



# Strategic Plan

## 2023-2028



**THE ROAD MAP TO ACHIEVING OUR SCHOOL MISSION.**

## **SCHOOL ADVISORY COMMISSION (SAC)**

SAC is an elected advisory body that represents the larger Christ the King Catholic School (CKCS) community and includes 6-9 voting members and 4 ex-officio, non-voting members.

SAC supports the school administrator. The commission serves as the voice of the parish and school community regarding decisions about the school. As such, SAC members set the long-term vision for the school by leading the strategic planning process, which includes the development, communication, and supporting implementation of CKCS's five-year strategic plan.

The initiatives within the strategic plan are reviewed annually to measure progress and if necessary, to shift direction. On a five-year cycle they are reviewed with a more global perspective to ensure they are still relevant to the school's mission and stakeholder priorities.

**The Mission of Christ the King Catholic School is to embrace and form the whole child-mind, body and spirit. In partnership with parents and the parish community, we challenge students to grow in virtue and confidence, think critically, strive for academic excellence, deepen their faith, and serve with compassion.**

## **PRIOR STRATEGIC PLAN**

The previous Strategic Plan guided CKCS school from 2018 – 2022. During that period, we advanced the technology and security of our campus, increased education access through the proliferation of the Father Sweeny financial aid endowment fund, successfully explored and were awarded grants to improve school programming and staff skills, and completed a state-of-the-art preschool facility. During this time, school enrollment flourished, increasing from 360 students to 415 students.

These achievements were particularly profound, given they were achieved during the largest health pandemic experienced in the U.S in recent memory.

# Attract, Retain, and Develop Exceptional Staff

Teachers and staff are at the heart of our mission to educate the whole child. We commit to leveraging our resources to recruit highly qualified teachers and staff. Through recognition and staff development, we will continue to support those who find their vocational home at Christ the King.

## **NARROW THE COMPENSATION GAP BETWEEN CKCS AND RICHLAND SCHOOL DISTRICT (RSD) STAFF**

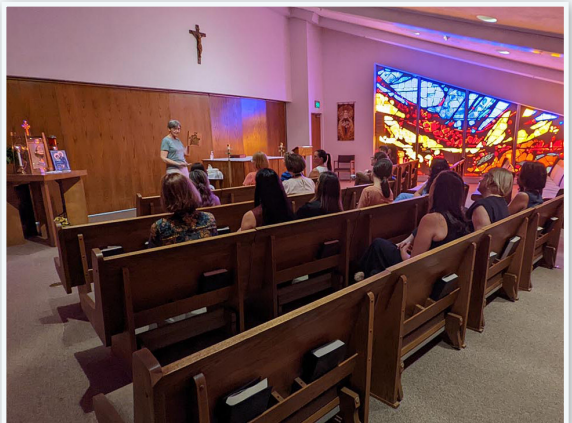
- Build benchmarking discipline to quantify total compensation and benefits available to faculty and administrative staff in the Tri City community.
- Communicate the value of CKCS's total compensation and rewards program for faculty and administrative staff.
- Identify potential funding sources and create a timeline to narrow the current disparity in pay between RSD and CKCS.

## **PROVIDE HIGH-QUALITY PROFESSIONAL DEVELOPMENT FOR TEACHERS AND STAFF**

- Increase the availability of individualized continuing education, based on the needs and interests of faculty and staff.

## **OFFER MEANINGFUL RECOGNITION AND INCENTIVE PROGRAMS FOR TEACHERS AND STAFF**

- Evaluate strategies for alternative compensation options for teachers and staff.
- Create a workplace culture, based on staff appreciation, that supports the retention of teachers and staff.





We aspire to have a master campus that is safe, beautiful, and supports learning and the faith development of our students.

# Evolve Our Campus



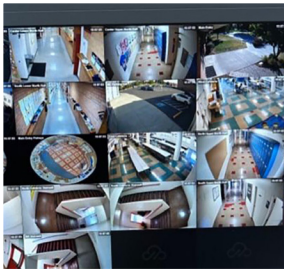
## DEVELOP AND MAINTAIN A LONG-TERM SCHOOL CAMPUS PLAN

- Document our 5 year capital budget needs for facility improvements and upgrades.
- Report and communicate on the progress of our campus development to the broader CK community.



## MAINTAIN AN ATTRACTIVE AND FUNCTIONAL SCHOOL CAMPUS

- Document and identify opportunities for functional campus improvements.
- Invest in opportunities to improve the usability of the campus.



## MAINTAIN A SAFE AND SECURE SCHOOL CAMPUS

- Document and identify opportunities for improving safety and security within the campus.
- Invest in opportunities to improve the safety and security of the campus.

Student programs build academic skills and virtues that enrich the lives of the students and build lifelong habits that support CKCS' mission of developing the whole child.

# Enhance Our Student Programs

## **INCREASE THE QUANTITY AND BREADTH OF STUDENT PROGRAMS**

- Develop competency in grant writing as a means to procure new program funding.
- Survey parent base to determine interest, demand and timing for new programming.
- Identify and document a list of third party program providers.
- Investigate and pursue the viability of launching a summer program.
- Investigate the feasibility of in-house or volunteer grant writing as a means to procure new program funding.

## **ENGAGE CKCS COMMUNITY EXPERTS TO INSTRUCT AND SUPPORT STUDENT PROGRAMMING**

- Document and identify experts within the community to instruct and support student programming.
- Create budget to invest in the recruitment of qualified instructors.
- Seek out and identify subject-matter experts within the school and parish community to instruct and support student programming.
- Increase the communication and marketing around the need for community members to engage in extracurricular programming.
- Compensate instructors financially or with the completion of required volunteer hours.



# Develop the Catholic Identity of Our School

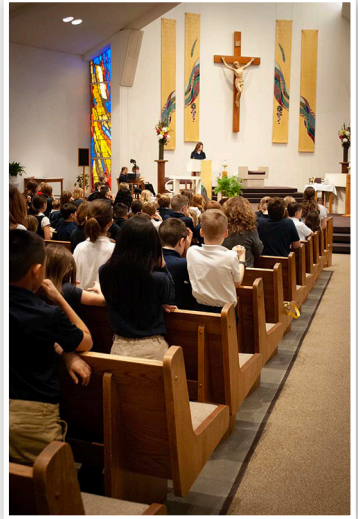
CKCS is steeped in the traditions of the Catholic faith. We support the growth of students, families, and staff in the development of Catholic values.

## CREATE AN ENVIRONMENT THAT IS AUTHENTICALLY CATHOLIC

- Active participation in the sacramental life for students, staff, and families.
- Promote the hiring of practicing Catholics in key positions within the school.
- Support teachers and staff in the development of their Catholic faith by providing catechesis.

## DEVELOP VIRTUOUS CHARACTER WITHIN EACH STUDENT

- Encourage and develop each child's personal faith.
- Encourage all staff to model the virtuous behavior within their sphere of influence.
- Partnering with parents, who are the primary educators of their children, to cultivate virtue.



## FOSTER THE SYMBIOTIC RELATIONSHIP BETWEEN OUR SCHOOL AND THE PARISH

- Facilitate parishioner understanding and engagement within the school.
- Identify and maintain opportunities for the school community to interact with the parish.
- Provide recurring communication to the parish about school news, events, and accomplishments.

The future of our school requires us to raise funds at a higher level, continue to plan responsibly, and discover new opportunities to expand our resources.

# Strengthen Our Financial Future

## BUILD A STRONGER CULTURE OF PHILANTHROPY

- Build and curate an individual donor list that includes alumni, grandparents and other stakeholders not currently represented.
- Develop new fundraising strategies focused on attracting large gift donors, planned giving, new sources, and lengthening the relationship with all donors.
- Create a bold and sustainable endowment story to expand the contribution to the operating budget.
- Consider launching a capital campaign to further develop our campus.



## PREPARE FOR THE FUTURE

- Create a budget roadmap for executing the Campus Master Plan.

## EXPAND OUR VIEW

- Investigate and pursue additional revenue sources including facility use, after school programs, summer programs and other solutions that allow us to become a broader community resource.





## CHRIST THE KING CATHOLIC SCHOOL

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### Contact

School Advisory Commission (SAC)  
at [ckcs.sac@gmail.com](mailto:ckcs.sac@gmail.com)

### 2022/2023 SCHOOL YEAR

#### Voting Commission Members

Mike Monroe (*President*)  
Mark Austin (*Treasurer*)  
Whitney Mosey (*Secretary*)  
Stacey Engel  
Corey Short  
Brock Sande

### 2023/2024 SCHOOL YEAR

#### Voting Commission Members

Stacey Engel (*President*)  
Mike Monroe (*Vice President*)  
Mark Austin (*Treasurer*)  
Whitney Mosey (*Secretary*)  
Corey Short  
Brock Sande  
Danny Bahnmler  
Eric Wiedner  
Kelli Kania

### Non-Voting Commission Members

Kris Peugh (*Principal*)  
Courtney George (*Dean of Students*)  
Caitlin Elder (*Director of Fundraising & Volunteerism*)  
Sarah Moore (*Campus Minister*)