

GMCS Strategic Plan

April, 2007

Catholic Identity

Vision

- An obviously Catholic environment in which the administrative team leads the way, supported by all staff
- A highly rigorous yet caring Christian environment in which all members of the school preach and model the Gospel values
- Students who live a Christian lifestyle with high moral and ethical standards
- Catholic virtues, both theological (faith, hope, and charity) and moral (prudence, justice, fortitude, and temperance) embedded in school culture
- A full-time school chaplain
- A large chapel on main campus with ability to seat entire school population
- A community center for entire Catholic community

Progress

- Increased opportunity for weekly Masses and reception of the sacraments
- Hired K-12 campus minister for 2007-2008
- Provided opportunity for eleven students to go on a mission trip to Mississippi

Immediate Needs

- Guest speaker funding
- Opportunities for staff enrichment and retreats

Academic Excellence

Vision

- A K-12 curriculum that ensures that there are no gaps in learning
- A personalized data profile for each student to track progress
- Improved standardized test scores
- Teacher accountability for the measurable growth of their students
- An incentive-based teacher pay scale
- Partnerships with Catholic colleges and universities such as Aquinas College and University of Notre Dame

Progress

- Implemented “PLC’s” (Professional Learning Communities) to encourage teachers to work together as a collaborative team
- Held first annual “Educational Summit”
- Attended NCEA National Conference to gain ideas from other Catholic schools in the country

Immediate Needs

- NWEA MAP testing, technical support, and teacher training (\$10,000)
- Curriculum workspace with appropriate teacher materials (\$2,500)
- Professional development funding for in-services, conferences, and materials (\$10,000)

Buildings and Grounds

Vision

- SMART classrooms and labs to enhance learning and attract new students
- Landscaping which incorporates our Christian spirit and improves appearance
- Renovated main campus entrance with grotto
- Chapel and community center
- New elementary school
- Virtual Hall of Fame

Progress

- Completed Phase I main campus roof replacement
- Developed initial landscaping plan
- Discussed initial architectural study and proposal
- Visited industry experts in ergonomic and SMART classroom data

Immediate Needs

- Renovation of elementary school for Small Blessings Child Care Center
- Renovation of middle school for fifth grade classrooms
- Phase II main campus roof replacement
- Inspection/repair of gym bleachers
- Main campus parking lot repairs
- New boiler for elementary school

Technology

Vision

- Improved communication between GMCS and parents through web-based grade book and parent grade viewer
- Maintenance and expansion of the GMCS computer network
- Updated computer equipment with regular replacement plan
- Expanded technology curriculum
- SMART classrooms and labs

Progress

- Installed new phone system with voice mail
- Completed fiber optic project at main campus

Immediate needs

- Grade book parent viewer (\$8,000)
- Replacement server (\$10,000)

Marketing

Vision

- A school excellent in all areas with a reputation as Michigan's best Catholic school
- Improved parish relationships
- Updated and expanded GMCS web site
- Financial viability with affordable tuition for all

Progress

- Developed Small Blessings Child Care program
- Implemented Angel program to enhance retention of current students
- Created new school video
- Completed on-line survey of Catholic community
- Filled four-year-old morning pre-school program

Immediate needs

- Web site improvements (\$20,000)
- Direct mail, newsletter, advertisement funding (\$10,000)

Finance

Vision

- Ability to pay teachers a "just wage" of at least an 80% equity in salaries with public school teachers
- Continued partnerships with Muskegon County Catholic Education Foundation and the parishes to ensure financial viability
- A self-funded school with a healthy endowment
- Affordable tuition for all students

Progress

- Developed a centralized control system for all GMCS checking accounts
- Implemented new finance policies and procedures such as dual signature checks, internal mail processes, yearly audits, purchase orders, monthly review of all accounts, etc.
- Distributed monthly budget reports to each school department.
- Achieved a 20% cost savings in general liability and other insurance expenses

Immediate needs

- Reception of promised funding from MCCEF, parishes, and tuition payments

Extra-curricular Activities

Vision

- A self-sufficient athletic department that provides a variety of programs for students
- Improved accountability in budgeting and coaches' evaluations
- Coordination and consolidation of fund raising activities for all groups

Progress

- Centralized control of all checking accounts
- Implemented the Green and Gold Club

Immediate needs

- An athletic director
- A discussion of improved extra-curricular offerings for students