

STRATEGIC PLAN 2026

ST. PETER CATHOLIC SCHOOL
2606 E 5TH ST.
GREENVILLE, NC 27858
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Introduction: St. Peter Catholic School is an accredited school that serves PK(3) through 8th grade students. St. Peter Catholic School has been educating students for more than 75 years. Formerly known as St. Raphael's, our school opened its doors in 1946 on West 5th St. in Greenville, NC. The goal of the strategic planning process is to drive school improvement. In order to remain truly faithful in our mission, St. Peter Catholic School must adapt to continuous changes and challenges and continue to work toward excellence.

The following stakeholders contributed to the strategic planning process for St. Peter Catholic School.

Catherine Jordan	Angel Genao	Elaina Wingfield	Sarah Palumbo
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The following pages outline the 2026 Strategic Plan. This is a three year plan that should be updated in 2029. In its review of the previous Strategic Plan, the faculty of St. Peter Catholic School identified and updated key focus areas in which the school faces opportunities for growth. We have aligned these focus areas with the National Standards and Benchmarks for Effective Catholic Schools (NSBECS). These are, Mission and Catholic Identity, Governance and Leadership, Academic Excellence, and Operational Vitality.

This plan is not meant to be set in stone, yet it is a living breathing document that will change and grow with our school over the next 3 years. We encourage each of you to read this plan and let us know how you can give of your time, talent, or treasure to support us in these improvements. We all share an obligation to give of ourselves to help achieve the many goals set forth in this plan. May we continue to work together to build the Body of Christ on earth.

Mission of the Diocese of Raleigh Catholic Schools:

The mission of the schools and early childhood centers in the Diocese of Raleigh is to engage our school/center communities in creating quality education within a Catholic environment that fosters the current and future development of the whole child.

Mission of St. Peter Catholic School:

As a center of evangelization, Saint Peter Catholic School builds the leaders of tomorrow upon the foundation of Jesus Christ by preparing students in spirituality, academics, stewardship, and service.

Vision of St. Peter Catholic School

Spirituality

- To foster Gospel values by teaching Catholic doctrine and providing programs with Jesus Christ as our model and inspiration
- To be a welcoming community – for students, families, faculty, and staff of all faith traditions – by teaching love of neighbor, and promoting peace, justice, and concern for those less fortunate
- To enrich and deepen each student's relationship with God through prayer, the Mass, and the sacraments
- To encourage and support vocations to the priesthood and religious life

Academics

- To provide a learning environment conducive to academic excellence where the spiritual, moral, intellectual, emotional, physical, cultural, and social needs of each student can be met
- To ensure that faculty recognize various learning styles/abilities and differentiates teaching methods accordingly to engage each student as an active learner
- To engage in collaborative planning and problem-solving that results in a relevant organizational vision, grounded in faith, that is supported by the Saint Peter Catholic School Advisory Council, principal, faculty, and staff
- To encourage development of the whole person by providing access to a wide range of cultural, academic, and co-curricular activities

Stewardship

- To adopt an ongoing stewardship model for Saint Peter Catholic School that embraces the principles of prayer, service, and sharing
- To encourage the cooperation among church, school, home and the community that is essential to the educational process
- To recognize and address the unique challenges and opportunities of all educational levels available through Saint Peter Catholic School

Service

- To help students acquire a clear set of values that will guide their actions, choices and decisions throughout life
- To provide opportunities for students and staff to participate in serving those in need
- To provide service opportunities focused on global awareness and social justice

In order to accomplish this mission and vision, we provide an academically rigorous, nurturing, and joyful learning environment using traditional and 21st Century best practices. Moreover, we integrate the teachings, traditions, virtues, and values of our Catholic faith into the spiritual,

intellectual, social, and physical development of our students. With this faith foundation and passion for excellence, our students will be able to make a difference in the world around them as witnesses for our Lord Jesus Christ.

Strategic Plan - Goals and Action Steps

Mission and Catholic Identity

***The National Standard:** An excellent Catholic school is driven and guided by a clearly communicated mission that embraces a Catholic identity that includes gospel values, a focus on the Eucharist, and a commitment to communal faith formation, academic excellence, missionary discipleship, and service.*

Goal #1:

To establish a total catholic education program that includes implementation and embeddedness of the “Education in Virtue” program with specific emphasis on discipleship.

Action Steps:

1. Purchase a subscription to Open Light Media and set up professional development for staff.
2. Use the virtues in our daily life specifically when discussing behavior.
3. Religion teachers will use the program within the Religion classroom and will assist classroom teachers on ways to incorporate the virtues into daily classroom life.
4. Continue to grow the school Mission and Culture team to provide support, guidance, and resources in living the mission of the church at the school through events and celebrations.

Goal #2:

Adhering to the mission to build the leaders of tomorrow upon the foundation of Jesus Christ by preparing students in spirituality, academics, stewardship, and service, St. Peter Catholic School will provide ongoing opportunities for child and adult faith formation, service to the school community, and growth in discipleship.

Action Steps:

1. Students in grades 3-8 will participate in First Friday adoration and confession.
2. All students and faculty will be given opportunities to participate in Eucharistic Adoration at least 2x each school year.
3. All students and faculty in grades 3-8 will be given opportunities to participate in Reconciliation at least 2x each school year.
4. The school will look for new and varied opportunities within the local community for the students to participate in service to others.

5. Provide opportunities for non catholic families to receive information about and participate in Catholic traditions, liturgies, and doctrine.

Governance and Leadership

***The National Standard:** An excellent Catholic school has a qualified leader/leadership team empowered by the governing body to recognize, prioritize, and successfully embody the school's mission and vision.*

Goal #1: Establish and support networks of collaboration at all levels within the school community to advance excellence.

Action Steps:

1. Identify gaps where collaboration is weak or nonexistent.
2. Work with the faculty and staff of St. Peter Catholic School to develop a framework for what type of collaboration is needed/wanted.
3. Create cross functional teams (i.e grade level teams, parent groups, administrative teams)
4. Provide professional learning for members of the leadership team on effective collaboration to foster a culture of trust, transparency, and shared responsibility.

Academic Excellence

***The National Standard:** An excellent Catholic school uses school-wide assessment methods and practices to document student learning and program effectiveness, to make student performances transparent, and to inform the continuous review of curriculum and the improvement of instructional practices.*

Goal #1: Create a plan for collaboration across all grade levels (PK-8) to establish common academic practices and procedures and to analyze those practices and procedures to determine student success levels.

Action Steps:

1. Implement grade level PLCs that meet monthly. Once grade level data is gathered we will expand the PLCs to include cross grade level teams. (Year 1)
2. Grade level PLC's will focus on best practices and classroom/curriculum material analysis. (Year 2)
3. Cross grade level PLCs will focus on identifying gaps in the curriculum. (Year 2 and 3)

Goal #2: Using school data points (iReady, district and state assessments, student report card data) we will analyze the continuity and effectiveness of current curriculum and classroom materials/practices to determine what changes need to be made to ensure student success across all core subjects and all grade levels.

Action Steps:

1. During PLC time, teams will identify effective and non effective curriculum material that includes text books, digital text books, and software subscriptions. The team will be looking for vertical alignment of materials across grade levels and DOR standards. (Year 1)
2. Teams will determine which materials will be used for core subjects (ELA, Math, Science SS) based on effectiveness, cost, and ease of use. (Year 2)
3. Administration will create a long term plan for purchasing curriculum materials. (Year 3)

Operational Vitality

***The National Standard:** An excellent Catholic school develops, carries forward, and monitors a feasible three- to five-year plan, including both current and projected budgets that are the result of a collaborative process, emphasizing faithful stewardship and sustainability.*

Goal #1: The Administration, Pastor, Business Manager, and Church and School Councils will work collaboratively to ensure that St. Peter Catholic School has a strong 3-5 year financial plan that includes revenue sources and estimated expenditures including the addition of the loan for the preschool building.

Action Steps:

1. Use the Diocesan planning tools to estimate and plan for the cost of a long term mortgage for the building of the preschool.
2. Adjust budget income and expenses to account for the addition of the new loan payment.
3. Create a long term projection of income and expenses to plan for future school projects and improvements.

Goal #2: The Administration, Business Manager, Pastor, and Church and School Councils will work together to analyze all sources of school revenue, marketing, school expenses, and the projected financial needs of the school to ensure tuition rates are fair, equitable, sustainable, and meet the needs of the school and the school families each year.

Action Steps:

1. Continue to complete a cost per enrollment analysis each year.
2. Utilize supplemental resources such as the NC Opportunity Scholarship to offset tuition costs.
3. Complete a yearly analysis of tuition needs based on the cost per enrollment, the supplemental scholarships, and the tuition cost of our competitors. Take into account yearly increases in staff compensation, insurance, and diocesan fees.
4. Retain at least 93% of our students each year.

5. Continue to create a yearly focused marketing campaign which will include the use of social media and promotional materials.

Finances

Analysis: Our operating position continues to be healthy. We have seen enrollment increases since the 2021-22 school year. Approximately 84% of our revenue comes from tuition alone. Administration is working to allocate financial resources to areas of most need while not overspending or accessing restricted savings. Our cost per student to operate is approximately \$7100. This is based on our current budgeted expenses and our current number of students. Our optimal total enrollment is 501. This is based on physical space and resources needed to provide an optimal learning environment. Our biggest concern for the financial plan is communicating it effectively to faculty, parents, and stakeholders.

Goal #1:

Establish a platform to effectively communicate the financial plan and position with the school community. The finance committee will assist in providing and reviewing the financial details for this report.

Action Steps:

1. Create an abbreviated Annual Report to be distributed to staff, teachers, and parents that shows the school's financial position compared to the budget.

Facilities

Analysis: After a detailed self study, Facilities audit, and work with the Engineer of the Diocese of Raleigh St. Peter Catholic School initiated a Capital Campaign to raise funds for the addition of a permanent preschool.

Goal #1:

Complete construction of the new preschool building as well as the renovation of the front of the school.

Action Steps:

1. Continue to work with Hudson Brothers Construction and Hite Agency to refine and complete the construction project.
2. Continue to work on the collection of Capital Campaign pledges to support the cost of the construction project.

3. Continue to emphasize the school endowment and annual fund for long term growth and savings.
4. Dedicate a percentage of fundraising dollars each year to be deposited into the endowment fund

Goal #2:

Continue to work on a long term facilities maintenance plan that includes budgeted amounts for routine maintenance.

Action Steps:

1. Determine the rotation schedule for basic maintenance and upkeep of the facilities
2. Adjust yearly budget to ensure that there are funds available to maintain and upkeep the facilities.