



St. John Paul II

Catholic High School

2021-2026

STRATEGIC PLAN

*Building on 25 years of Catholic tradition
planning for the future*



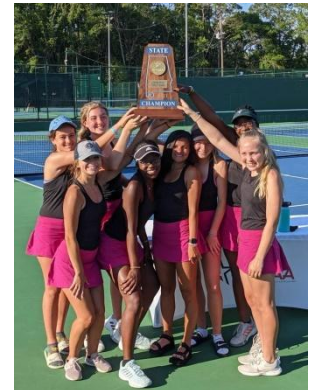
Spirituality



Academics



Arts



Athletics



St. John Paul II Catholic High School

St. John Paul II Catholic High School has met the requirements established by the AdvancED Accreditation Commission and is accredited by the Southern Association of Colleges and Schools and is a member of the National Catholic Educational Association.

Most Reverend Steven J. Raica, J.C.D.
Bishop, Diocese of Birmingham in Alabama

Board of Trustees

Mr. Rodney Kreps, Co-Chair	Rev. Bryan Lowe, Co-Chair
Mr. William Boehme	Dr. Jason Greene
Ms. Virginia Leahy	Ms. Marie Schneider '01
Ms. Sharon White	Dr. Mary Ruth Yates

School Administration

Dr. Jeremiah Russell, Headmaster
Mr. P. Lane Hill, Assistant Principal
Ms. Michelle Whetstone, Dean of Student Life
Mr. Matt McManus, Athletic Director



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Our Story

St. John Paul II Catholic High School was originally established in 1996 as Catholic High School under the auspices of the Most Reverend David E. Foley, D.D., Bishop of Birmingham. Opening its doors to 40 students, the school was located on Wynn Drive in a converted office building. Over the next few years enrollment increased substantially and in response to the increase, the Diocese purchased 55 acres of land in Thornton Research Park for a future campus.

Upon the purchase of the property, the Catholic High School Board of Directors began to plan for the new campus. In January of 2009 the Most Reverend Robert J. Baker, Bishop of the Diocese of Birmingham announced that Catholic High School would become Pope John Paul II Catholic High School. Ground was broken on the purchased property for an 80,000 square foot facility.

On October 29, 2010 Bishop Baker presided over the ribbon cutting ceremony for the new school building. We are now able to serve the needs of over 400 students and continue in a long-standing tradition of Catholic education – a tradition committed to cultivating formative beliefs, standards and values in each student.

On April 27, 2014 Pope Francis canonized Pope John Paul II, and the school formally became St. John Paul II Catholic High School.



Mission

Inspired by our patron, St. John Paul II Catholic High School develops students in spirit, mind, and body through a Christ-centered, college preparatory education. As a welcoming community of faith, we encourage, challenge, and support our students to learn enthusiastically, lead honorably, and live responsibly so they will improve themselves and society through their faith and vocation.

Motto: Learn enthusiastically, lead honorably, live responsibly



Mission and Catholic Identity

GOAL 1

Strengthen engagement with the Catholic community in Northern Alabama and become a center of Catholic community life.

ACTION STEP 1

Employ a full-time campus minister in order to provide increased and more diverse opportunities for students.

ACTION STEP 2

Invite North Alabama priests and religious to interact with our school on a regular basis to encourage vocations, celebrate sacraments, and support theological initiative.

ACTION STEP 3

Annually engage North Alabama priests, Directors of Religious Education, and youth ministers in our mission and Catholic identity program.

ACTION STEP 4

Partner with area Catholic organizations to support their mission through mutually beneficial interactions.

ACTION STEP 5

Host annual Catholic-centered events for area youth groups.

ACTION STEP 6

Develop a parish liaison program to assist the school leadership to: promote the mission of JPPII; communicate school updates, contribute to the vitality of the parishes; and strengthen the partnerships within North Alabama.



Mission and Catholic Identity

GOAL 2

Encourage the integration of the Catholic faith into daily life.

ACTION STEP 1

Enhance our current service program to provide more meaningful and structured service opportunities in the Catholic tradition for our students, faculty, and staff, and visibility for our school.

ACTION STEP 2

Strengthen the Catholic identity component of our curriculum and school experience by ensuring faithfulness to the Magisterium, retreats, liturgy, and sacraments.

ACTION STEP 3

Utilize weekly liturgies to be nourishing and life-giving by assuring participation from all students regardless of club participation, assumed talents, level of interest, or faith tradition.



Academic Excellence

GOAL 1

Provide and support a curriculum that focuses on excellence in core subject areas to prepare students for success in college, that creates opportunities of acceptance to highly selective colleges and universities, and that allows students to be competitive for scholarships.

ACTION STEP 1

To ensure rigor and relevance, regularly revise curriculum based on student need and assessment data while continuing implementation of Cardinal Newman Standards.

ACTION STEP 2

Establish and consistently execute an assessment plan to evaluate curriculum based on learning outcomes.

ACTION STEP 3

Develop and implement extracurriculars to provide student exploration in various fields such as business, STEM, and healthcare sciences.

ACTION STEP 4

Update the College and Career Pathways based on curricular, extracurricular, and academic programming changes.



Academic Excellence

GOAL 2

Develop and offer co-curricular and extracurricular activities that complement the curriculum to create opportunities for experiential learning, creative expression, vocational exploration, leadership, and notable individual or team accomplishment and achievement.

ACTION STEP 1

Build relationships with organizations, businesses, and institutions to expand resources and capacity for curricular needs.

ACTION STEP 2

Establish and capitalize on partnerships in the community to promote academic excellence and co-curricular opportunities.



Operational Vitality

GOAL 1

Develop, maintain, and communicate to overall facilities plan, and continue to improve our facilities and grounds.

ACTION STEP 1

Finalize campus master plan which incorporates all four pillars; publicize the plan and discuss with stakeholders to achieve buy-in from constituencies.

ACTION STEP 2

Define, evaluate, and prioritize expansion needs considering all four pillars of Academics, Spirituality, Arts, and Athletics.

ACTION STEP 3

Regularly assess technology infrastructure, upgrade classroom technology, and provide robust training for faculty and staff.

ACTION STEP 4

Evaluate facility usage regularly to ensure efficiency.

ACTION STEP 5

Investigate the viability of a lunch program/kitchen renovation taking into account current trends as well as federal program assistance.



Operational Vitality

GOAL 2

Continue to strengthen our financial posture and assure our financial stability.

ACTION STEP 1

Revise our state of the school/annual report process to ensure transparency, demonstrate financial discipline and stability.

ACTION STEP 2

Transition fundraising to focus on funding needs and priorities.

ACTION STEP 3

Develop a strategy for financial assets to include operational contingency funds.

ACTION STEP 4

Conduct annual workshop on financial policies and procedures for faculty, staff, ancillary organization leadership, and parent volunteers.



Operational Vitality

GOAL 3

Improve recruitment and increase retention of qualified faculty and staff.

ACTION STEP 1

Develop a pay scale against which current salaries can be evaluated to identify and address any disparities relative to qualifications and experience.

ACTION STEP 2

Develop competitive compensation packages which attract the best and brightest academic and management professionals for JPPII, highlighting the intrinsic value of a Catholic institution of higher learning.

ACTION STEP 3

Ensure programs are in place for Professional Development to further enhance skills and generate enthusiasm, including utilization of available technology.



Operational Vitality

GOAL 4

Attract and retain an outstanding and diverse student body of broad interest and sufficient size to support all four pillars of JPPII.

ACTION STEP 1

Develop and implement a streamlined, comprehensive enrollment strategy, including publicizing our mission and values to the broader North Alabama Catholic and non-Catholic community.

ACTION STEP 2

Develop and implement strategies to increase the percentage of partner school students who enroll at JPPII.

ACTION STEP 3

Develop and implement strategy for non-Catholic family engagement, including building relationships with non-Catholic church leaders.

ACTION STEP 4

Develop and implement a retention strategy, including an evaluation of LinkCrew's® effectiveness and a full implementation and regular assessment of the House System.

ACTION STEP 5

Develop and implement a strategy to strengthen our summer camp program, with dedicated leadership responsibility, to enhance enrollment and financial resources.



Marketing and Communications

GOAL 1

Enhance our presence in the greater Huntsville area with a community engagement plan that incorporates all school stakeholders.

ACTION STEP 1

Develop and implement a comprehensive marketing plan to improve awareness and further establish the JPII brand to increase our resources and student enrollment.

ACTION STEP 2

Develop and implement a communications plan to include all forms of communication to support the marketing plan.



Marketing and Communications

GOAL 2

Develop and maintain a fully functional development office responsible for promoting the school, fundraising, stewarding donors, and growing enrollment.

ACTION STEP 1

Hire a president and/or development director to lead and direct the development office. The person should have a passion for JPII or Catholic education, whose primary responsibility is external interface to the stakeholders and wider community.

ACTION STEP 2

Develop and implement a fundraising plan to support school needs and donor wishes to include an annual fund, authorized capital campaigns, planned giving and endowment as appropriate to meet the strategic plan and comply with the facilities master plan.

ACTION STEP 3

Develop and grow an alumni program, recognizing students' transition to alumni on graduation day.

ACTION STEP 4

Establish a program to recognize donors for their dedication to the school and the impact they have.



Marketing and Communications

GOAL 2 (cont'd)

Develop and maintain a fully functional development office responsible for promoting the school, fundraising, stewarding donors, and growing enrollment.

ACTION STEP 5

Evaluate the development software to ensure that it meets our needs and is cost effective.

ACTION STEP 6

Maintain the accuracy and utilize development software to support the engagement with current and prospective donors.

ACTION STEP 7

Collaborate with the diocesan development director in areas where the diocese can support school initiatives.



Governance and Leadership

GOAL 1

Ensure that JPPII has strong leadership at all levels that is aligned in its support of accomplishing the school's mission and goals.

ACTION STEP 1

Regularly review and revise board and school policies and procedures to confirm leadership alignment. Ensure leadership levels of responsibility and authority are clearly communicated throughout the stakeholder community, and appropriate policies are in place to support the operating structure.

ACTION STEP 2

Ensure that roles and responsibilities at all levels are clearly understood and properly documented via explicit job descriptions, a current chart of organizational structure, and regular performance evaluations.

ACTION STEP 3

Create and maintain at the board level a matrix of board skills, experiences and backgrounds to assure diverse and needed expertise.



Governance and Leadership

GOAL 2

Develop and maintain mechanisms for collaboration and communication amongst all leadership roles at JPII.

ACTION STEP 1

Encourage regular communication among leadership through regular reporting to and from the Board of Trustees.

ACTION STEP 2

Report progress against the Strategic Plan to the Board of Trustees at quarterly meetings.

ACTION STEP 3

Annually review the strategic plan for updates if necessary.

ACTION STEP 4

Provide annual training for faculty and staff, covering organizational structure, roles, and responsibilities, as well as review of financial policies and procedures.

ACTION STEP 5

Provide annual training to ancillary organizations on purpose, goals, and how those align with broader strategic plan and organizational infrastructure.



Strategic Planning Committee

Diocese of Birmingham

Ms. Margaret Dubose

Board of Trustees

Ms. Irma Tudor

Mr. Rodney Kreps

Dr. Jason Greene (alternate)

Faculty

Mr. Brian Finzel

Ms. Leta Hix

Parent Representatives

Ms. Monique Brazille

Ms. Nicole Rohling

Mr. Steve Stratton

Benefactors

Mr. Paul Tygielski

Ms. Robin Soprano

North Alabama Priests

Rev. Tim Pfander

Rev. Joseph Lubrano

Administration

Dr. Jeremiah Russell

Mr. Lane Hill

Students

Ms. Mia Teare

Mr. Joseph Lawrence

Partner Schools - Board Representatives

Mr. Christopher Protz

Mr. Bruce Taylor

Mr. Mathis Sneed

Mr. Pedro Ramirez

Alumni

Ms. Dana Dumbacher

Mr. Joseph Liberatore



Thank you!

Thank you to everyone who contributed to the development of this Strategic Plan. We are dedicated to utilizing these goals and action steps to continue growing St. John Paul II Catholic High School as a premier school with the highest quality education, opportunities, and character development.