



ASHEVILLE
CATHOLIC
SCHOOL

ACS

MAIN
ENTRANCE

Strategic Plan

2010-2015

Dear Asheville Catholic School Community,

It is our privilege to introduce the Asheville Catholic School Strategic Plan for 2010-2015. For 100 years, Catholic schools in the Asheville area have been dedicated to the education and faith formation of our children. As we move forward in the 21st century, we strive to continue this rich tradition.

We look with enthusiasm and optimism to the future. Invigorated by the accomplishments of the past, we have prepared a strategic plan to chart our course. With gratitude and respect for the past, we have evaluated our present conditions, resources and needs. This strategic plan is the result of the prayerful study of a dedicated committee of faculty, parents, and parishioners. Our recommendations reflect our hope for the future and a deep commitment to the important ministry of Catholic Education.

In this document you will find the mission, vision, and beliefs of the school, along with the critical issues identified by the six key planning committees which are: Academics, Advancement, Facilities, Faculty Recruitment and Retention, Finance, and Parish Involvement.

We invite you to carefully study this strategic plan and share this vision for what we strive to become as a community of faith and learning. I thank you for your interest and continued support in Asheville Catholic School. May God bless our efforts and may God bless all of you who have contributed so generously to make Asheville Catholic the school it is.

Sincerely,

Donna Gilson, Principal, Asheville Catholic School

Father Edward Sheridan, Administrator, Asheville Catholic School

Strategic Plan Committee Members

It is with sincere gratitude and a sense of awe that we thank those listed below for their tireless efforts in bringing this plan to fruition. Through their continued efforts and the efforts of many others this community is prepared and ready to succeed.

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Asheville Catholic Vision Statement

The community of Asheville Catholic School places education of our children as top priority. Education is a shared responsibility of the school, students, families, and the church. The stakeholders encourage the development of critical thinking and problem solving so that our students are intrinsically motivated to become Christian leaders and life-long learners capable of adapting to a changing world.

Mission Statement

Asheville Catholic School integrates Roman Catholic tradition and principles in a comprehensive instructional program. We guide our students to become Christian leaders and inspire them to become life-long learners capable of living to the fullest potential in our world.

Asheville Catholic School is dedicated to the common Mission of the Diocese of Charlotte Catholic Schools.

The Mission of the Catholic Schools in the Diocese of Charlotte is to proclaim the Good News of the Gospel and to develop each student spiritually, intellectually, emotionally, physically, and socially, so that each is prepared to live and serve in a changing society as a self-respecting and responsible citizen. The Catholic schools propose to create an environment in which the teachings of Jesus are promoted and proclaimed as the basis of the values they teach and uphold.

Belief Statement

1. Faith is more than religion class; it is an ever present and necessary ingredient to our curriculum. Through daily prayer, Mass, and religious education we can enhance students' learning and self-growth.
2. Each student has unique God-given gifts and it is our responsibility to provide a variety of instructional approaches to support their learning.
3. Only through commitment to continuous improvement are we able to assist students in becoming confident, self-directed, life-long learners.
4. All members of our faith community - parents, teachers and administrators - share in the responsibility of developing each student's potential and of promoting the mission of our school.

Asheville Catholic School (ACS) is a school where:

- Religious instruction in the Catholic faith is a daily event.
- The students and staff pray together each day.
- The faculty and students join together every week to celebrate the Eucharistic Liturgy.
- The entire ACS family celebrates special feasts and seasons.
- Each student is nurtured in living a disciplined life where the love of God and neighbor, the spirit of forgiveness, and continued growth are paramount.

Parent Participation

Active participation by parent volunteers is considered an integral part of the child's scholastic and social development. There are many activities in which parent volunteers may participate, such as room parent, playground helpers, lunch servers, field trip drivers, etc.

All volunteers are required to attend a Protecting God's Children workshop and have a background check.

As partners in education, we welcome and encourage parent participation and invite you to [contact the school](#), [PFA](#), or [School Board](#) to find out how you can get involved at Asheville Catholic School.

ASHEVILLE CATHOLIC SCHOOL CRITICAL ISSUES

The six planning and operational committees have identified critical issues facing the current and future success of our school.

ACADEMICS

- Continue to annually review areas of curriculum in order to enhance the curriculum that meets the needs of every child.
- Examine class size and investigate strategies for more individualized learning environments.
- Create a Professional Development Enhancement Fund in order to provide and encourage regular professional development opportunities for faculty and staff.
- Engage exceptional children in a successful learning experience which utilizes intervention and enrichment as needed.
- Advance technology to support curriculum needs.
- Increase diversity in Asheville Catholic School in order to enhance Catholic principles of inclusiveness and to provide students with an expanded worldview and cultural experiences.

ADVANCEMENT

- Establish a comprehensive and effective communication plan that reflects the mission, values activities and accomplishments of Asheville Catholic School to all constituents.
- Create an efficient and sustainable development plan to promote the mission and values of Asheville Catholic School.
- Establish a coordinated plan for fundraising.
- Hire a marketing/development professional to develop, coordinate, and execute a marketing plan for ACS.

FACILITIES

- Define space requirements that meet the needs of the ACS community.
- Evaluate the current condition of the facility.
- Review facility goals annually for progress and updates.
- Ensure transition plan is in effect to meet the needs of the ACS Students and Faculty.
- Develop a master site plan.

FACULTY DEVELOPMENT and RETENTION

- Recruit the best and brightest faculty to provide instruction to our students by developing an Induction Program for new faculty to ease their transition.
- Develop a scale and timeline to bring faculty and staff salaries equal to or above the salary dictated by the N.C. public school pay scale including merit pay, extracurricular duty pay, and an increase in benefits including compensation for extra-curricular positions and health and retirement.
- Develop creative methods of providing faculty continuing education opportunities. Provide a budget line item for continuing education funds.
- Develop system to transfer knowledge from one teacher to another (by grade or subject) and one employee to another in non-teaching positions.

PARISH INVOLVEMENT

- Increase the involvement of the entire Catholic community (enrollment, visibility, support, and outreach).
- Market ACS to the Catholic Communities.

FINANCE

- Develop contingency planning to address unexpected expenses, enrollment shortfalls, student make-up adjustments and capital expenses.
- Retain local control of funds and establish capital reserve funds.
- Organize financial documents into an easy user-friendly format.
- Perform a detailed analysis of the Parish Subsidy program.

SUMMARY

The Asheville Catholic School Strategic Plan 2010-2015 is highlighted in the above document in executive summary. The complete plan was adopted by the School Board earlier this year. The complete plan and operational worksheets comprise a comprehensive document detailing a path forward which will allow Asheville Catholic School to thrive. The strategic plan is a living document that will be modified and updated with the changing needs of our school community. The process is ongoing and each committee is chaired by at least one ACS School Board member. If you would like further details or wish to participate in this process please contact the school office or any board member.