



Vision 2020

The vision for Bishop McHugh Regional Catholic School in the year 2020

Bishop McHugh Regional Catholic School
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Executive Summary

The strategic plan serves as a guide for an organization to reach benchmarks designed for future sustainability and growth. We have developed Vision 2020 to set Bishop McHugh Regional Catholic School (BMRCS) on the course for the next four years, and beyond. It is the result of a yearlong process that has involved teachers, staff, parents, students, alumni, community members and clergy. We reviewed best practices of other schools, included feedback from key stakeholders and consolidated ideas from committees of faculty, parents, students and alumni to create a relevant, comprehensive plan that identifies where BMRCS will be in the year 2020. Importantly, this plan is designed to be a living, breathing document—one that is reviewed annually and updated as needs change.

About Bishop McHugh

Bishop McHugh Regional School is a PreK-8 regional Catholic school in Cape May County with a student-centered curriculum grounded in the Gospel values. We provide a learning environment that enables children to become caring, creative, educated persons who live and promote Christian values as members of the Catholic Church and as members of society. We provide an excellent education, where every child can reach his/her individual potential and where self-esteem can flourish. Our tagline, “Building the Best with Kindness and Compassion,” underscores our mission. Our mission is to:

- Enable children to become caring, creative, educated persons who live and promote Christian values as members of the Catholic Church and as members of society.
- Provide excellent education, where every child can reach his/her individual potential and where self-esteem can flourish.

Situation Analysis

Bishop McHugh Regional Catholic School serves preschool through Grade 8 students in Cape May County who wish to receive a Catholic education. We are accredited by the Middle States Association of Colleges and Schools, and follow state and national standards. The school is part of the Diocese of Camden, and is supported by the four regional parishes of Avalon/Stone Harbor, Cape May Court House, Marmora/Woodbine and Sea Isle City.

Prior to the tenure of the current Administration, there was a mass exodus of families. With greatly declined enrollment, the future of Bishop McHugh was uncertain—and challenging times were ahead. Within a year, the challenge was met. The new Administration has built enrollment, in part by new class offerings such as PreK2 and PreK3, increased internal and external communications, expanded the curriculum, improved technology, and ramped up recruitment efforts. Going forward, there is an opportunity to build upon these successes.

Pillars

We focused our strategic plan on the five key pillars identified in the Bishop's Commission on Catholic Schools report (October 2, 2015):

- Catholic Identity
- Programmatic Excellence
- Governance and Leadership
- Communication, Marketing and Enrollment
- Operational Vitality

Following are our recommendations.

Catholic Identity

Following are activities currently under way that reinforce Catholic identity at BMRCS:

- Daily Prayers (morning, lunchtime and end of day)
- Masses and Prayer Services
- Fruit of the Spirit Awards
- Prayer Partners
- STREAM curriculum not just STEM
- Team Mercy
- Mothers' Prayers group
- Parish Council Luncheon
- CSW masses at parishes
- May Rosary and Family Fun
- Parish Liaison
- Updating our Religion books
- May Procession

Goal A: Expand Opportunities to Enhance Catholic Identity

Action Steps for Goal A

(Note: Many of these steps could fall within the responsibilities of the lead teacher of religion.)

A1: Daily Scripture/ Scripture verses (on webpage, posted in school, etc.)

A2: Bible Verse of the month (possibly Prayer Partners get together and do this)
Bible Study for the 7th/8th grades

A3: Priest to be visible in the school at least 1 day/week – Perhaps guest lecturer in class?

A4: 1st Holy Communion to be with the class – as with Graduation (held on Saturdays with rotating parishes each year) At mass on Sundays, the 1st Holy Communion candidates and their families can take up the gifts earlier in the year

A5: Have a “teen” or group mass (can be sport team, etc.)

A6: Expand on Prayer Partner program and perhaps they should sit with each other at the masses and do more “spiritual” things together (perhaps mini Bible Study)

A7: Fruit of the Spirit Awards – make a bigger deal and explain the fruits of the spirit. Why did these children exemplify this fruit? Bulletin Board highlighting this with a suggestion box where someone could be nominated and why.

A8: Team Mercy – expand with more community outreach – Parishes, nursing homes, Covenant House, etc. and make the public aware through various media sources

A9: More teachers to reference the bible when teaching (or have a verse of the week, etc.)

A10: Mass or Prayer Service each week for the teachers. Perhaps Wednesday mornings. Will help to reinforce their Catholic identity to their students.

A11: Say a prayer before all games as a team. Make coaches aware to do this. Experienced teacher of Religion to lead and support other teachers

A12: “Catholic School Center of Excellence” photo contest for anyone interested

A13: Visible dedicated Bishop McHugh “area” in each church vestibule

Programmatic Excellence

Goal A: Achieve academic excellence with strong Catholic identity.

Action Steps for Goal A

A1: Provide a complete, challenging, and rigorous curriculum (Pre-K - 8th), preparing students for future academic and career leadership and success.

A1.1 Continue to engage in the assessment of curriculum, instructional standards, and instructional materials to ensure high quality curriculum. Work

with Bill Watson, Director of Curriculum & Assessment, Diocese of Camden, on best practices to be on par and/or exceeding other schools.

A1.1a Implement recommendations of consultant (ACE/STREAM/Daily 5).

A2: Communicate the academic strengths of Bishop McHugh to a wide audience emphasizing Catholic identity (values-based education).

A3: Incorporate flexible assessment to monitor and respond to student academic progress.

A4: Ensure that teachers have adequate resources, knowledge and skills to implement curriculum standards.

A5: Computer/technology preparing students for global success - Need tech teacher and grant coordinator. Use of Google Classroom; Use of computers/technology for real-time assessment of learning; BYOD Bring Your Own Device

A6: Strengthen PBL programs; consider cross-curricular projects. Restore Workshop Wednesday (students select projects), debate team, cooking.

A7: Ensure academic success for all students (every student makes progress); Enrichment/remediation; Differentiated instruction; Behavior/development of self-regulation

A8: Develop community partnerships and work on grant acquisition to provide resources that students need to achieve academic success

A9: Monitor student progress in curriculum through DRA (reading assessment), ongoing assessment (valid, reliable, meaningful) with necessary revisions based on data; develop benchmarks; ongoing assessment plan (data collection); assess teaching effectiveness; assessment of student learning, achievement, satisfaction

Goal B: Achieve Extracurricular Excellence.

Action Steps for Goal B

B1: Expand resources for academic enrichment.

B2: Develop partnerships with community organizations and civic business to increase extracurricular activities with STREAM focus.

B3: Catholic education promoting service/leadership in proclaiming and living the Gospel

B4: Provide extracurricular and co-curricular activities that extend and enhance curricular learning.

B5: Identify grant and other funding opportunities (need for support from Diocese or staff committed to grant acquisition) - benefactors/donors, business, school, grants, community organizations

B6: Collaborate with community schools and other community resources; consider development of high school program

B7: Integrated technology for curriculum and assessment of student learning in academics and co-curricular, extracurricular activities

Goal C: Recruit and retain well-qualified passionate teachers, staff, and administrative personnel.

Action Steps for Goal C

C1: Provide meaningful professional and spiritual development
C1.1 Teacher coach

C2: Use data to guide instruction

C3: Retain quality staff (teachers, staff, administration) - high work satisfaction and performance; provide professional development (enhance pedagogy);

C4: Develop professional learning communities with teacher coaching (instead of curriculum coordinators); map curriculum for teachers providing exemplars, rubrics, assessment tools, teaching resources, use online resources; hire technology, teacher (student learning, teacher assistance, assessment); spiritual development of staff; interview teachers to find out reasons for teaching at BMRS

C5: Excel as leader in academic/programmatic excellence in Cape May County audit curriculum and student outcomes to offer comparison to public school curriculum (Core Standards/ PARCC testing)

C6: Monitor outcomes for BMRS graduates (alumni program); consistent survey of freshman (midyear) alumni & parent survey – satisfaction and prepared; 8th grade parent survey to appreciate feedback on BMRS experience.

C7: Ensure faculty, students, parents, community members are aware of the strengths of the curriculum and staff; highlight alumni achievement; highlight student/staff achievement; survey/assess parent/family satisfaction with academics

C8: Compare IOWA to PARCC (middle & tech)/PSAT (Wildwood Catholic)
Review high school curriculums to “groom” students for success; Put back math levels (pre-algebra/algebra). Restore Math Olympiads.

Governance and Leadership

AIM:

BMRCs will:

- Ensure that active and open communication exists throughout all stakeholders in the BMRCs community.
- Provide strong, collaborative leadership from the Lay Advisory, PATH, Athletic Association, Administration, Board of Pastors, and Professional Staff.
- Provide horizontal & vertical articulation between BMRCs Boards as well as across each Board.
- Ensure that Boards maintain as their focus that which is in best interest of the children.

Goal A: Focuses on the existing internal communication of governance and leadership of the school. To ensure the common goals of the school are being met, enhance the communication among all functioning BMRCs Boards (Lay Advisory, PATH, Athletic Association, Administration, Board of Pastors, and Professional Staff).

Action Steps for Goal A

A1: Bi-annual updates of all heads of Boards to ensure vertical & horizontal articulation

A2: Develop an agreed upon structure for membership & representation, including cross-membership, as applicable, on all Boards.

A3: Communicate meeting results to school & parish communities. Post agenda minutes from public portions of the meetings.

Goal B: Focuses on the plan, identifying and carrying of any external communication that is necessary of governance to the community. To enhance communication between parents/school/parish community & the BMRCs Boards.

Action Steps for Goal B

B1: Provide agenda/minutes of meetings to parents/school/parish community.

B2: Conduct an annual survey asking the same questions to determine if perceptions are improving, worsening, or staying the same.

B3: Review/update annually Bylaws, Committee Members, Officers Roles, etc. for Boards.

Goal C: Focuses on the plan of future leadership of BMRCS. To make uniform and maximize the quality of future personnel hiring procedures of BMRCS.

Action Steps for Goal C

C1: Communicate if any participation/input goes beyond the Principal and Board of Pastors to the existing Boards of the school and beyond (e.g., parent input). Formalize a process to express wishes/concerns.

Communication, Marketing and Enrollment

Aim:

Bishop McHugh Regional Catholic School will:

- Showcase the reasons for the importance and need to sacrifice for a Catholic Education
- Educate the parishes and the public about the strengths of the Academic/Catholic program
- Create opportunities for an active involvement with and for alumni
- Showcase graduates, both recent and successful alumni, in order to encourage support for the school
- Develop a strategy for pupil retention
- Connect enrollment to marketing
- Appeal to a broader student population
- Increase enrollment
- Develop a business partnership outreach program and enhance the visibility of the school to the local community
- Emphasize the benefit of a safe and nurturing school environment while providing school community exposure

Goal A: Increase enrollment by increasing awareness of Bishop McHugh Regional Catholic School as a leader in quality Catholic Education

Action Steps for Goal A

A1: Promote the existing academic strengths of Bishop McHugh Regional Catholic School

- a) Create a Twitter/Instagram account for Bishop McHugh to showcase achievements, pictures, events, etc.
- b) Establish a track record and binder of Alumni successes and college experiences
- c) Teachers provide additional assistance to students needing support in lunch club

A2: Promote the Catholic identity and faith Formation aspects of the school

- a) Create a vegetable garden for distribution to church food pantries
- b) Create a Bishop McHugh channel on You-Tube to showcase religious school events

Goal B: Develop an understanding of retention issues in order to retain students

Action Steps for Goal B

B1: Develop and implement an exit survey to address successes, concerns and issues

B2: Offer Scholarship opportunities from grant monies

Goal C: Create a school culture that encourages recruitment by parents and alumni

Action Steps for Goal C

C1: Create a parent Program to help orient and welcome parents to the school and respond to parent questions

C2: Create an opportunity to work with parents at surrounding parishes and other churches to encourage enrollment

- a) Create an open, unified, and a constant communication between CCD classes and their activities along with events at Bishop McHugh.
- b) Expand contacts by posting events and open houses on social media/Instagram. This will target younger families.

C3: Continue contacting young families in the parish, especially after Baptism, to inform them about the school

- a) Provide student representative of Bishop McHugh to share literature on school program and congratulations on Baptism, First Communion, Confirmation, etc.

C4: Create an alumni action team to help promote school spirit, recruitment and support for middle school students

- a) Alumni testimonies at church, Back to School Night, Open- houses

- b) Alumni shared the need for a more rigorous math program
- c) Provide service hours for active involvement
- d) Promote monthly after school sports for alumni with friends at Bishop McHugh while prospective parents tour school
- e) Utilize app like Moodle to retrieve homework

C5: Identify other communities within Cape May County who will help benefit and appreciate Catholic education at Bishop McHugh Regional Catholic School

- a) Provide information about Bishop McHugh both verbally and written in native language at Spanish/Latino masses

Goal D: Utilize the school grounds for community exposure to showcase safe, nurturing environment

Action Steps for Goal D

D1: Host community events on Bishop McHugh's beautiful campus

- a) Invite alumni back to school for their own reunion/ field day
- b) Create a binder of alumni successes, accomplishments, college choices, etc.
- c) Host an outdoor Movie Night or alumni talent show
- d) Host a blood drive
- e) Post open events on Instagram/ Twitter account for Bishop McHugh
- f) Utilize campus space with possible Carnival/ yard sales
- g) Host Vocational Bible School classes
- h) Invite community to participate in summer school classes or adult night school classes

Operational Vitality

Goal/Aim:

- Annual budget/assessment amount
- Annual increases

Mission

- Operating Budget
- Tuition assistance
- Specific goals/tangibles

Goal A: Fundraising

Action Steps for Goal A

- A1: School and family programs lead by PATH
- A2: Online/Adopt a student
- A3: Seasonal – business and families
- A4: Parish contributions
- A5: New resources
- A6: Gifts/Endowments/Alumni families – Ask for assistance from Diocese on trainings and other resources that may be provided to help us expand this focus.
- A7: Annual fund drive - mailings
- A8: Grants – consider possible shared grant program

Goal B: Teams

Action Steps for Goal B

- B1: Generate and maintain prospect lists
- B2: Develop message, fundraising materials
- B3: Fundraising report – published
- B4: Thank you messages

Vision 2020 Committee

Thank you to our Vision 2020 Committee, which volunteered their time to contribute to this strategic plan.

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