

The
Saints Academy

an innovative and inspiring experience

Strategic Plan 2018-2023

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About The Saints Academy

Formed in 2016, The Saints Academy was formed with the unification of the two Catholic Schools in Beverly, MA- St. Mary Star of the Sea School (1925-2016) and St. John the Evangelist School (1956-2016). A Catholic School serving communities in the Boston North Shore area, The Saints Academy continues the tradition of Catholic Christian education.

The Saints Academy Vision

The Saints Academy believes in fostering the development of the whole child: socially, emotionally, intellectually, physically and spiritually. We actively work to help our students develop the self-discipline that they need in order to assume responsibility for their actions and choices in life. We strive to increase our students' self-esteem by encouraging them to attempt the difficult and challenging, and consequently to deal with the successes and defeats that they meet in day-to-day living. We try to lead students to an open-minded vision of their place in the world. As world citizens, they are called to be aware of the needy, appreciative and respectful of various cultures, and willing to work for the rights of their brothers and sisters. From the classroom, they must move to society, utilizing their special gifts for the improvement of our world.

The Saints Academy Mission

The Saints Academy provides a rigorous academic program through innovative teaching practices that prepares students for the world in which we live. We offer a strong spiritual foundation, based in the teachings of the Catholic Church, for students in pre-kindergarten through grade eight. We endeavor to provide an environment that promotes our five core values of Discipleship, Partnership, Scholarship, Leadership, and Citizenship throughout the school day and into the lives of our students and school community.

The Saints Academy Philosophy

At The Saints Academy, we believe in fostering the development of the whole child: socially, emotionally, intellectually, physically and spiritually. Our emphasis on Christian values and growth is unique. An awareness of God's presence in our lives and His love for us as people of God is fostered daily. To compliment this spiritual foundation for academic growth, we actively work to help our students develop the self-discipline that they need in order to assume responsibility for their actions and choices in life.

We believe that parents and family have a prime responsibility in the education of their children. We must work closely with them in fostering the growth and development of a well-rounded student who will reflect the result of an excellent academic education and sound moral training. As the Holy Spirit guides our work, we are confident that our students are developing into responsible adults whose lives will be characterized by health in spirit, mind and body.

Accreditation

The Saints Academy is accredited through the New England Association of Schools and Colleges. Currently operating under a legacy accreditation from St. Mary Star of the Sea School and St. John the Evangelist School, The Saints Academy will undergo its first accreditation during the 2019-2020 school year.

Nondiscrimination Policy

The Saints Academy admits students of any race, color, national and ethnic origin to all rights, privileges, programs, and activities generally accorded or made available to students at the school. The school does not discriminate on the basis of race, color, national and ethnic origin, in administration of educational policies, admission policies, scholarship and loan programs, and in hiring school personnel.

Title IX

The Saints Academy adheres to the tenets of Title IX: "No person in the United States shall, on the basis of sex, be excluded from participating in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."

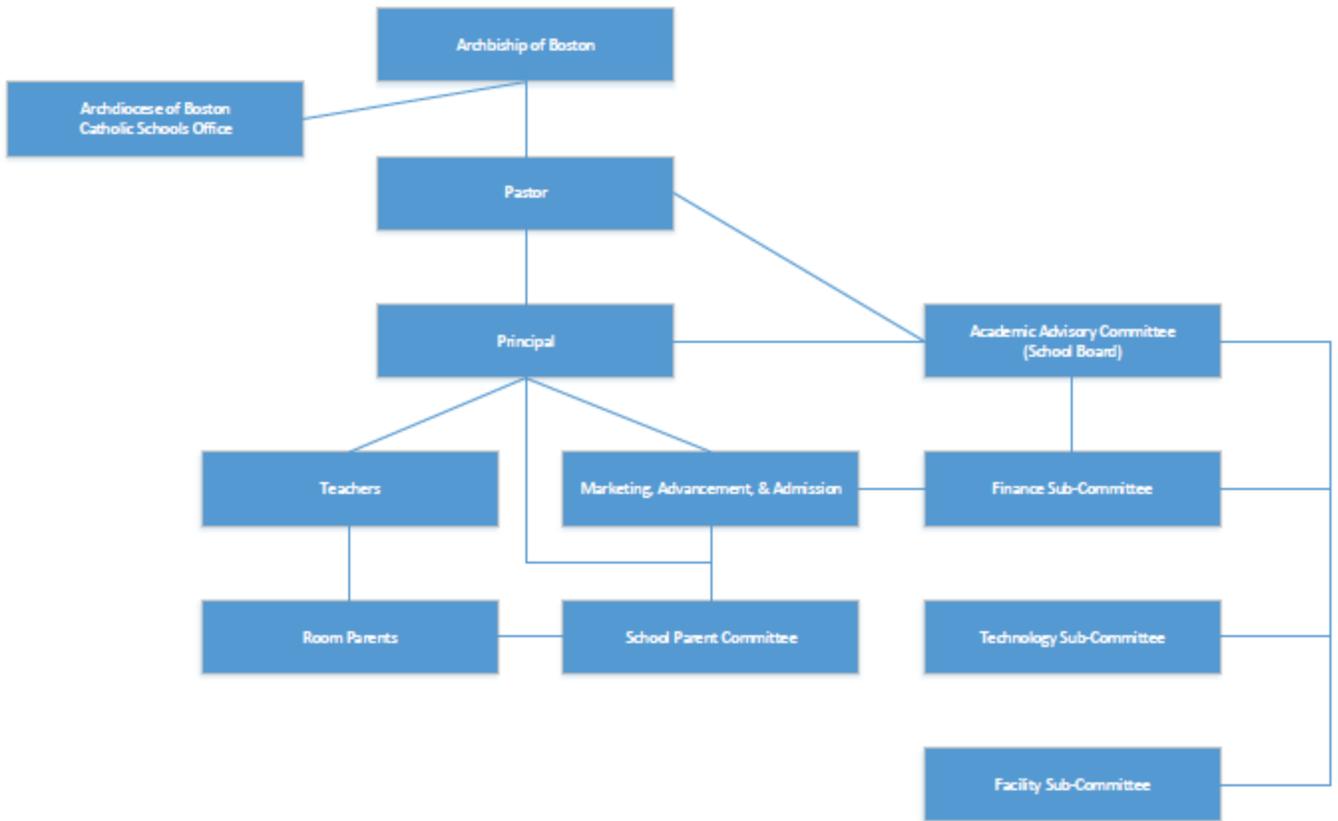
Governance

By-laws preface- The Saints Academy is an expression of the educational mission of the Beverly Catholic Collaborative and of the Archdiocese. The Pastor is the final authority within the Parishes that make up the Collaborative and is responsible to the Archbishop of Boston for the administration of all Parishes, including The Saints Academy. The Principal is the chief administrator of The Saints Academy and accountable to the Pastor. The Academy Advisory Committee serves as a consultative body to assist the Pastor and the Principal for the good of the Beverly Catholic Collaborative and its Parishes and The Saints Academy community.

Advisory Committee Members

The Members shall be individuals drawn from the Parish and community possessing leadership qualities and genuine desire to advance the mission of The Saints Academy and Catholic education. Members of the Advisory Committee shall hold office for a term of three years or until the Member's successor is elected and qualified, unless the member sooner dies, resigns, is removed or becomes disqualified. A Member shall not serve more than two consecutive terms.

Member	Office	Parish	Parent	Term
Rev. Karlo Hocurscak	Pastor	All Beverly Parishes	N/A	Ex-Officio
Kelly Fernald	Principal	St. Mary	Yes	Ex-Officio
Charley Kersten	Co-President	St. John	Yes	2018-2021
Jai Chanda	Co-President	St. Margaret	Yes	2018-2021
Andrea Russello	Vice President	St. Mary	Yes	2015-2019
Amanda Corcoran	Secretary	St. John	Yes	2016-2019
Ellen Moloney	Member	St. Mary	No	2016-2019
Tom Tanous	Member	St. John	No	2016-2019
Tom Sullivan	Member	St. Margaret	No	2016-2019
(Maintenance person)	TBD	TBD	TBD	TBD
Rotating Member of the Finance Committee	Member	N/A	N/A	2018-2021



Strategic Objectives

The Advisory Committee has identified four strategic objectives for the 2018-2023 planning horizon. We will align our actions to support efforts in these areas. Each of the objectives are identified below with a mission statement.

- **Enrollment-** The life blood of our school is the students that occupy its halls. As a leadership team we must be committed to encouraging and facilitating the optimal enrollment of students that can best benefit from The Saints Academy education.
- **Finance-** We must be diligent, creative, and transparent in our management of the financial resources that enable our school, maintain our infrastructure, support our faculty and staff, and ensure future viability for The Saints Academy.
- **Facilities and Technology-** To facilitate the most productive and beneficial learning, the physical and technological environments must be well maintained, current, and fully capable of achieving the desired educational goals for The Saints Academy.
- **Family, Parish, and Community Engagement-** The Saints Academy is more than just its students and the teachers are more than just the staff and faculty. We must strive to achieve a positive environment for all those that attend, support, interact with or in any way are touched by The Saints Academy. The parish and community partners of the school are critical to expanding the learning and growth opportunities for our students.

Critical Success Factors

As we continue to define “success” for The Saints Academy, the Advisory Committee has identified the following Critical Success Factors and the associated vision as areas to evaluate the progress of the school and its success, viability, and future.

- **Fulfilling Catholic Christian mission-** Above all else, The Saints Academy is responsible for preparing young people to live their lives as responsible citizens, Christians, and Catholics.
- **Quality Catholic Christian education-** We strive to teach our students not just to the highest standards of education but with an understanding of how they are responsible to use that education in accordance with Catholic Christian values and teachings.
- **Enrollment-** The Saints Academy is an incredible learning opportunity that we should publicize and market to encourage and sustain enrollment that creates the right balance of diversity and class size while generating a student base for financial planning.
- **Staffing-** The teachers and staff of The Saints Academy have the largest piece of fulfilling the learning experience for the students. We will seek and retain the most qualified educators that can successfully connect with our students and provide the best learning possible.
- **Long term financial plan-** The Saints Academy must always be looking to the future, anticipating the opportunities and challenges we will face and ensure the appropriate financial resources are available to maintain the Academy’s viability for future generations.
- **Advancement-** While the funding source for The Saints Academy will remain primarily tuition fees, we must continually search out and pursue additional funding through traditional fundraising, charitable giving, and grants to support our operating budget as well as special programs and projects.
- **Facility master plan-** As the building and grounds of The Saints Academy are sufficient, we must identify, assess, and prioritize future needs. Near-term topics include but are not limited to:
 - maintenance and improvements to facilitate accessibility, safety and security, new learning opportunities, efficiency, and aesthetics. Within a long-term vision for a modern campus that fulfills all the educational requirements, The Saints Academy must continue to look for and assess opportunities to expand the school building with the addition of a gym/ auditorium and/ or additional classrooms and learning space.
- **Information technology utilization and maintenance-** In order to ensure effective learning in the digital skills necessary for future success, The Saints Academy must maintain our digital learning as part of the core curriculum and expand the capabilities of our IT network as necessary to reflect the most current systems and enhancements.
- **Parent and family involvement-** While The Saints Academy focus remains on the students, we ultimately hope to build a community where the whole family is welcomed and engaged in supporting the learning and education of the students.
- **Parish relations-** The Saints Academy, like most Catholic and parish schools, is born from the parish community and we strive to support the evangelical mission of the parish with involvement and interaction of parishioners and students.
- **Governance-** In order to ensure clear lines of communication and responsibility, The Saints Academy will establish and maintain an organization of leadership to address the operational and strategic needs of the Academy.

In the course of annual reviews of this plan, the Advisory Committee will determine if as a community, we are meeting the desired metric and take appropriate action to either continue or adjust accordingly.