiting and appointing the core members of each working group. Core members will be tasked with leading and organizing the group. Working groups will engage in outreach, solicit feedback, and listen to all interested parties that align with their assigned goal and strategies. The size of each working group and the appointment of additional members will be directed by the core members with final approval of the principal and pastor.

### **What is the timeline for forming working groups?**

The formation of working groups has already been started and is scheduled to be finalized by the end of the spring semester 2023. Ideally, the groups will meet a few times before breaking for the summer.

### **Why are the working groups developing tactics?**

The working groups are developing tactics because of our desire to follow the principle of subsidiarity, that is, that decisions are made closest "to the issues." Although the BSJ will have members on each working group, the groups also will include faculty leadership, administrators, and parent volunteers. Each working group also will have principal and pastoral oversight.

**What is the process after tactics are developed?**

The tactics and execution status of the tactics are brought back to the BSJ through monthly updates. The BSJ will review them as a Board with the principal and the pastor.

**Will there be key performance indicators (KPI) and other metrics?**

Yes, successful execution of any strategic plan requires metrics to understand progress and make adjustments.

**What is the process if an issue or problem is identified?**

The process for handling problems does not change. They should be brought to the attention of the teachers, principal and/or pastor, as appropriate. It may be that some problems are handed on to the BSJ and working groups to address strategically if they are deemed systemic to the school.

**Is this the last strategic plan?**

No, the plan is intended for the 2023-26 time horizon. The BSJ has worked over the past year to develop the plan through a series of steps. It began with visioning exercises with the BSJ and invited volunteers and interviews with parents, priests, religious, and other interested parties. Two-hour sessions at each monthly meeting of the BSJ over the course of eight months distilled the visioning and interviews. The Strategic Planning Committee went through at least ten drafts to reach the final plan.

The strategic plan is a “living document.” A tactic accomplished in the first year, for example, might generate a further “reach” for a three-year goal. As time progresses, the working groups and BSJ will mark milestones, see what works and what doesn’t, and adjust accordingly. As milestones are achieved, the school community can celebrate each accomplishment for the betterment of the school and the educational experience of its students.

**Does Saint Joseph Catholic School strategize with other Catholic schools in Northern Colorado?**

That outreach has already begun. It makes sense to take the best practices of our neighbors to incorporate into our school. It also is worth exploring whether staffing resources, for example, could be shared among the schools.

**What is the role of the Archdiocese of Denver?**

The Archdiocese supports the implementation of the plan. The Archdiocesan Superintendent, Elias Moo, recently commented that he believes Saint Joseph has a great foundation for a bright future, and as we enter a period of leadership transition, the Archdiocese is providing extraordinary guidance in the recruitment and hiring of a new principal.

**The strategic plan calls for a fully enrolled one-track school. What about two tracks?**

The strategic plan is for years 2023-26, and while a two-track school is a wonderful goal, and one that the BSJ fully supports, it was deemed prudent to focus on our current one-track school. However, a successful execution of this strategic plan might very well make a two-track school feasible someday – God willing and through the efforts of all.

**What will expectations be for the new principal with regard to the strategic plan?**

The strategic plan will be a great tool in the hiring process and the direction of the new principal. The principal will be required to have the qualities needed to successfully lead the execution of the plan while the plan provides the vision, goals, and roadmap for the activities of the principal and school.