



SAINT THOMAS MORE CATHEDRAL SCHOOL



2022-2027

STRATEGIC **PLAN**

*You are designed for **MORE!***

Mission Statement

Our Mission is to nurture and develop the spiritual, academic, social, and emotional promise of each child in accordance with the teaching of the Catholic Church, rooted in Gospel values and led by the examples of the Master Teacher, Jesus Christ.





Mrs. Catherine Adams Davis, Principal and
Very Rev. Patrick L. Posey, Rector, Cathedral of Saint Thomas More

Strategic Plan

EXECUTIVE COMMITTEE

Very Rev. Patrick L. Posey, V.F., M.Div
Rector, Cathedral of Saint Thomas More

Mrs. Catherine Adams Davis, MBA, M.Ed, MS
Principal,
Saint Thomas More Cathedral School

Dr. Regina Haney, Ed.D
Consultant for Catholic Education

Mr. Daniel Curtin, M.Ed., MA
Consultant for Catholic Education

Mrs. Christine Kurtzke Hughes, MA
Director of Advancement,
Cathedral of Saint Thomas More

CORE TEAMS ACADEMICS

Ms. Elizabeth Beaulieu, Chair
STM Faculty, Third Grade

Ms. Robin Black-Burns, Chair
Senior Global Partner Manager, Microsoft

Mrs. Veronica Del Bagno, MA
Assistant Principal, Fairfax County

Mr. Bill Del Bagno, MA
Law Enforcement

Ms. Rachel Graffy
STM Faculty, First Grade

Mrs. Jennifer Jayme, M.A.CCC-SLP/L

COMMUNICATIONS

Mrs. Wege “Mimi” Kifle, Chair
Associate Director, The Common Application

Amanda Dutton, MD, Chair

Mrs. Renee Farnsworth, MBA, FPAC

Mr. Alan Lapenna

FINANCE

Mr. Jeff Burnside, Chair
United States Secret Service

Mr. George Stocker, Chair
Grand Knight, Cathedral Council #6790
Owner, Hollow Wall Technology Services

Mr. Ed Coleman, MBA
Certified Mentor and District Director, SCORE

Ms. Amy Tenhouse
Vice President of Federal Affairs,
Molina Healthcare



Vision for the Future

SAINT THOMAS MORE CATHEDRAL SCHOOL

STM Cathedral School enriches families through our premiere educational and formational faith-based learning experience, grounded in Catholic values lived by our Master Teacher, Jesus Christ. Led by our distinguished educators, our inclusive parish community is committed to fulfilling our promise to produce strategic thinkers, inspired with a sense of service. Our dedication to pursuing innovative teaching practices, cutting-edge technology, and differentiated learning ensures our graduates become tomorrow's leaders of our community and Church.





Goals

ACADEMIC EXCELLENCE

One

Create a successful and meaningful STREAM (Science, Technology, Religion, English, Arts and Math) program that will prepare teachers and students to become expert users of digital technology.

Two

Provide classroom instruction designed to engage and motivate all students, address the diverse needs and capabilities of each student, and accommodate students with special needs as fully as possible.

Three

Improve academic excellence to ensure STM remains a competitive choice for new and retention of existing students and parents.

Four

Engage parents and guardians in educational experiences for the school community to inspire and develop student gifts and talents.

Five

Ensure the mental, social, and emotional well-being of all students. STM could create and implement an ASCA (American School Counselor Association) RAMP Model School.



The purpose of the Academic Committee is to craft a plan which pursues excellence for students and faculty while remaining grounded in our Catholic faith.

ACADEMIC EXCELLENCE

One

Identify best practices at K-8 Catholic (for the religion focus) and public schools with proven STREAM programs, integrating their ideas at STM.

In pursuit of this goal we commit ourselves to:

- Identify best practices at K-8 Catholic (for the religion focus) and public schools with remarkable STREAM programs and leverage their great work to bring STREAM into STM.

Two

Provide classroom instruction designed to engage and motivate all students, address the diverse needs and capabilities of each student, and accommodate students with special needs as fully as possible.

In pursuit of this goal we commit ourselves to:

- Design Tier 1 instruction to utilize current instructional models and hire special education faculty to address the differing abilities of identified students by third grade.

Three

Improve academic excellence to ensure STM remains a competitive choice for new and retention of existing students and parents.

- Focus on Tier 1 instruction in math because data suggest that this is an area of weakness. Build additional support time into the master schedule so students can get support in math.
- Identify a comprehensive math curriculum that can be implemented at any grade.
- Identify a current research-backed program that will increase phonological awareness and phonemic awareness.

Four

Engage parents and guardians in educational experiences for the school community to inspire and develop student gifts and talents.

In pursuit of this goal we commit ourselves to:

- Increase parent engagement in educational experiences by adding a standing committee to the PTO. For example, utilize a similar model to the Cube satellite program, which would engage and encourage the parent community towards sponsorship.

Five

Ensure the mental, social, and emotional well-being of all students. STM will create and implement an ASCA (American School Counselor Association) RAMP Model School.

In pursuit of this goal we commit ourselves to:

- Hire a full-time counselor who can assist students, parents and families with transitions, social, emotional, and behavioral health.
- Create a school-wide American School Counselor Association model program.



Goals

COMMUNICATION

One

Streamline and simplify communication among all STM key internal stakeholders (parents, teachers, students, administration/ staff, PTO, RAMP, new families, etc.).

Two

Improve communication between Middle School faculty and families.

Three

Improve external communication between the school and STM alumni to help keep them engaged and grow the community connection.

Four

Increase effective communication and engagement with the community at large (young families, cultural resources, faith resources, STREAM-based resources, etc.) to promote excellence in education and maintain enrollment.

Five

Improve external communication between the school and parish to increase engagement with parishioners, encourage cooperation between school and religious education programs, and advance the understanding of the shared mission of living Gospel values.



Using 21st century technology and new processes, STM School will streamline and foster real time distribution of information to advance & promote two-way communication between school (administration, teacher, student), parents, congregation, alumni, and local community.

COMMUNICATION

One

Streamline and simplify communication among all STM key internal stakeholders (parents, teachers, students, administration/staff, PTO, RAMP, new families, etc.).

In pursuit of this goal we commit ourselves to:

- Clean up and reorganize the valuable, but untapped, information currently available on the STM website so it is more accessible. Focus on serving the needs of the website's main audiences and ensuring mobile/tablet layout compatibility.
- Establish a more in-depth set of standards for the teacher newsletters and webpages to help streamline how parents receive and access information for their child(ren)'s classroom(s).
- Provide a clear set of communication modes and expectations by the administration and teachers to the students and parents.
- Provide streamline communications access for families.
- Provide a financial overview for STM families.

Two

Improve communication between Middle School faculty and families.

In pursuit of this goal we commit ourselves to:

- Standardize template for Teacher Pages.
- Made visible to parents the middle school monthly calendar.
- Continue to require Homework Planner as an organizational tool in 6th grade.

Three

Improve external communication between the school and STM alumni to help keep them engaged and grow the community connection.

In pursuit of this goal we commit ourselves to:

- Create an alumni contact database.
- Increase alumni engagement through outreach activities.
- Create engaging content for alumni outreach.

Four

Increase effective communication and engagement with the community at large (young families, cultural resources, faith resources, STREAM-based resources, etc.) to promote excellence in education and maintain enrollment.

In pursuit of this goal we commit ourselves to:

- Align communications plan with overall STM strategic plan.
- Create/hire a director of strategic communications.
- Establish a family outreach program.
- Develop an educational support network.
- Establish St. Thomas More Cathedral Hispanic community outreach.

Five

Improve external communication between the school and parish to increase engagement with parishioners, encourage cooperation between school and religious education, and advance the understanding of the shared mission of living Gospel values.

In pursuit of this goal we commit ourselves to:

- Provide "STM Showcase" with content provided by QR Code
- Use the family outreach program.



Goals

FINANCE

One

Identify viable additional sources of funding as a means to enhance school facilities and plan to meet current and future needs.

Two

Identify actions that will attract and retain top-level faculty and staff with a focus on continuing improvement in academic outcomes while ensuring that STM remains an affordable option for families.



The purpose of the St. Thomas More Cathedral School's strategic planning finance subcommittee is to create a five- year financial plan that will enhance St. Thomas More Cathedral School's educational and spiritual impact by providing a sound, sustainable financial roadmap to allow the school to grow and thrive.

FINANCE

One

Identify viable additional sources of funding as a means to enhance school facilities and plan to meet current and future needs.

In pursuit of this goal we commit ourselves to:

- Adjust tuition according to the market rate for private Catholic school tuition.
- Open an Early Childhood Development Center (ECDC) with three two-year-old classrooms, and two three-year-old classrooms.

Two

Identify actions that will attract and retain top-level faculty and staff with a focus on continuing improvement in academic outcomes while ensuring that STM remains an affordable option for families.

In pursuit of this goal we commit ourselves to:

- Develop a plan for more competitive compensation for all teachers and staff to retain quality teachers.
- Develop and identify areas of professional development training and grants/programs to fund professional development.
- Improve the Non-Compensation Incentives Program to reward teachers and staff.



Why Choose

SAINT THOMAS MORE?

STM is a safe, nurturing, faith-centered environment serving students in Pre-Kindergarten through 8th grade with a spiritual, physical and emotional whole child approach to academic excellence.

STM offers daily religious instruction, prayer partner activities, singing practice and attendance at weekly student-led school Mass.

Close proximity to His Excellency, Bishop Burbidge, provides opportunities to meet and learn from Diocesan leadership.

STM is a U.S. Department of Education National Blue Ribbon School and recently voted Best Private School in Arlington. Students consistently score in the top 25th percentile on standardized assessments - above the national average.

STM faculty are licensed, highly qualified, and passionate. They continue the legacy and traditions established by the Sisters, Servants of the Immaculate Heart of Mary using current research-based teaching methods and hands-on, project based learning.

STM challenges its students through differentiated instruction to meet individual learning needs.

STM class sizes are small with an average of 19 in each class and student to faculty ratio of 13:1.

STM actively incorporates STEM into the curriculum and provides a high-tech learning environment. Technology instruction is facilitated in the classroom as well as a state-of-the-art Design Lab, which houses equipment including Ozobots, Arduinos, robotics, green screen technology, 3D printers, and 1:1 device ratio.

STM was the first elementary school in the world to build, test and launch a satellite into orbit from the International Space Station through an innovative, multi-year Mission Possible science and engineering partnership with NASA.



St Thomas More Cathedral School

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