



## **School Strategic Plan**

**2025 - 2030**

### **Our Vision**

In communion with the Catholic Schools Office of the Diocese of Charlotte, St. Pius X Catholic School seeks to provide an immersive, accessible and authentically Catholic environment where every student can respond to their vocation to holiness and pursue excellence as disciples of Jesus Christ who transform the world.

As such leaders and disciples, St. Pius X Catholic School educates and develops children in their entirety – that is, spiritually, intellectually, socially and physically.

The clarity of this purpose finds full expression in four Strategic Pillars: I. A Robust Catholic Culture; II. Holistic Educational Formation; III. Committed Operational Vitality; and IV. Effective Governance and Leadership.

### **Strategic Direction**

We align our strategic direction with the Diocese of Charlotte Catholic Schools.

As such, our strategic vision is rooted in the understanding that St. Pius X Catholic School possesses unique characteristics and strengths, even as we aspire to align our Strategic Direction under a shared commitment, with all the Catholic Schools of the Diocese, to excellence and intentional growth.

The Strategic Pillars set forth in the Vision statement above serve as the foundation for our Strategic Direction, guiding St. Pius X Catholic School in fulfilling the mission and vision of Catholic education. These pillars are designed to foster strong relationships with the Bishop of Charlotte and other Diocesan leadership, empower local leadership, and establish pathways for professional

and spiritual growth, while identifying the distinct needs of our St. Pius X School community.

The Strategic Pillars, developed in greater detail below, pave the way for the continued success of our students, educators, and families at St. Pius X Catholic School.

## **I. Robust Catholic Identity**

Our Catholic identity is integrated into all that we do, from our academics to the arts and athletics. All are welcome to join our faith-filled classrooms as we participate together in Holy Mass, daily prayer, and spiritual development. Our intentional Christian community models Christ's love in the way we interact with each other and pursue excellence together.

To ensure a robust Catholic Identity, St. Pius X Catholic School will:

- carry out our mission to form intentional disciples of Christ.
- ensure every aspect of St. Pius X Catholic School is immersive and reflective of a Catholic Worldview.
- support our teachers and staff in living lives of Christian integrity as witnesses of Gospel values, who communicate the Catholic faith integrally and authentically.
- recognize that each family, regardless of their faith tradition, is a part of the life of the school, and every student is known to be beloved by God and universally called to a life of holiness.
- build communities where families practice the virtues of faith, hope, and charity in service to one another.
- We will be guided by the Five Essential Marks of a Catholic School
  - Inspired by a supernatural vision
  - Founded on Christian anthropology
  - Animated by communion and community
  - Imbued with a Catholic worldview throughout our curriculum
  - Sustained by Gospel witness

For a detailed description of our yearly goals and action items in our Catholic Ministry,, please refer to our School Ministry Plan, attached here at Appendix A.

[SPX 2025-2026 Copy of Planning Template for Ministry Plan.docx](#)

**St. Pius X Catholic School will execute the Pillar of a Robust Catholic Identity by focusing on the following:**

### **A. Evangelization:**

At Saint Pius X School, evangelization is central to our mission, fostering a vibrant faith community among students, faculty, staff, and families.

Students plan and serve weekly school Mass, while all members of the school community attend Mass each week. Teachers participate in ongoing religious professional development to deepen their own faith and enhance their ability to guide students spiritually. Students are also encouraged to reach out to those not fully living their baptismal obligations, inviting family and friends to reengage in the Gospel, attend Mass, and pray for those who have lapsed in the faith. Additionally, students participate in stewardship activities that model a life centered on Christ, reinforcing the principles of discipleship, service, and active faith in daily life.

### **Goal 1: Strengthen Teacher Faith Formation Through Spiritual Retreats**

**Specific:** Plan and implement two spiritual retreats annually for teachers to deepen their faith, strengthen their ability to witness the Gospel, and enhance their capacity to evangelize students.

**Measurable:** Conduct two retreats per school year with 100% faculty participation, including structured reflection, prayer, and faith-based professional development sessions.

**Achievable:** The school administration and religion department will coordinate retreat schedules, facilitators, and logistics, leveraging parish and diocesan resources as needed.

**Relevant:** Supporting teacher faith formation equips educators to model discipleship, guide students spiritually, and foster a vibrant, Christ-centered school community.

**Time-bound:** Retreats to be scheduled and completed annually by December and May, with post-retreat feedback collected to inform planning for the following year.

## **B. Parish Connections/Events:**

Engagement with parishioners who do not have children or grandchildren enrolled at our school is crucial to cultivating a robust Catholic identity and environment, as faithful parishioners can contribute, in so many different ways, to the Catholic identity of St. Pius X school. Saint Pius X School actively engages with the parish to foster Catholic evangelization and strengthen community support for Catholic education. Each year during Catholic Schools Week, the parish includes a special envelope in the regular collection to support school facilities and scholarships, with student participation featured in the weekend Masses. Since January 2021, donations collected during this time have specifically supported tuition assistance, and the school principal provides a brief update to highlight SPX School's achievements and instill parish pride in its students. In addition, the school collaborates with the parish throughout the year by assisting with events such as the Italian Festival, Live Nativity, senior celebrations, and other parish activities, deepening the connection between students, families, and the broader faith community.

## **Goal 1: Strengthen Parish Communication and Engagement**

**Specific:** Regularly update the parish community about Saint Pius X Catholic School through existing church communication channels—including a half-page feature in the weekly bulletin, the parish newsletter and, if possible, on Realm—and engage parishioners by promoting school events, student and alumni achievements, school tours, and other activities. Additionally, add parishioners to the school's annual digital Christmas card list to foster ongoing connection.

**Measurable:** Provide at least one school feature per week in parish communications and ensure 100% of parishioners on the mailing list receive the annual digital Christmas card. Track parish attendance at school events promoted through these communications.

**Achievable:** School administration and communications staff will coordinate with parish staff to develop content, schedule submissions, and maintain the Christmas card mailing list.

**Relevant:** Strengthening communication and engagement with the parish increases awareness of school activities, fosters community pride, and promotes participation in events and enrollment initiatives.

**Time-bound:** Weekly features will begin January 2026, with the first digital Christmas card distributed by December 2025, and parish engagement metrics reviewed annually in January.

## **Goal 2: Develop and Engage Alumni Community**

**Specific:** Create a comprehensive alumni database to enable regular communication via email and e-news, and actively engage alumni by inviting them to school events such as sporting events, the biennial Gala, school tours, Senior Walk and other community activities.

**Measurable:** Establish a database with contact information for at least 60% of alumni (since FACTS adoption), distribute biannual e-newsletters, and track participation of alumni in at least three school events per year.

**Achievable:** Development and communications staff will collaborate to collect alumni information, manage the database, create content for e-newsletters, and coordinate invitations to events.

**Relevant:** Engaging alumni strengthens the school community, fosters lifelong relationships, and encourages ongoing support for the school's mission, programs, and initiatives.

**Time-bound:** Alumni database to be fully developed by July 2026, with first quarterly e-newsletter distributed by September 2026 and participation metrics reviewed annually each June.

## **Goal 2: Strengthen Parent Engagement and Volunteerism**

**Specific:** Develop a coordinated system to engage parents in school events and volunteer opportunities during the school day, leveraging the Community

Engagement Liaison to communicate opportunities via social media, newsletters, and direct outreach. Opportunities include assisting with classrooms, extracurricular activities, special events, and school-wide programs.

**Measurable:** Achieve a measurable increase in parent participation in at least one volunteer activity per semester and track attendance at all major school events, while monitoring engagement metrics on social media posts promoting volunteer opportunities.

**Achievable:** The Community Engagement Liaison, in collaboration with school administration and PTO, will promote volunteer opportunities, provide training or orientation as needed, and coordinate scheduling to maximize participation.

**Relevant:** Active parent engagement strengthens the school community, supports student learning, and fosters stronger connections between families, faculty, and administration.

**Time-bound:** Volunteer and engagement system launched by August 2026, with social media engagement, participation, and event attendance metrics collected and reviewed each semester.

### **Goal 3: Strengthen Parish Engagement and Community Participation**

**Specific:** Develop a coordinated system to engage parishioners in school life through special events and regular outreach, leveraging the Community Engagement Liaison to communicate opportunities via social media, newsletters, and direct invitations. Events include Miles of Smiles, Grandparents Day, Veterans Day, and special invitations to sporting and arts events, as well as other school-wide activities.

**Measurable:** Achieve participation from parishioners in one or more school events annually, track attendance at all promoted events, and monitor engagement metrics on social media posts targeting parish involvement.

**Achievable:** The Community Engagement Liaison, in collaboration with school administration and parish staff, will coordinate event promotion, facilitate invitations, and manage logistics to encourage participation.

**Relevant:** Strengthening parish engagement fosters a deeper connection between the school and parish community, promotes Catholic evangelization, and encourages stewardship and support for the school's mission.

**Time-bound:** Parish engagement initiatives launched by August 2026, with event attendance and social media engagement metrics collected and reviewed annually each June.

### **C. Traditions Supporting Catholic Identity:**

At Saint Pius X School, long-standing traditions nurture and reinforce our Catholic identity in alignment with the School Ministry Plan. Students, faculty, staff, and families attend weekly Mass, with each class rotating responsibilities as ushers, readers, choir members, and altar servers. Daily morning prayer, regular time in the parish chapel before the Blessed Sacrament, and the daily celebration of saints provide opportunities for personal and communal devotion. Twice yearly, the school community participates in a Living Rosary, and religious holidays and holy days are celebrated throughout the year. Additionally, students engage in monthly stewardship activities, modeling service and discipleship. Finally, Education in Virtue program is utilized and celebrated throughout the school, with rotating focus virtues each month. Together, these practices foster spiritual growth, cultivate a life of prayer and virtue, and strengthen the school's Catholic mission. [SPX 2025-2026 Copy of Planning Template for Ministry Plan.docx](#)

#### **Goal 1 : Strengthen Catholic Traditions Through the Spirituality Committee**

**Specific:** Establish regular meetings of the school's Spirituality Committee to plan, develop, and implement additional traditions and activities that nurture the faith of students and their families.

**Measurable:** Hold at least four committee meetings per school year, resulting in the creation and implementation of one new faith-based tradition or activity annually, with participation tracked for students, families, and staff.

**Achievable:** The Spirituality Committee, composed of faculty, staff, parents, and parish representatives, will collaborate to identify opportunities, plan logistics, and integrate new traditions into the school calendar.

**Relevant:** Expanding and enhancing faith-based traditions strengthens students' spiritual formation, encourages family engagement, and fosters a vibrant Catholic culture consistent with the School Ministry Plan.

**Time-bound:** Committee meetings to begin September 2026, with new traditions implemented by June 2027, and annual review of effectiveness and participation conducted each July.

## II. Holistic Educational Formation

At Saint Pius X School, we are committed to pursuing excellence in the formation of the intellect, heart, and soul, with the ultimate goal of guiding students toward salvation. Our mission is to form intentional disciples who respond to their vocational call and witness the joy of the Gospel in their daily lives. Through an integrated and authentically Catholic curriculum, we provide a holistic education that nurtures spiritual, moral, and intellectual growth. We strive to create accessible pathways and resources for all learners, ensuring that every student—regardless of background, learning ability, or career interest—has the opportunity to reach their full potential.

### A. 21<sup>st</sup> Century Curriculum:

At Saint Pius X School, we are dedicated to nurturing each student's God-given potential in spirit, mind, and body by integrating a strong, God-centered curriculum with modern educational methods, technological tools, and well-equipped facilities. While general curriculum development and improvement are embedded in the day-to-day operations of the school, this strategic plan focuses on targeted areas with the greatest potential for school-wide growth. In the Humanities, students study social studies through both national standards and Biblical history, allowing them to understand their community, nation, and world while deepening their knowledge of salvation history, moral values, and the dignity of the human person. Our Science standards integrate both the Next Generation academic standards as well as the Cardinal Newman standards to help students learn science from a Catholic viewpoint. Our Religion and Theology curriculum supports growth in virtue, sacramental readiness, and understanding of the Catholic faith, including the Theology of the Body, which helps students respect themselves and others as created in God's image. Reading and writing instruction is grounded in the Science of Reading, beginning with explicit lessons in phonemic awareness, phonics, and spelling, and progressing to fluency, comprehension, vocabulary development, and critical



analysis of texts. The Math program is continually updated and evaluated to maximize student growth, offering tutoring and Title I support as needed. Collectively, these programs provide a holistic, faith-based education that develops students intellectually, morally, and spiritually, preparing them to thrive academically and live faithfully in the world.

### **Goal 1: Advance Middle School Math Pathway**

**Specific:** Develop and implement a middle school math curriculum designed to enable students to enter high school mathematics one to two years above their current grade level.

**Measurable:** Ensure that 100% of middle school students complete the curriculum with mastery levels sufficient to place in Algebra I or Geometry by 8th grade, and track student progress through benchmark assessments each semester.

**Achievable:** Faculty will use updated curriculum materials, targeted instruction, and tutoring support (including faculty-led and Title I-funded options) to prepare students for accelerated math placement.

**Relevant:** Providing an advanced math pathway ensures students are challenged, prepared for high school-level mathematics, and able to pursue higher-level STEM courses in the future.

**Time-bound:** Full implementation of the new middle school math pathway will be completed by August 2027, with annual review of student performance and curriculum effectiveness each June.

### **Goal 2: Expand STEM Learning Opportunities**

**Specific:** Continue and expand the LEAP program and STEM Night, utilize the STEM Lab for hands-on elementary learning during and after school—including robotics, agriculture, and other experiential projects—and introduce a Catholic Farming program in partnership with local farmers.

**Measurable:** Offer at least one STEM activity per grade per month, host one LEAP/STEM Night per year, and implement the Catholic Farming program.

**Achievable:** Faculty, STEM Lab coordinators, and local farmer partners will collaborate to develop lesson plans, provide supervision, and ensure resources are available for each program.

**Relevant:** Expanding STEM opportunities encourages problem-solving, creativity, and real-world applications of science and technology, while connecting students to faith-based environmental stewardship through Catholic Farming.

**Time-bound:** Programs will be expanded and operational by August 2027, with participation metrics, student engagement, and program impact reviewed annually in June.

### **Goal 3: Strengthen Literacy Development Across All Grades**

**Specific:** Develop and implement a comprehensive K-8 literacy program that enhances reading, writing, and critical thinking skills while integrating Catholic virtues and values across all grade levels.

**Measurable:** By the end of each school year, 100% of students will demonstrate measurable growth in reading fluency, comprehension, writing proficiency, and critical thinking, as assessed through benchmark assessments, writing portfolios, and project-based evaluations.

**Achievable:** Faculty will use research-based curricula, such as the Science of Reading, and provide professional development focused on embedding Catholic moral and ethical themes into literacy instruction.

**Relevant:** Strengthening literacy in alignment with Catholic values equips students to think critically, communicate effectively, and engage thoughtfully with the world while forming their moral character.

**Time-bound:** Full program implementation begins August 2027, with student progress tracked quarterly and overall program effectiveness reviewed each June.

### **Goal 4 : Transparency in Student Outcomes and Post-Graduation Placement**

**Specific:** Publish standardized testing scores, as well as student placement into high schools and colleges, to inform the community and demonstrate academic achievement.

**Measurable:** Release an annual report including standardized test results by grade and a summary of high school and college placements for graduating students, ensuring 100% of relevant data is included.

**Achievable:** School administration, school counselor, and registrar will compile data from assessments and student placement records, verify accuracy, and distribute the report via the school website, newsletters, and at community meetings.

**Relevant:** Sharing student achievement and placement data increases transparency, fosters trust with families, and highlights the school's academic success and college-readiness programs.

**Time-bound:** Annual report published each August, reflecting results from the previous school year, with a review of reporting processes conducted each June to ensure accuracy and clarity.

## **B. Technology:**

SPX offers a robust technology program that integrates hands-on learning, coding, and robotics across grade levels. Students have access to four 3D printers with PLA filament and a variety of robotics tools, including Edison Robots, Sphero Robots, Bee Bots, Code 'N Go Mice, and LEGO Education Essentials Robotics Kits, with opportunities to participate in First LEGO League competitions. The school's computer lab is equipped with class sets of iPads and 16 Mac Mini computers, supporting instruction in block-based coding through programs such as SCRATCH, SCRATCH JR, Code.org, Code Monkey, and Code Combat. Students also utilize textbooks and activity books tailored to their grade level, including *Everything You Need to Know About Computers*, *The History of Computers*, *Computers and Coding*, and the *SCRATCH Activity Book*, ensuring a comprehensive technology and coding curriculum from elementary through middle school.

### **Goal 1: Enhance Classroom Technology and Infrastructure**

**Specific:** Continue to equip students with age-appropriate computer technology in the classroom and continue to regularly evaluate the WiFi network and infrastructure to ensure it can support current and future devices and technologies.

**Measurable:** Upgrade classroom technology as needed for 100% of grade levels and conduct a biannual WiFi and infrastructure assessment, addressing any deficiencies within three months of evaluation.

**Achievable:** Technology staff and administration will coordinate device procurement, installation, and network assessments, leveraging vendor support and IT expertise.

**Relevant:** Providing adequate technology and reliable network infrastructure ensures students have the tools and access needed to develop digital literacy, coding skills, and 21st-century competencies.

**Time-bound:** Classroom technology upgrades assessed annually by March of each school year, with WiFi and infrastructure assessments completed every January and June, and improvements addressed by March and September, respectively.

## **C. Extra-curricular Activities:**

### **i. SPX Camps:**

SPX offers a wide variety of enriching camps and programs for students on “no school” days, minimum days, after school, and throughout the summer. These offerings include academic, artistic, and athletic experiences such as Chess Club, LEGO, Soccer Shots, Taekwondo, Fencing, Violin, Piano, Ballet, Robotics, Basketball Skills, Lacrosse Skills, Painting Classes, and Mad Splatter. These programs provide students with opportunities to explore new interests, develop skills, and engage in fun, hands-on learning beyond the regular school day.

### **Goal 1: Expand Afterschool, Summer, and Family Enrichment Programs**

**Specific:** Enhance and diversify SPX’s camps and enrichment offerings by adding Soccer Skills and Baseball Skills sessions for older students, beginning archery for older students, offering conditioning classes primarily in the summer, and creating family-oriented programs such as “Picnic & Paint,” movie nights, seasonal crafts, and a Family Valentine’s Day Dance.

**Measurable:** Introduce at least 2 new programs or sessions annually.

**Achievable:** Camp and enrichment staff will coordinate schedules, instructors, and facilities to implement programs using existing spaces, resources, and community partnerships.

**Relevant:** Expanding youth and family programs supports skill development, physical activity, creativity, and stronger school-community engagement.

**Time-bound:** New sessions and family programs launched by Summer 2027, with participation metrics and program feedback reviewed annually each August for planning the following year.

## **ii. Current SPX Music and Arts:**

Students at SPX receive comprehensive music instruction, including voice, ukulele, and recorder lessons, and have the opportunity to participate in a variety of extracurricular music programs, such as Beginning and Advanced Band, Competitive Choir, Guitar Ensemble, and private instrument lessons. In addition, the school offers a vibrant theatre program as an after-school activity, presenting two musicals each year that provide students with opportunities to develop performance skills and artistic expression.

### **Goal 1: Expand Music and Performing Arts Programs**

**Specific:** Enhance the school's music and performing arts offerings by exploring the development of a percussion ensemble, incorporating a band into theater and sporting events, and creating a Piedmont Area Catholic Schools band and/or theater program hosted on campus. Additionally, explore the possibility of developing a rhetoric and theater program for all students during the school day.

**Measurable:** Include at least one ensemble or program into athletics/theater within the next two school years and implement one cross-campus collaboration with area Catholic schools.

**Achievable:** Music and theater faculty will assess student interest, coordinate resources, and collaborate with neighboring Catholic schools to establish programs and schedules.

**Relevant:** Expanding music and performing arts programs enriches student learning, fosters creativity, and strengthens community engagement across the region.

**Time-bound:** Initial feasibility studies and program planning completed by May 2027, with at least one new ensemble or program operational by August 2028.

## **D. Athletics:**

St. Pius X (SPX) is an active member of the Piedmont Elementary Catholic Schools Athletic Association (PECSAA), a collaborative league comprised of six schools, each represented by an athletic director, with one serving as the league director on a six-year rotation. All SPX students participate in physical education as part of their regular curriculum, and the school currently offers a wide range of competitive sports, including basketball, cheerleading, golf, boys and girls lacrosse, soccer, track, cross country, co-ed volleyball, and dodgeball. Looking ahead, SPX is committed to enhancing its athletic program by further developing newer sports, such as baseball, adding tennis, and maintaining robust student participation, with a goal of keeping at least 65% of middle school students engaged in sports.

### **Goal 1: Expand Community Athletic Partnerships**

**Specific:** Continue to grow partnerships with area schools outside of our conference to provide additional competitive and collaborative athletic opportunities for students.

**Measurable:** Establish at least two new partnerships or inter-school athletic events each school year outside of the PECSAA conference.

**Achievable:** Athletic director and school administration will coordinate schedules, communication, and logistics with partner schools.

**Relevant:** Expanding partnerships enhances student athletic experiences, promotes sportsmanship, and strengthens the school's presence in the wider community.

**Time-bound:** New partnerships and events planned and executed annually, beginning 2026–2027 school year, with review and evaluation each June.

## **Goal 2: Develop Community and Alumni Engagement through Pickleball and Special Games**

**Specific:** Create programs that engage parishioners and alumni. Foster school community connections.

**Measurable:** Launch at least one parish/community program and one alumni-focused athletic event annually.

**Achievable:** Athletic director and parish liaison will coordinate facilities, scheduling, and promotional materials to encourage participation.

**Relevant:** These initiatives strengthen community ties, foster alumni engagement, and promote healthy, active lifestyles among students, families, and parishioners.

**Time-bound:** Games and alumni events initiated by Fall 2026, with participation metrics and event feedback reviewed annually each June.

# **III. Commitment to Operational Vitality**

Our strategic vision in the area of operational vitality is to build strong, sustainable Catholic educational opportunities that are fully accessible to all students, both financially and academically, while maintaining a future-focused approach grounded in our Catholic intellectual tradition. We are committed to ensuring fiscally responsible institutions with robust financial processes and controls, cultivating comprehensive advancement programs that foster lifelong relationships with families and friends of our schools, and creating hospitable, beautiful, and well-resourced learning environments that inspire and support our entire school community.

## **A. Building and Preserving a Strong Staff**

### **Goal 1: Strengthen Staff Retention and Recognition**

**Specific:** Build and preserve a strong, motivated staff by celebrating years of service and implementing a teacher bonus system that rewards performance and longevity.

**Measurable:** Recognize all staff milestones annually (e.g., 5-, 10-, 15-year anniversaries) and implement a tiered bonus system for eligible teachers, with at least 80% staff participation in the recognition and bonus program.

**Achievable:** Administration will track service anniversaries, plan recognition events, and manage bonus disbursements using school payroll and HR systems.

**Relevant:** Celebrating service and providing performance-based bonuses increases staff morale, supports retention, and fosters a positive school culture.

**Time-bound:** Recognition events held annually in May, bonus system developed and implemented by August 2027, with staff feedback and program evaluation completed December 2027.

## **B. Facilities:**

The St. Pius X Catholic School consists of three buildings; the main school building which houses grades 2-8 and all specials except for athletics, the DeJoy Early Education Center (grades PreK - 1 and the Multipurposes room) and the Connolly Gym.

Goals initiated during the 2025-2026 currently in progress and to be completed by June 2026:

School Security Enhancements: (1) outfitting select doors and windows with reflective film and entrance-blocking mechanisms, (2) providing active assault, emergency communications, and (3) wound triage training to all staff members.

Engagement of professional security consultants to assess the feasibility and effectiveness of campus fencing options and continued camera upgrades.

Completion of dedicated prayer space in the Marian Garden for parishioners and the school community.

Completion and blessing of the Athletic Court and new drainage system, installation of Cornwallis entrance gate to the Parr Field.



## **Goal 1: Enhance and Maintain School Campus Security**

**Specific:** Continuously improve the safety and security of the school campus through infrastructure upgrades, policy updates, and staff training.

**Measurable:** Complete at least three security enhancements per year (e.g., upgraded entry systems, surveillance cameras, fencing improvements) and conduct two staff security trainings annually.

**Achievable:** The school administration, in collaboration with the facilities team and local safety consultants, will prioritize upgrades based on risk assessments and available budget.

**Relevant:** Ensuring a secure campus protects students, staff, and visitors, promotes peace of mind for families, and supports a safe learning environment.

**Time-bound:** Security upgrades implemented and staff trainings completed by June 2026, with annual review and planning for additional enhancements conducted each July.

**Refer to SPX Security Plan.** [SPX Security Enhancement Plan](#)

## **Goal 2: Improve and Maintain School Facilities**

**Specific:** Upgrade and maintain school facilities to ensure safety, functionality, and long-term sustainability, including items such as roof repair/replacement, HVAC improvements, and other facility enhancements as needed.

**Measurable:** Complete at least 1 major facilities project annually, with preventative maintenance tasks logged and addressed monthly.

**Achievable:** Administration and facilities staff will prioritize projects based on safety needs, condition assessments, and budget availability, leveraging contractors and diocesan guidance as necessary.

**Relevant:** Well-maintained and upgraded facilities provide a safe, efficient, and welcoming learning environment, supporting student achievement and community confidence.

**Time-bound:** Facilities projects initiated and completed yearly by August, with monthly maintenance checks documented and reviewed quarterly.

## **C. Financial Planning:**

### **Goal 1: Increase Family Participation in the NC Opportunity Scholarship and Support Parish Endowment Efforts**

**Specific:** Encourage all school families to apply for the NC Opportunity Scholarship to maximize state tuition support

**Measurable:** Achieve 100% of eligible families applying for the scholarship each year.

**Achievable:** The school will provide families with guidance, application resources, and deadlines.

**Relevant:** Maximizing scholarship participation reduces tuition burden for families.

**Time-bound:** Scholarship applications are facilitated each January–April, with a report on the total number of school participants to be provided to the board each November.

### **Goal 2: Support Parish Facilities Endowment Growth**

**Specific:** Actively support the parish in growing its facilities endowment through coordinated promotion, education, and participation in fundraising initiatives.

**Measurable:** Engage school families through information sessions or fundraising campaigns to increase participation.

**Achievable:** School leadership and development staff will collaborate with parish leadership to provide materials and facilitate family engagement.

**Relevant:** Strengthening the parish facilities endowment ensures long-term support for school infrastructure, maintenance, and capital improvements, benefiting the broader school community.

**Time-bound:** Annual endowment support initiatives planned and executed by June 2026, with participation and impact evaluated each December.

## **Goal 2: Support School/Parish Planned Giving**

**Specific:** Actively support the school/parish in growing Planned Giving through coordinated promotion, education, and participation in information sessions for parents.

**Measurable:** Engage school families through information sessions for Planned Giving.

**Achievable:** School leadership and development staff will collaborate with parish leadership to provide materials and facilitate family engagement.

**Relevant:** Strengthening the Planned Giving ensures long-term support for the school community.

**Time-bound:** Planned Giving support initiatives planned and executed by June 2026, with participation and impact evaluated each December.

## **D. Fundraising Blueprint – Parents and Community:**

### **Goal 1: Biennial Gala and Centralized Fundraising for School Facilities and Programs**

**Specific:** Plan and execute a biennial Gala to raise funds for major school facility improvements and centralize all fundraising efforts under the Annual Catch a Comet Annual Fund, supporting both PTO initiatives and school-wide needs.

**Measurable:** Achieve a fundraising goal of \$80,000 from the Gala and \$70,000 from the Catch a Comet Annual Fund combined each cycle.

**Achievable:** Development team, parent volunteers, and school administration will collaborate on event planning, marketing, donor engagement, and fund allocation processes.

**Relevant:** Centralized and strategic fundraising ensures sustainable funding for facilities, programs, and PTO-supported activities while reducing overlap and donor fatigue.

**Time-bound:** Biennial Gala scheduled for Spring 2027, with Catch a Comet Annual Fund campaigns launched annually each September, and fundraising review completed each December.

---

## **Goal 2: Community Engagement Events to Support School Programs**

**Specific:** Plan and execute community-focused events, such as Italian Fest, parent/child activities(Mommy/Son Daddy/Daughter, Snowflake Market, etc.) STEM and ARTS Nights, and Catholic Schools Week events to engage families, strengthen community, and generate support for school programs such as SPX Camps.

**Measurable:** Host at least four community events per school year, with a target of 80% family participation and fundraising goals for each event met or exceeded.

**Achievable:**, School leadership, school staff and volunteers will coordinate event logistics, marketing, and sponsorships using established planning templates and community partnerships.

**Relevant:** Community events enhance school spirit, foster family engagement, and generate financial support for school programs while promoting the school's identity and visibility.

**Time-bound:** Planning for each event begins at least three months prior, with events scheduled throughout the school year (September–June), and post-event evaluation completed within 30 days of each event.

## **E. Establish, build and grow Endowments and Scholarships:**

### **Goal 1: Increase Bequest Contributions to Endowments**

**Specific:** Encourage alumni, parishioners, and families to include the school in their estate planning through bequests to existing or new endowments, or to contribute to existing endowments via donation.

**Measurable:** Achieve at least 3 new contributions or commitments per year and increase the total value of gifts by 10% annually.

**Achievable:** Development staff will host informational sessions, distribute educational materials, and provide one-on-one consultation with interested families in conjunction with the Parish.

**Relevant:** Bequests and contributions to existing endowments provide long-term financial sustainability and strengthen the school's ability to fund scholarships and strategic initiatives.

**Time-bound:** Launch bequest initiative by January 2026, with annual review of commitments and total projected value each December.

---

## **SMART Goal 2: Educate the Community on Endowment Opportunities**

**Specific:** Inform and engage families, alumni, and parishioners on the benefits of establishing new endowments and supporting existing ones.

**Measurable:** Create and maintain updated information on the school website with clear instructions for contributions.

**Achievable:** Development team, in collaboration with the Principal and Pastor, will create content and outreach plans using existing communication channels.

**Relevant:** Educating the community builds awareness, participation, and long-term financial support for scholarships and endowments.

**Time-bound:** Website update by March 2026 with progress evaluation each December.

## **F. Enrollment and Marketing:**

### **Goal 1: Proactive Enrollment Monitoring and Data-Driven Marketing Decisions**

**Specific:** Track key enrollment metrics—including inquiries, application conversion rates, admissions, deposits, and re-enrollment rates—to identify potential enrollment shortfalls early and inform marketing strategies.

**Measurable:** Collect and analyze data on at least 4 key metrics (e.g., inquiries by source, inquiry-to-application conversion, admit-to-enroll conversion, re-enrollment) on a monthly basis.

**Achievable:** Marketing and admissions staff will use existing data sources such as student information systems, FACTS Analytics, and parish/diocesan records.

**Relevant:** Early identification of enrollment trends allows the school to adjust marketing and recruitment efforts proactively, supporting stable enrollment and financial planning.

**Time-bound:** Monthly data reports begin January 2026, with quarterly trend analysis shared with the Principal and Board starting March 2026.

---

## **Goal 2: Regular Communication of Marketing Progress and Plans**

**Specific:** Present updates on marketing initiatives to the School Board quarterly, and develop a comprehensive yearly marketing plan.

**Measurable:** Deliver quarterly updates and an annual marketing plan each school year, including data analysis, campaign results, and recommendations.

**Achievable:** Marketing staff will compile data, create reports, and present findings at scheduled board meetings.

**Relevant:** Transparent communication ensures leadership oversight, accountability, and alignment between marketing efforts and enrollment goals.

**Time-bound:** Quarterly presentations scheduled for March, June, September, and December 2026, with the full marketing plan submitted August 2026.

---

## **Goal 3: Optimize Marketing Channels and Visual Communications**

**Specific:** Identify the most effective marketing channels to reach the school's target demographic and develop professional visuals to support school tours, events, and online outreach.

**Measurable:** Evaluate at least six marketing channels (school aggregator sites, church families, local events, Google Analytics, faith formation programs, and local parishes without schools) and produce a suite of marketing visuals including brochures, banners, and digital content by the end of the school year.

**Achievable:** Marketing staff, with input from faculty and parish leaders, will test channels using metrics collected in Goal 1 and create visuals leveraging existing design tools.

**Relevant:** Focused marketing channels and professional visuals enhance the school's visibility, attract prospective families, and support enrollment growth.

**Time-bound:** Channel analysis completed by May 2026, marketing visuals finalized and deployed by August 2026, with ongoing updates each school year.

## IV. Effective Governance and Leadership

At Saint Pius X School, effective governance and leadership are essential to fulfilling our Catholic mission and sustaining a high-quality educational environment. We are committed to cultivating a well-formed, collaborative leadership team, empowering school leaders and faculty with clear roles and responsibilities, and fostering a culture of accountability, transparency, and faith-centered decision-making. By strengthening leadership at all levels, we ensure that our school remains mission-driven, strategically focused, and equipped to meet the spiritual, academic, and operational needs of our students and community.

## **Goal 1: Strengthen Mission Alignment through Regular Leadership Collaboration**

**Specific:** Establish consistent, structured collaboration between the Principal and Pastor to align the school's activities with its mission and vision.

**Measurable:** Hold weekly check-ins and complete an annual goal-planning meeting each June.

**Achievable:** Both leaders commit to maintaining a shared agenda and brief summary of progress after each meeting.

**Relevant:** Ensures unified direction for faith formation, academic excellence, and community engagement.

**Time-bound:** Weekly meetings begin by January 2026, with the first annual goal-planning retreat held by June 2026.

---

## **Goal 2: Cultivate a Faith-Based and Informed School Board**

**Specific:** Provide formation and training to help School Board members understand their role as an advisory body and deepen their catechetical knowledge.

**Measurable:** Conduct at least one catechetical formation session and one school board governance workshop each school year.

**Achievable:** Sessions will be led by the Pastor, Principal, Assistant Principal or diocesan leadership, using existing diocesan resources.

**Relevant:** Builds a cohesive, mission-driven board that provides effective counsel rooted in Catholic identity.

**Time-bound:** Implement training plan by Spring 2026 and review effectiveness annually.

---

## **Goal 3: Develop Leadership Capacity through Unit Leader Role Enhancement**

**Specific:** Expand the administrative and instructional leadership responsibilities of Unit Leaders.

**Measurable:** Provide leadership training to all Unit Leaders and implement revised role descriptions with stipend adjustments as necessary by the start of the 2026–2027 school year.

**Achievable:** Training modules will be completed by all Unit Leaders by May 2027.



**Relevant:** Strengthens internal leadership pipeline and supports consistent student management and instructional quality.

**Time-bound:** New roles and stipends take effect August 2026, with an evaluation of effectiveness by May 2028.

#### **Goal 4: Clarify and Communicate the Distinct Roles of the School Board and PTO**

**Specific:** Clearly define and communicate the roles and responsibilities of the School Board and the Parent-Teacher Organization (PTO) through updated bylaws and visual materials for the school community.

**Measurable:** Review and revise both groups' bylaws, create a visual guide outlining their distinct functions, and share the finalized materials with families and staff by June 2026.

**Achievable:** Principal, School Board Chair, and PTO President will collaborate using existing diocesan and school templates to complete updates and produce the visual guide without additional resources.

**Relevant:** Promotes transparency, unity, and understanding of each entity's function, reducing confusion and strengthening collaboration in support of the school's mission.

**Time-bound:** Draft revisions completed by March 2026, visual guide finalized and shared by May 2026, and updated bylaws formally adopted by June 2026.

---