

# Strategic Plan

## John Bapst Memorial High School

### For Students

A Comprehensive, Collaborative, Dynamic Curriculum. Maintaining exceptional college preparatory program Head, Assistant Head for Academics with Academic Council

Coordinating curriculum horizontally and vertically Assistant Head for Academics with Academic Council

Using appropriate, established, objective standards as tools for ongoing curricular development

Establishing process for ongoing, constructive review of curriculum

Meeting requirements of the Maine Learning Results

Providing class schedule that supports continuing evolution of curriculum goals while minimizing student scheduling conflicts

Developing system for gathering curricular information from feeder schools and maintaining appropriate communication with sending schools and their communities

Recruiting, hiring, and supporting exceptional faculty and staff and identifying pedagogically appropriate and financially sustainable student/teacher ratios Assistant Head for Academics with Academic Council and Business Manager

Utilizing Ever Improving Technology Technology Staff, Technology Committee with Academic Council

As it relates to research and writing

As it relates to collaborative learning

As it relates to data collection, manipulation, analysis, and reporting

Through continuing development of informative and interactive website

Creating specialized learning opportunities Assistant Head for Academics with Academic Council

Promoting independent studies and seminar-style classes

Exploring development of a unique senior year experience, perhaps a culminating experience

Exploring development of an academic summer program, potentially a for-credit endeavor

For Bapst students

For potential Bapst students

A Safe, Respectful, Engaging, and Fun School Community Encouraging students to have a voice in the functioning of their school Advisors and Administration

Structuring Senate by-laws to promote constructive, collaborative work Senate Advisors

Providing opportunities for group gatherings and ensuring that class identity is fostered Student Support Services and Class Advisors

Ensuring that JBMHS students and parents are informed about and able to engage in a comprehensive, college preparatory program Admissions Committee Members

Articulating that which is unique about John Bapst (press releases, advertisements, PSAs)

Drawing able students to the school

Offering admission to those who will benefit the most

Actively teaching respect and social justice Head of School with Human Rights Committee Expanding faculty and staff engagement with issues of diversity

Expanding student and family engagement with issues of diversity

Providing necessary support to applicants, students, and families of all races and socio-economic backgrounds

Evaluating, sustaining, and building upon a strong base of participation in co-curricular, artistic, and athletic offerings Assistant Heads with Academic Council

Exploring ongoing cultural exchanges Head of School with Academic Council

Providing for an emotionally and physically safe school community before, during, and after the school day Business Manager with Administrative Team

Decision-Making Tools Developing comprehensive support systems, including specific transitional support for freshmen Student Support Services, Librarian, Technology Staff, Assistant Head for Discipline, and Others

Such as study and research skills

For social/emotional/physical health and decision making

Financial Models and Facilities Appropriate to a Comprehensive College Preparatory Education Proactively seeking alternate revenue sources and creative financial models Trustees and Administration

Utilizing master planning process to incrementally, yet proactively address facilities and space needs Board of Trustees, Planning Committee, with Administration and Staff

Creating and executing financial model(s) for maintaining and improving physical plant Board of Trustees with Administration and Staff

Regularly evaluating, revising, and researching potentially improved financial models, fees, and expenses

Facilitating and funding the long-term growth of the school Trustees

Exploring and developing a comprehensive capital fundraising program

Exploring and developing a comprehensive endowment fundraising program

## For Teachers and Staff

A Thoughtful, Organized, Equitable Process for Recruitment, Retention, and Professional Growth Providing Leadership Opportunities Head, Assistant Head for Academics, and Academic Council

For departmental leadership

For project management

Through active involvement in standing committees

Teaching throughout the discipline(s), across grade levels, and when appropriate between disciplines Assistant Head for Academics and Academic Council

Recognizing teachers as learners Head and Assistant Head for Academics Support system/mentoring program for those new to teaching, coaching, and new to Bapst

Encouraging exchanges between experienced teachers and those new to teaching such as through a "Collaborative Teaching Project"

Prioritizing professional development and tying it to school mission, vision, and strategic planning through a thoughtful, structured system

Regularly reviewing, discussing, and providing appropriate compensation and benefits systems Head, Business Manager, and Board

Conducting comprehensive searches Head, Assistant Head for Academics, and Academic Council

Setting improved standards of communication Head

Utilizing Ever Improving Technology Technology Staff, Technology Committee with Academic Council Developing and coordinating technology plan for faculty training, assessment tools, lesson plan coordination, and communication

A Safe, Respectful, Engaging, and Fun School Community Fostering social opportunities for faculty and staff within, between, and among departments Head

Actively sharing resources within, between, and among departments Academic Council Members

Encouraging constructive, respectful communication and discussion within and between adult members of the school community Trustees, Head, and Administrative Team

## For Parents

Setting improved standards of communication Head and Assistant Heads Further developing structures for ongoing exchange between parents and school staff

Establishing 24 hour call return practice

Establishing dependable use of email

Effective, ongoing reporting of student progress

Educating parents about the unique nature of independent education and JBMHS, specifically

Encouraging constructive, respectful communication and discussion within and between adult members of the school community Trustees, Head, and Administrative Team

Exploring coordination of boosters groups Administrative Team

Maintaining commitment to financial aid for local families in need Business Manager, Finance Committee, and Board of Trustees

## For Alumni

Creating opportunities for alumni to engage with other alumni, current students, and staff Developing Alumni Association Director of Development and Director of Alumni and Community Relations

Building involvement in committees and on the board of trustees Head and Board

Establishing ever-improving communication with alumni including use of internet and website Director of Development and Director of Alumni and Community Relations

Hosting events that will provide alumni with opportunities to stay connected Director of Development and Director of Alumni and Community Relations

Providing alumni with opportunities to support the school financially through annual fund, major gifts, and planned gifts Director of Development and Director of Alumni and Community Relations

Supporting reunion planning Director of Development and Director of Alumni and Community Relations

## For Trustees

Establishing and maintaining effective standards of communication Board Chair and Head of School

Encouraging constructive, respectful communication and discussion within and between adult members of the school community Trustees, Head, and Administrative Team

Facilitating and funding the long-term growth of the school Trustees

Providing trustees with the skills and information necessary to serve well  
Committee on Trustees

About independent education

About John Bapst's history, program, and established goals

About fundraising

About fiscal planning and management

About the challenges, responsibilities, and opportunities of governance

Through professional development and recruitment

Creating helpful, ongoing opportunities for self-evaluation  
Committee on Trustees