



ST. ANN'S ACADEMY
ESTABLISHED 1880

Strategic Plan Summary

2019-2020 School Calendar Year

Introduction

St. Ann's Academy ("SAA"), B.C.'s oldest operating school, founded in 1880, has touched the lives of many students. SAA seeks to prayerfully build on this historical foundation through a comprehensive plan that will enable students and staff to positively impact the world. This strategic plan is a high-level enabling document intended to inform the leadership, prioritization and decision-making of the school. As a living document, it will be revisited every five years to evaluate the school's progress toward our stated mission and vision, and to consider areas for renewal within the school.

Background

Growing Community and Trust with New Leadership

The years prior to 2019 have ushered significant changes in school leadership. We have a new principal, a new vice principal, a new superintendent and even recently a new bishop! Our new leadership has developed well within our strong community of support. SAA recognizes that trust has to continue to be built, and this can best happen through engagement, listening, prayer and discernment.

Enrollment

SAA currently enrolls just over 400 students. Though St. Ann's enrollment has followed local demographic trends, the school's enrollment could be higher given the quality of education offered and that the population of the City of Kamloops is now over 100,000. Enhanced enrollment is important for two reasons. SAA, like the Church, seeks to bring Christ's salvific message to the world. The greater the enrollment, the more students (and parents) who receive this message. Second, much of the school's operating budget is fixed regardless of enrollment. More students, thus, permit greater class offerings, quality of education and modern infrastructure.

Un(der)recognized Academic Excellence

SAA's ranking is the highest in the city and one of the best academic schools in the province, often in the top 10. This is a credit to our great teachers and staff. Given relatively low enrollment, and a perceived lack of recognition for school rankings, it is questionable whether the community as a whole recognizes the quality of SAA.

Faculty and Staff

All of SAA's staff are incredibly dedicated. This dedication shines through in the community that makes up SAA. At the same time, the current faculty and staff seeks to be more engaged and have greater opportunities to participate while maintaining healthy lives. Our staff often seek out SAA as an employer of choice for reasons of faith and quality of environment. SAA is appreciative of the dedication and sacrifices our teachers make and we want to support our staff and show our appreciation and gratitude in tangible ways.

Faith Life

The spiritual attitude among students, their families and the entire faculty has been characterized as lukewarm. Our children have a great spiritual capacity and desire to support one another and contribute to a better world. At the same time, there is lack of participation in the sacramental life, a historic lack of religious vocations from St. Ann's and, at times, an observable indifference to matters of faith. We hope to build on the hopeful signs of new people receiving the sacraments and testimonies from students that the experienced encountered at SAA have touched them deeply and have reinforced their faith or kindled it anew.

Financial Vitality

SAA remains in a stable financial position. Our finances have been well-managed and we are grateful for this management despite prior declining enrollment which has since been stabilized. Expenditures have been prudent with no unnecessary risks taken. There is concern about capacity of parents to afford tuition increases. Salary levels have not kept pace with the public schools and additional expenditures are coming. For the long term, the school needs to both increase its revenue, and diversify its revenue streams.

Mission

The mission statement is a description of our 'why'- the school's essential purpose, and what we are called to be.

Our mission is:

***A Catholic School Community, nurturing mind, body and soul,
through Jesus Christ, for loving service of God and neighbour.***

Vision

Flowing from our mission statement, our vision sets out where we wish to be and what we hope to achieve in the future. By beginning with the end in mind- where we would like to be and what we would like to achieve- we are better able to plan our activities and consider how they will best help us arrive at our desired destination.

There are six main parts to our vision:

1. *St. Ann's Students Are True Ambassadors of Christ*

We hope to cultivate a genuine relationship with our Blessed Lord so that our students, staff and parents can be 'light for the world and salt of the earth,' to love God and neighbour, and develop their innate potential.

2. *St. Ann's Academy Is a School of Choice*

We envision St. Ann's Academy to be the school of choice for families who value Christian discipleship, high academic expectations, and a community of care.

3. *St. Ann's Academy Has a Reputation as an Outstanding Academic Preparatory School*

We will build on our school's academic reputation and emphasize excellence in education toward placing students in post-secondary education.

4. *St. Ann's Academy Provides Excellent Value*

We will manage St. Ann's finances prudently and provide high quality education at an affordable cost to families.

5. *St. Ann's Academy Will Care for Our Staff with Appreciation and Generosity*

We will support all of our staff with the same great care and attention they show to our students.

6. *St. Ann's Academy has Great Facilities, Programs and Experiences*

We will seek to improve our facilities and programs to create experiential opportunities for students to discover who they are and who God is calling them to be.

Goals

Goals provide more specificity as to how the mission and vision of the school will be advanced.

An outline of our goals include:

- Spiritual Growth- helping our students, and, indeed, the greater St. Ann's community discover God and how much He loves us
- Financial Stewardship- ensuring the school has appropriate revenue and expenditures to fund its operations
- Advancement- promoting increased enrollment, alumni participation, fundraising and community relations
- Systems- supporting processes and procedures to ensure the efficient and effective administration of the school
- Dialogue and Understanding- promoting good communications and mutual understanding through engagement and active listening
- Staff Development- supporting our staff to contribute the best that they can be
- Program Development- developing programs and supporting initiatives to provide an excellent and comprehensive education for our students
- Organizational Development- building the culture, governance and policy to support the aims of our school

Closing

The strategic plan is not intended to be a static document that sits on the shelf but rather a living document that can be revisited and changed, depending on circumstances and the future opportunities and challenges that arise. It is hoped that this plan will give shape to the school's leadership, organization and effort. We ask for your prayers and God's grace because we know, in accordance of the school's theme for the year this plan was prepared, "We can do all things in Christ!"