



PIUS PROUD

Faith. Education. Life.

Pius X High School Strategic Plan • 2014-2019



Dear Parents, Alumni, Faculty and Friends,

I am pleased to present to you Pius Proud – Faith. Education. Life., the 2014-2019 Strategic Plan for Pius X High School.

Established as the sole Catholic high school in Lincoln on October 1, 1956, Pius X High School has been an influential member of the Lincoln community for 58 years. We are proud to have more than 9,900 alumni and to be serving more than 1,170 students in grades 9-12 each year from Lincoln and the surrounding area.

This strategic plan was developed following a two-year, inclusive, data-driven effort that encompassed a comprehensive stakeholder survey capturing feedback from more than 850 participants. Hundreds of parents, students, faculty, staff and alumni participated in various focus groups and interviews. And finally, five core planning teams of dedicated volunteers worked tirelessly to transform the hopes and dreams articulated for our students into an achievable plan of action. My sincere thanks goes out to all of the Pius Proud who made it possible for the strategic plan to come to fruition, with special thanks

to the High School Board of Advisors, the Pius X Foundation Board of Directors, the Booster Club, and the Parent Association.

There has never been a better time to be Pius Proud. The excitement, energy and momentum at Pius is electrifying. This year, we are welcoming 320 new students – the largest freshman class in Pius X High School history. Plans are in motion to continue large scale facility renovations ranging from a new Performing Arts Center to an expansion of our chapel. Our top priority is to ensure a high-caliber, rigorous, faith-filled curriculum that meets the needs of all students.

Christ will guide us as we work to impart the spiritual and academic foundation to our students that they need to live and lead in a global world. We pray that through their time at Pius, these exceptional faith-filled individuals will use their gifts to serve others and to fulfill their own unique potential as citizens of integrity and purpose in our community and throughout the world.

Sincerely Yours in Christ,

Rev. James J. Meysenburg
Superintendent

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STRATEGIC PLAN CORNERSTONES

Governance & Leadership

Strong, Christ-centered governance and leadership guide the operations of Pius X High School and are central to sustaining its operational and fiduciary well-being. This portion of the strategic plan articulates a purposeful governance and leadership approach designed to cultivate the conditions where faith formation and academic excellence can thrive.

Teaching & Learning

From excellent academics and top notch teachers, to cutting edge technology and faith-filled service learning, Pius X High School is dedicated to educating and preparing students to fulfill their own unique potential as citizens of integrity and purpose in our community and throughout the world.

Resource & Support Systems

The essential elements of a Pius X education are our Catholic faith, and the prayers and support of the Pius X community – the parents, students, alumni, faculty and staff, priests and religious, and friends. The Resource and Support Systems cornerstone revolves around nourishing the culture of stewardship to ensure that the fiscal and structural supports are in place to fulfill the Pius X mission, making Pius X affordable for our families.

Stakeholder Communications & Relationships

Spreading the good news about Pius X High School and the tremendous faith and educational opportunities that it offers is the primary objective of this core area. This area is distinct from the other three focus areas in that it revolves around three key goals and two strategic objectives that drive the effort. The two strategic objectives are: to build a comprehensive marketing plan, and an organizational diversity plan.



MISSION

To enrich the mind, heart, and soul of each student through a Christ-centered Catholic environment that provides academic excellence and preparation to achieve a meaningful, faith-filled life.

VISION

To graduate men and women who will experience the joy of an authentic, Christ-centered life of service, in which they will use their gifts to help others know and love God.

CORE VALUES

Excellence – *Fulfilling our greatest potential*

Service – *Desiring to humbly help others*

Purpose – *Using our God-given talents well*

Faith – *Believing and trusting in Jesus and His Church*

Integrity – *Doing what is right*

Charity – *Loving God above all things*



GOVERNANCE & Leadership

Goal 1: Initiate an annual goal-setting process for all school administrators, faculty and staff.

- Strategy 1: Determine a methodology for effective performance and developmental evaluations of administrators, faculty, and staff.
- Strategy 2: Develop a process for addressing performance gaps.
- Strategy 3: Refine the merit pay system for teachers.
- Strategy 4: Benchmark best practices for Catholic high school teacher evaluations.

Goal 2: Formalize and measure the school's performance and progress against key success components.

- Strategy 1: Develop and implement a strategy scorecard, which measures school performance and progress against key success components for the school Board of Advisors and stakeholders.
- Strategy 2: Formalize a process for leadership succession and transition planning which includes key competencies for each leadership position.
- Strategy 3: Create a process for capturing and transferring institutional knowledge, especially during leadership changes.

Goal 3: Update all policy and procedure materials and align with the Vision, Mission and Core Values.

- Strategy 1: Enlist qualified experts, including Pius X alumni, in policy manual reviews. Materials would include school policies, and manuals for personnel, faculty, students and coaches.
- Strategy 2: Benchmark and review manuals from comparable schools.
- Strategy 3: Secure 100 percent staff participation in mandatory trainings.
- Strategy 4: Annually review and approve the Code of Conduct and Code of Ethics.

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Goal 1: Provide a rigorous curriculum that meets the needs of all students.

- Strategy 1: Identify essential learning for each class as informed by standards and post-high school demands.
- Strategy 2: Develop a well-articulated curriculum in a common format accessible to all stakeholders.
- Strategy 3: Create a formalized curriculum review and development committee with input from various stakeholders that considers a broad range of learning abilities.

Goal 2: Provide high-quality teachers.

- Strategy 1: Implement a recruitment and orientation process that attracts high quality teachers and prepares them for success.
- Strategy 2: Identify and adopt a need-based and individualized professional development plan.
- Strategy 3: Institutionalize a professional evaluation process that ensures fair, consistent, and relevant feedback for teachers that celebrates excellence and inspires growth.
- Strategy 4: Monitor implementation of Professional Learning Communities to ensure maximum effectiveness.

TEACHING & Learning

Goal 3: Identify and utilize valid measures of student learning progress.

- Strategy 1: Establish consistent measures for baseline of student performance entering high school.
- Strategy 2: Share student results with parents, students, and schools.
- Strategy 3: Use student data to identify proper educational activities.
- Strategy 4: Measure and celebrate student growth at all levels.
- Strategy 5: Improve use of common formative assessments to monitor student growth and adapt instruction to learning gaps.





RESOURCES

& Support Systems

Goal 1: Clarify the financial paradigm.

- Strategy 1: Monitor tuition increases to represent no more than 33% of operational income.
- Strategy 2: Cap Parish assessments at 42% of operational income.
- Strategy 3: Increase Pius X endowment, BOLT, fundraising, and donations to represent 25% of operational income.
- Strategy 4: Explore implementation of a capital campaign.

Goal 2: Increase teacher and staff pay and benefits.

- Strategy 1: Raise Pius X aggregate salaries to 90% of Lincoln Public Schools salaries.
- Strategy 2: Be commensurate with Lincoln Public Schools for continuing education funds and other benefits.
- Strategy 3: Sell prospective teachers on the culture of Pius X, as it relates to teacher recruitment, development, retention, and reward.

Goal 3: Prepare for growth of the facilities and school.

- Strategy 1: Continue to develop the master facility plan to meet the current and future needs of our students.
- Strategy 2: Continue to pursue high-quality and well maintained facilities that are expandable to meet projected growth.
- Strategy 3: Work in coordination with the Teaching and Learning goals to determine the current and future needs of students and staff.
- Strategy 4: Implement regular evaluation and improvement in the area of technology.

STAKEHOLDER

Communications & Relationships

From establishing ambassador programs for students and parents, to developing communication strategies tailored to Lincoln's diverse Catholic community, to celebrating student and school successes community-wide, Pius X High School strives to be positioned as the high school of choice for Catholic students in the city of Lincoln. Our goals are:

Goal 1: Position Pius X High School as the number one choice for Catholics in Lincoln, Nebraska.

Goal 2: Increase recruitment of students from both Catholic and public schools.

Goal 3: Strengthen outreach and communication efforts to current students and parents to increase retention.



Join Us! **BE PIUS PROUD -**

Recognized in 2014 as a School of Excellence by the Cardinal Newman Society's National Catholic High School Honor Roll, Pius X High School is devoted to faith formation and exceptional academics. We believe that each individual student is someone of great significance and value who has great potential to impact our world throughout their lives. As we debut our new strategic plan, Pius Proud – Faith. Education. Life., we

invite you to learn more about how you can become involved in this exciting, transformational time.

Whether through prayers, involvement on projects and committees, or financial support, we need you. We are experiencing a period of tremendous growth as more students are coming through our doors than ever before – a great blessing and a great challenge. The strategic plan

has been developed to meet that challenge and prepare Pius X High School to provide faith-filled, high quality education for generations to come.

Be Pius Proud and join us as we move forward and walk with Christ on the next stage of our journey together – for our students, our community, and the Glory of God.



Pius X High School Board of Advisors Strategic Planning Committee

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Greg Lesiak,
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Jan Frayser,
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Michelle Birkel,
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PIUS X HIGH SCHOOL

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Message from Bishop James D. Conley

God acts through us to build up the Body of Christ by building successful Catholic schools. For almost 60 years, Pius X High School has worked to build up the Body of Christ through its partnership with parents to educate youth and to form them in the virtues of our Catholic faith. As Pius X begins the implementation of its new strategic plan, we pray that our efforts to form disciples of Christ will strengthen the future of Pius X High School.