

St. Dominic Savio Catholic High School

Build the Future (BTF) Strategic Plan

Here is a summary of the *Build the Future (BTF) Strategic Plan* for **St. Dominic Savio Catholic High School**, organized by the **eight strategic categories**, including a "Next Steps" section under each to guide forward progress. This summary will be reviewed and updated over the summer break and shared with the school community in August 2025.

1. Governance Structure and Leadership

Objective: Strengthen leadership, governance, and collaboration.

Key Success Indicators:

- Clarify leadership roles and responsibilities. **Ongoing internal review. Includes Administration, Department Chairs, Directors of Programs.**
- Ensure Board compliance and full participation. **Open positions reviewed in June. Positions to be filled by September 2025. List of Board members to be posted on website each year. Committees may include non-board advisors.**
- Activate Board advisory committees. **Board committees in place – need updates in August 2025.**
- Explore collaboration with Holy Family Catholic School. **Expansion of drama and choral music departments from Grade 5 – 12 in 2025. Band instruction for HFCS from Savio continued in 2025. HFCS students have access to high school Algebra and Spanish classes for credit. Director of Athletics position will ensure communication and collaboration between both school Athletic Directors serving students in Grade 5-12. Exploring additional collaborative teams in Facilities and Grounds and Communication and Marketing.**

Next Steps:

- Update and share leadership structure documentation for 2025-2026 school year. 8/2025
 - Establish and publish Board advisory meeting approved minutes on website. 9/2025
 - Update and publish Board of Advisor members. 8/2025
 - Evaluate outcomes of collaboration options with Holy Family. Quarterly
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2. Financial Management & Sustainability

Objective: Ensure long-term financial health and transparency.

Key Success Indicators:

- Develop a five-year budget forecast. **Started in the areas of facilities and grounds, staffing, and enrollment areas. Forecast goals reviewed quarterly and annually.**
- Maintain monthly Finance and Advancement collaboration. **Started and ongoing to communicate and verify financials. Reports provided to the Board monthly.**
- Implement endowment options for long term support and sustainability. **Long term endowment is in place. This endowment only allows for interest withdrawals for tuition assistance support. Marketing plan and donor “options to give” documents being finalized. Short term investments placed in the Diocesan “DIAL” fund. These funds earn interest.**

Next Steps:

- Establish metrics for tracking finance goals using forecasts and monthly reports. 8/2025
 - Re-launch and promote the permanent endowment fund with clear usage policies. 8/2025
 - Prepare for the potential impact of the Texas Savings Accounts program for 2026-2027
 - Collaborate with new Bishop on parish subsidy expectations for 2026 –2027
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3. Advancement and Fund Development

Objective: Strengthen advancement strategy and donor engagement.

Key Success Indicators:

- Form an active Advancement Committee. **Committee established. Need to add to the group, define quarterly meeting dates, and identify ambassadors for major events.**
- Annual Fund **“Week of Giving”** was successful in funds raised by mid-year. Still on track to reach goal by June 2025.
- Soiree final reports are not complete as of this date. **“Fund a Need”** set new record amount. Funds will be used to purchase a new van.
- Update and approve Advancement Plan annually. **Ongoing with 8/2025 update goal.**
- Develop long-term giving and legacy gift strategies. **Started with final drafts expected by 6/2025. Implementation with donor meetings starting 8/2025.**

Next Steps:

- Finalize Advancement Committee structure and meeting dates. 8/2025
- Complete Advancement Plan and receive Board approval. 8/2025
- Define and promote “Legacy Giving” process and integrate into donor outreach. 8/2025

- Collaborate with School Administration to define strategies for capital improvement projects, starting with athletic fields. 8/2025
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4. Catholic Mission, Identity, and Culture

Objective: Deepen Catholic identity and community connection.

Key Success Indicators:

- Engage Mission and Identity Committee. **Quarterly meetings held.**
- Create a written mission and culture plan. **Started.**
- Increase student engagement. **Metrics for monitoring to be defined 8/2025.**
- Strengthen partnerships with Diocese and Dominican Sisters. **Started new partnership with St. Vincent DePaul Parish to support additional priest for School Chaplaincy services. Requested and received confirmation of an additional Dominican Sister to teach at Savio for 2025-2026.**
- Developed **Student Participation and Interest Survey.** May 2025

Next Steps:

- Finalize the written mission and identity plan. 8/2025
 - Calendar quarterly meeting dates for Mission and Identity Committee. 8/2025
 - Establish tools and baseline for measuring student engagement. 9/2025
 - Expand faith-based programming and evaluate quarterly. 8/2025
 - Increase and improve communication strategies with parents, volunteers, parishes, and Diocese. Ongoing.
 - Review and share summary from Student Participation and Interest Survey. 8/2025
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5. Academic Excellence

Objective: Improve instructional quality and student outcomes.

Key Success Indicators:

- Form an Academic Excellence Committee. **Started 2024-2025. One more meeting to be scheduled before summer break.**
- Implement curriculum and pacing guide reviews. **Started within Department meetings.**
- Track student success metrics. **Started, need to expand beyond test scores, AP Class participation, and College Acceptances.**
- Initiate Student Tutoring and Support Program. **Added intervention support staff member this year. Need to increase collaboration and monitoring of progress with faculty, parents, and students.**

- Started research and collaboration on **AI and “Smart School”** initiatives for 2025-2026.
- Increase faculty engagement in professional development. **Provided monthly and quarterly opportunities with “Inclusion Solutions” partnership, and “Positivity Project” resources.**
- Update instructional technology plan. **Started with review of laptop policies and procedures, budgetary needs, and proposed initiatives for 2025-2026 school year.**
- Developed **Student Participation and Interest Survey**. May 2025

Next Steps:

- The Academic Excellence Committee will establish meeting dates for 2025-2026.
 - Savio Curriculum Committee will establish pacing guide review protocols. 9/2025
 - Launch student growth and success monitoring first quarter 2025-2026 school year.
 - Complete and share student support services flowchart. 9/2025
 - Define professional development plans prior to the start of 2025-2026 school year.
 - Complete and share technology plan prior to start of the 2025-2026 school year.
 - Communicate and implement training options for faculty, staff, parents, and students on AI and screen time issues and opportunities for the 2025-2026 school year. 9/2025
 - Review and share summary from Student Participation and Interest Survey. 8/2025
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6. Student Activities and Programs

Objective: Expand student enrichment through programs and innovation.

Key Success Indicators:

- Monitor athletic participation and success. **Summary of percentage of student participation, individual and team results across sports teams, and changes in Athletic Department started.**
- Review and improve student clubs annually. **Summary and update of student clubs offered for 2025-2026 started.**
- Implement criteria for new, innovative student programs. **Started a DECA club for Savio this year. Had a member qualify for state competition in first year.**
- Developed **Student Participation and Interest Survey**. May 2025

Next Steps:

- Complete review of existing clubs and launch an approval cycle for new ones. 9/2025
- Share report of athletic participation rates, individual, and team success. 8/2025
- Develop evaluation tools for summer camps and innovative initiatives to be done in conjunction with Director of Athletics, AP for Curriculum and Instruction, AP for Student Programs, Principal, and President by 9/2025.
- Review all proposals for new school clubs and student activities on a quarterly basis.
- Review and share summary from Student Participation and Interest Survey. 8/2025

7. Facilities, Grounds & Beautification

Objective: Modernize and expand campus infrastructure.

Key Success Indicators:

- Update Athletic Master Plan with current needs. **Contract activated to establish electricity and lighting for athletic fields.**
- Increase Facilities Committee participation. **The committee chair will be filled by President appointee. Added non-Board Advisor to committee.**
- Begin planning for classroom and athletic space expansions. **Classroom space review and proposed capital projects started.**
- Initiated process to contract for **Facilities Reserve Audit** review and report.

Next Steps:

- Complete electric and lighting project for Savio Athletic fields. 9/2025
 - Complete Facilities Committee membership. 9/2025
 - Schedule regular committee meetings for 2025-2026. 8/2025
 - Complete Facility Reserve Audit for long-term budgetary needs and planning. 8/2025
 - Update Master Plan for Athletics Facilities. Establish Ad Hoc Committee. 9/2025
 - Set capital improvement priorities and timelines. Start 9/2025
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8. Communications and Marketing

Objective: Elevate communications strategy, supports, and school visibility.

Key Success Indicators:

- Optimize staffing for Communications Department. **Part-time position posted 5/2025.**
- Form Communications Committee. **Started in collaboration with Holy Family 10/2024**
- Finalize and implement strategic Communication and Marketing Plan. **9/2024 - Ongoing**
- Published regular school-wide communications. **Ongoing via school magazines, regular social media posts, updated website, and promotional ads.**

Next Steps:

- Complete staffing recommendations for 2025–2026 school year. 8/2025
- Launch Communications Committee with a regular meeting cadence. 9/2025
- Approve updated Communication and Marketing Plan. 8/2025
- Continue and increase community-wide communications and marketing. 9/2025