



THE HIGH SCHOOL OF SAINT THOMAS MORE

BETTER TOGETHER
ASSURING THE MISSION
SECURING THE FUTURE



A good strategic plan is a roadmap.

It is a method used to take an organization from where it is today and move into the future. Our Strategic Plan is a five year plan that will ensure that The High School of Saint Thomas More will grow and thrive.

The Plan was written using a detailed assessment of where the school is today. Once those facts were available survey's with the broader community were conducted to gain a sense of the issues. Those issues were analyzed and refined after another survey. The results were used by a group of community leaders from the Champaign area to develop strategic goals and objectives across eight domains ultimately becoming our Strategic Plan.

Over the course of the next few years the fruits of our Strategic Plan will become reality. Each year we will assess how we did from the previous year. Remaining aligned with the goals and objectives, we will make adjustments and continue to move forward. Our results will be open and available for everyone to see. We are excited to get to work and share our progress with you.

Jason Eyman & JJ Farney
STEERING COMMITTEE CO-CHAIRS

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OUR MISSION —

The High School of Saint Thomas More exists to assist parents in forming students spiritually, morally, intellectually, and physically in a Christ centered atmosphere of love, respect, and reverence consistent with the teachings of the Roman Catholic Church, sending them forth to fulfill their baptismal call as His disciples in the world.

OUR VISION —

Our students will achieve excellence inside and outside the classroom, deepen their faith in God, all while building their moral foundation to be the leaders of tomorrow and Christ's disciples forever.





A MESSAGE FROM OUR COO —

The High School of Saint Thomas More is a special place to many of the members of our community. Over twenty years ago there was a group of visionaries who dedicated much of their time, talent and treasure to make this school a reality and for that we are eternally grateful. Our duty and obligation as those who came after these leaders is to ensure that this school continues to thrive and grow for many more years in the future. The strategic planning process we have completed will ensure that The High School of Saint Thomas More will be here for generations to come.

I want to thank the many dedicated members of our greater community that helped to shape this Plan. It is a community composed of local area business leaders, educators, alumni families, alumni students, current student families, local area Pastors, donors and all those who deeply believe in Catholic education. Their tireless work and sacrifice of time was crucial to the development of this document. I am eternally grateful to them all and humbled by their love for Catholic education. Like our founders, they have a strong passion for seeing this school grow and thrive in Champaign Urbana.

We look forward to seeing the Plan come to life over the next few years. The goals and objectives presented in our Plan are achievable with time, effort and resources. We will be successful and will ensure The High School of Saint Thomas More becomes the school of choice in our community.



Mr. Anthony Corapi
STM CHIEF OPERATING OFFICER

A MESSAGE FROM OUR PRINCIPAL —

Students today. Community leaders tomorrow. Christ's disciples forever.

Everything we do here at The High School of Saint Thomas More is done with this in mind. We know that, over the past 22 years, we have had great successes and minor setbacks. We are gaining momentum once more and are looking forward to a bright future.

Throughout last year, we have gathered constituents to help us assess how we are doing with this and create our roadmap for the future. The outcome is this Strategic Plan.

I want to thank Bloomington Central Catholic High School for spearheading this initiative. They began this process the year before the rest of the Catholic high schools in our Diocese and had so much success, Bishop Tylka wanted the rest of us to do the same. I would also like to thank all those who were on the Strategic Planning Committees for the many hours and tireless work they put into researching, interviewing, gathering information, and meeting together to make this a reality. As the leaders of The High School of Saint Thomas More, we are grateful for having this clear roadmap with which to lead and grow our school. Please pray for us in this endeavor!



Sister M. Bridget Martin, FSGM
STM PRINCIPAL





A MESSAGE FROM OUR CHAPLAIN —

As I look back over my time at The High School of Saint Thomas More, the one thing that stands out above all else is how special our community is. This great community extends from the faculty and staff who have the biggest hearts and are committed to the mission, to the students who have a deep desire to do something truly great with their lives, to the parents who are more than willing to help in any capacity, and then to the broader community who help us to keep our doors open. Together we are STM.

Looking ahead to the next 5 years guided by this Strategic Plan, I am excited to work for and within such a great community. We all want to see our school thrive, but more importantly to see our students thrive. These incredible young people are eager to excel in everything they do and then to give all glory back to God.

Entrusting these years to our school's patron Saint Thomas More, Ven. Fulton Sheen, and Our Blessed Mother, I am excited to see the fruits of this Strategic Plan as we strive to make our school ever greater and evermore faithful to our mission.



Fr. Andru O'Brien
STM CHAPLAIN

ACADEMICS / TECHNOLOGY

Dianne Hergenrother, Chair

STRATEGIC GOAL #1

The High School of Saint Thomas More will implement a plan to hire, retain, compensate and develop highly qualified teachers and staff who are committed to our Catholic mission and promote it purposefully to the community at large.

OBJECTIVES

- Identify strategies to professionally develop and financially support highly qualified teachers who are committed to the school's mission.
- Cultivate and support professional and spiritual learning opportunities for teachers that will impact student learning and growth.
- Enhance communication between staff and parents regarding the development and delivery of the academic and spiritual mission.



ACADEMICS / TECHNOLOGY

Dianne Hergenrother, Chair



STRATEGIC GOAL #2

The High School of Saint Thomas More will be recognized as an innovative academic leader with a rigorous and relevant curriculum meant to challenge and support its diverse student body, as to achieve full academic, spiritual, and social potential.

OBJECTIVES

- Explore additional course or project offerings to ensure an enhanced and distinguished curriculum.
- Equip all students with unrivaled competencies to succeed at the next steps and beyond.
- Develop relationships in the community which will aid and benefit the curriculum, especially with parents, alumni, and strategic partners.
- Implement a process to review and refine curriculum to ensure its rigor and relevance.



ADVANCEMENT / COMMUNICATIONS

Stan Burton, Chair

STRATEGIC GOAL

The High School of Saint Thomas More will partner with our entire community to develop dynamic and long-lasting relationships to create a culture of philanthropy and impactful engagement that secures the vitality and viability of our school for generations to come.

OBJECTIVES

- Develop and execute a strategy of engagement that strengthens relationships with alumni and their families and inspires their giving of time, talent and treasure.
- Develop and implement a cohesive marketing and outreach plan that emphasizes brand consistency and awareness to enhance community involvement, enrollment and giving.
- Explore and leverage opportunities to secure long-term, sustainable giving that supports our mission and vision by assisting donors in achieving their philanthropic goals.
- Strengthen the relationship with our strongest ambassadors – area clergy and professed religious – to foster spirituality and deepen their connection with our school community.
- Build and implement a comprehensive annual fundraising plan that highlights our philanthropic priorities, explores diverse sources of revenue, and emphasizes impactful stewardship and donor relations.

CATHOLIC IDENTITY

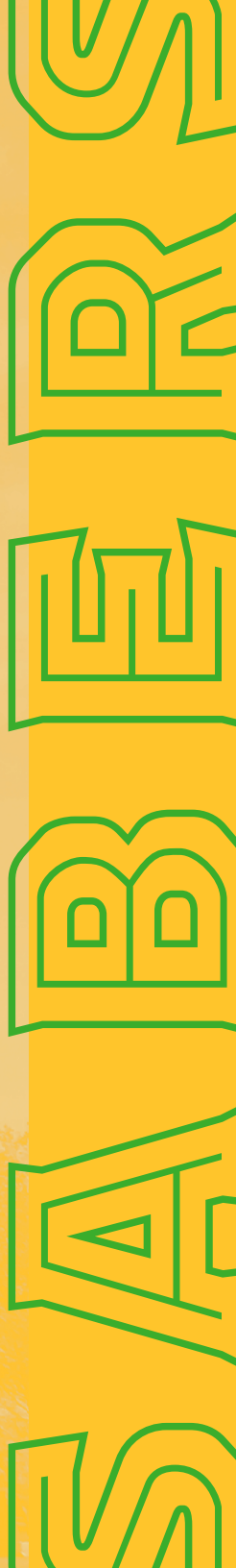
Susan Bolliger, Chair

STRATEGIC GOAL

The High School of Saint Thomas More will develop a Catholic culture where the transformation of heart and mind lead to lifelong faithfulness to Christ and His Church.

OBJECTIVES

- Identify and implement strategies to build trust and connection with parish communities.
- Identify and implement strategies to nurture a Catholic worldview for faculty and students.
- Identify the chaplain's roles and responsibilities which reflect the spirit of the STM community.
- In partnership with parents, work to identify and implement strategies and resources to address current societal issues.



ENROLLMENT / MARKETING

Rush Record, Chair

STRATEGIC GOAL

The High School of Saint Thomas More will attract, enroll, and retain a diverse student body to achieve maximum enrollment and become the school of choice for students and families in east-central Illinois.

OBJECTIVES

- Establish a believable core value proposition that inspires parents and students that effectively promotes the story of STM.
- Build formalized partnerships with partner schools and parish leadership to emphasize mutual benefit of continued formation with and at STM.
- Develop a data-driven marketing plan to achieve maximum enrollment potential.
- Create an adaptable recruiting plan that attracts a diverse student body who can envision their future at STM.
- Develop a forward-thinking enrollment plan, appropriately staffed, that focuses on the current and future enrollment objectives of STM.





SOM



FACILITIES / TECHNOLOGY INFRASTRUCTURE

Mark Dixon, Chair



STRATEGIC GOAL

The High School of Saint Thomas More will establish a Christ-Centered campus by investing in well maintained, state of the art, safe and secure facilities that enable the school's mission for student and staff success.

OBJECTIVES

- Conduct a complete campus audit to identify the needs, constraints, threats and areas for potential expansion by assessing the entire campus including all buildings, sports fields, parking lots, technology and utility infrastructure.
- Develop and implement a master plan for facility, maintenance and capital improvements that include security, technology and furnishings for a well-rounded student experience that attracts and retains staff.
- Increase and modernize the aesthetics of the school spaces to attract, support and encourage current and future student participation.
- Create a plan/vision to engage internal and external expertise to maintain and enhance STM's vision for facilities.

FINANCE

Patrick Yallaly, Chair

STRATEGIC GOAL

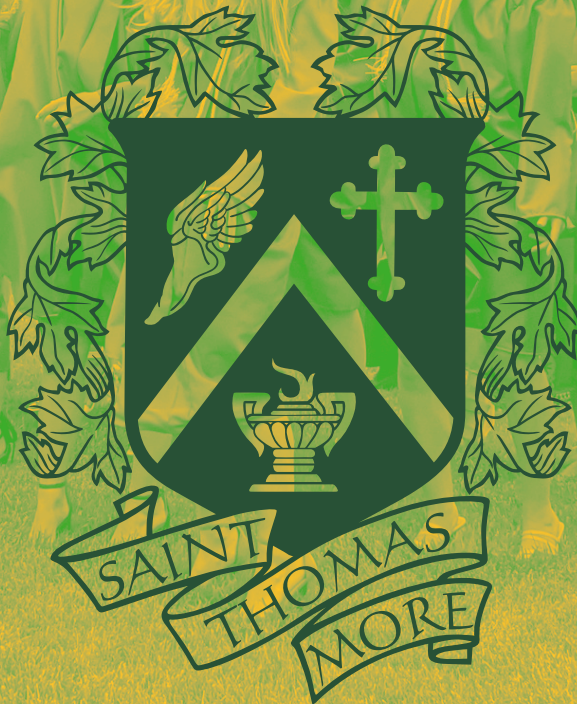
The High School of Saint Thomas More will strengthen fiscal policies and procedures that address costs of education, capital requirements and need for reserves for ongoing viability of the school.

OBJECTIVES

- Evaluate the existing tuition and financial aid model to develop a structure that reflects the actual cost of education and ensures the school remains accessible to all.
- Develop a financial plan aligned with enrollment and advancement goals that increases revenues and manages short and long-term expenses.
- In partnership with the Diocese, develop a plan that addresses outstanding debt to allow the school to enhance operational cash flow.
- Create and implement a transparent approach to stewardship of funds and communication of key financial data to stakeholders.
- Explore and pursue sources of funds to provide competitive teacher compensation and address capital improvement needs.

BETTER TOGETHER

ASSURING THE MISSION — SECURING THE FUTURE



GOVERNANCE

Bill Vavrik, Chair

STRATEGIC GOAL

The High School of Saint Thomas More will develop a comprehensive governance structure in partnership with the Diocesan Office of Catholic Schools that will support the fulfillment of Saint Thomas More's mission and realization of the school vision.

OBJECTIVES

- In partnership with the Diocesan Office of Catholic Schools, develop and implement a governance model that clearly delineates authorities, roles, and duties of diocesan officials and school stakeholders.
- Study other Catholic school internal leadership models to create a 3–5 year governance plan that best ensures future viability, operational efficiency, staff retention, community buy-in, and achieving the STM vision.
- In partnership with the Diocesan Office of Catholic Schools, work together to establish practices that foster open and transparent communication among the internal and external community to create goodwill and trust.



STUDENT LIFE

Shelly Damore, *Chair*

STRATEGIC GOAL #1

The High School of Saint Thomas More will offer extra curricular activities which contribute to the development of exceptional adults who lead with compassion, humility, and morality; while continuing to encourage others through Christ-centered actions.

OBJECTIVES

- Evaluate the current House system and develop a plan to execute its purpose.
- Assess current counseling services to identify and implement services needed (services may include mental health, athletics, academic/vocational and spiritual guidance).
- Develop a meaningful relationship with partner schools through student involved activities.



STUDENT LIFE

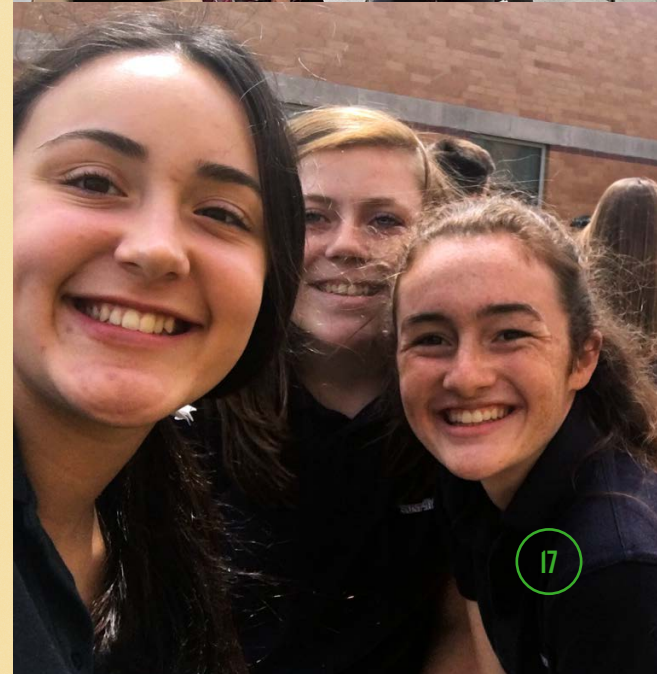
Shelly Damore, *Chair*

STRATEGIC GOAL #2

The High School of Saint Thomas More will assess and implement a plan to increase community awareness of the current opportunities and achievements in all extracurricular activities.

OBJECTIVES

- Assess available platforms for students to find resources related to higher education or plans after graduation.
- Create a process to promote the successes of school activities through social media platforms within the school and community.
- Develop a process to create extracurricular activities that can improve students' mental, physical and spiritual capabilities.





The High School of Saint Thomas More

HS-STM.ORG

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