Saint Gregory's School Strategic Plan 2021-2026

I. Faculty Talent and Advancement

II. Academics, Athletics and Extracurricular Programming

III. Campus/Facilities

IV. Enrollment/Affordability/Inclusion

MISSION:

Our mission is to prepare our students for the most demanding of secondary programs and the world beyond by providing a rigorous and dynamic academic curriculum and engendering spiritual values and strong moral character in every student.

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I. Faculty Talent and Advancement

GOAL:

Attract, retain and continue to support and train talented and devoted faculty who embrace our mission, share a commitment to excellence and creativity in teaching, and challenge and engage with students.

OBJECTIVES:

- Encourage and support professional development in all areas and increase funds available to support study, especially summer opportunities. Explore the possibility of faculty enrolling in classes/programs at local colleges on a reduced tuition or tuition-free basis with a goal of achieving advanced degrees for all faculty.

- Prioritize the expansion of faculty and staff to include individuals from diverse and underrepresented backgrounds.

- Launch a partnership with a local college (e.g., Siena College, College of St. Rose) to develop an in-house teacher training program designed to mentor and retain talented individuals.

- Review faculty salary structure annually to ensure adequate compensation, with the goal of raising salaries a minimum of 2 percent per year over a 5-year period.

- Investigate the creation of a funding mechanism designed to incentivize and reward faculty who make outstanding contributions to the classroom and/or positively impact school programming.

- Identify faculty needs and baseline use in the area of technology, develop a framework to strengthen faculty use of technology in the classroom across subject areas and budget for upgrades in equipment and teacher training.

- Identify and recruit alumni to share their talents and knowledge of the St. Gregory's experience by interning, teaching and/or coaching.

II. Academics, Athletics and Co-curricular Programming

GOAL:

Advance and strengthen our academic program through emphasis on tenets of foundational education, development of critical thinking and collaborative learning skills, incorporation of holistic education elements and the enhanced use of technology.

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OBJECTIVES:

- Strengthen curriculum through emphasis on education rooted in mastery of a fundamental base of knowledge (i.e., languages, grammar, history, logic and math skills) essential for preparedness for future learning and education; incorporate more world-oriented texts into curriculum to ensure inclusion of a variety of racial, gender and cultural perspectives.

- Conduct comprehensive technology audit, with a focus on developing and implementing a strong computer science curriculum across all grade levels (including the use of computers to solve problems analytically) and improve and maintain strong technology infrastructure which will support its use in classrooms.

- Develop and implement a social and emotional wellness learning program that combines traditional health awareness and education elements (i.e., substance abuse prevention, mental health, hygiene, nutrition) with holistic aspects of wellness and life preparedness (i.e., resiliency, mindfulness, self-esteem, stress management, financial literacy, empathy, conflict resolution and digital citizenship). Coordinate an annual speaker to come to school to address a timely topic and/or incorporate a professional development program focused on adolescent learning and brain research.

- Investigate STEAM-based partnerships with a local hospital (Albany Medical Center Hospital) and/ or colleges (Siena College, RPI, Union College) to enhance math and science programs and create opportunities to include members of the community outside of SGS.

- Enhance programming unique to SGS experience (gardening, student partnerships across grade levels, speech and elocution training, weekly or monthly lunches with faculty) and create opportunities for service learning through partnership with a senior living community or underserved after-school program.

- Investigate the most efficient use of the school day for grades 5 to 8 and explore the possibility of including new learning opportunities (e.g., ice-skating, swimming) at nearby facilities (e.g., Siena College, Albany County Hockey Facility).

- Increase enrichment programming through the establishment of robotics club, chess club, Lego engineering, ceramics, Future Cities, KidWind, or Odyssey of the Mind, and strengthen co-curricular programming focused on the development of student voice and leadership (newspaper, literary magazine, blog, podcast, theatre).

- Ensure that the curriculum and co-curricular activities represent and emphasize the value of inclusion of diverse voices.

III. Campus/Facilities

GOAL:
Update and improve facilities in order to support and enhance academic and athletic experience for students and faculty, as well as the environmental safety of the community.

OBJECTIVES:
- Identify building needs and develop a definitive annual renovation schedule which ensures the improvement of at least one classroom and one common space per year; develop a program of "designated donors" for improvement of indoor and outdoor spaces to include naming of classrooms or common areas.

- Conduct an energy and technology audit to determine needed upgrades to infrastructure and implement a plan which will allow for ongoing maintenance.

- Survey outside areas, including playground and playing fields, to determine maximum utilization of space, and create a plan for construction of a new playground structure and multi-use sport court.

- Explore improvement/conversion of lower gym to a more usable space (i.e., multi-use dining area and/or meeting/activity space.

IV. Enrollment/Affordability/Inclusion

GOAL:

Develop a concrete plan to secure our financial foundation for both the short term and the longer term in order to ensure the availability of resources necessary to accomplish our goals into the future.

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OBJECTIVES:

- Encourage Head of School to creatively utilize budgeted funds to offer incentive tuition options (e.g., multi-sibling discount, reduced tuition for children of faculty from local colleges and universities, long-term contract incentives) with a goal of increasing affordability and maximizing enrollment.

- Establish and advertise a strong family referral/parent ambassador program which offers tuition credits to both the referring and the new families.

- Explore availability of State and Federal scholarship and grant funding for religious and independent schools.

- Connect and cultivate relationships with local religious institutions of different faiths with the goal of awarding merit scholarships to students of diverse cultural and socioeconomic backgrounds and experiences.

- Partner with a local college to hire a marketing intern to assist with all aspects of branding/marketing and to assist with continued website enhancement/improvement with the goal of reaching a broader audience.

- Conduct home meetings with small, targeted groups aimed at spreading the word about our programming and benefits of SGS education. Ask local alumni (including recent graduates) to attend and present at home meetings.

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- Establish a development team responsible for building the school's database of alumni and other donors, networking with alumni and parents of alumni to establish long-term relationships, increasing alumni and parent participation in the annual fund and exploring methods of securing potential donations through estate planning gifts and charitable giving incentives.

- Engage development team to create a sound strategy for a fundraising campaign in conjunction with the school's 60th anniversary aimed at fortification of the physical campus and academic and athletic programs for the next generation of students