



**ST. THOMAS AQUINAS**  
CATHOLIC SCHOOL

# **Strategic Framework**

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## Mission

To lead each student in the formation of a strong Catholic faith through the balanced pursuit of knowledge, prayer, responsibility, and service.

## Vision

We influence positive behavior in the world by living the principles of St. Thomas Aquinas; Seek the light and hope of Christ in everything we think, say, and do.

## Values

**In our interactions with students, families, community stakeholders, and each other we commit to:**

- Caring for every child to be healthy, safe, engaged, supported, and challenged.
- Ensuring every child receives what is needed to develop to their full potential.
- Innovating to inspire academic excellence, creative and critical thinkers, and lifelong learners.
- Valuing diversity, inclusion, and meaningful engagement of all voices as we collaborate to improve the common good and educating for lives of faith, love, service, and leadership.
- Cultivating respect, transparency, and data-informed decision making to build trusting relationships with each other and those we serve.
- Engaging our employees and inviting their collaboration to make St. Thomas Aquinas a great place to work and thrive.
- Aligning resources to student needs, to be strategic stewards of financial and human capacities to achieve our vision and mission, and to use God's gifts to promote social justice for the greater glory of God.



Largest Catholic  
PK-8th School  
in Texas

 **866**  
Students

**2**  
campuses

**1947**  
Year Founded

  
**98%**  
of students are  
from our parish



**Wildcat**  
School Mascot

**WHITE BLUE**  
School Colors

**5** **Strategic Priorities**  
Catholic Identity  
Educational Excellence  
Technology Advancement  
Finance & Facility Improvement



**2 x**  
National Blue  
Ribbon School

**97%**   
of 5th-8th  
graders  
participate  
in **11** different sports



**86%**  
8th grade graduates  
chose to continue to  
Catholic High School



**105**  
Academic  
Awards given in  
2020-2021

**KNOW IT. SHOW IT. LIVE IT.**

**LEARN.  
SERVE.  
LEAD.  
SUCCEED.**



**16,516**  
hours parents  
volunteer at school



**1:1**  
Technology Program  
for Middle School



**S.T.E.M.**  
PSIA, Maker Space,  
Robotics, STEM Fair,

**#STAcared**  
students volunteer over  
**4,000+** community service  
hours & donate **over \$20k**  
to local charities.

# Academics

## Guiding Statement

St. Thomas Aquinas Catholic School will take concrete steps to maximize alignment between academics and our vision and mission statements by:

- Ensuring that development of the school calendar places an emphasis on ongoing and systemic professional learning opportunities to help teachers improve their practice and have positive, nurturing relationships with students, parents, and community stakeholders
  - Evaluating the quality and quantity of homework assigned to our students and adjusting approach as necessary to ensure homework is purposeful
  - Evaluating the grading policies and practices to ensure they are fair, consistent within grade levels, and promote student responsibility and independence
  - Facilitating horizontal and vertical alignment of content and skills to ensure that all students within each grade level are successful, gaps in learning are closed, and knowledge is more meaningful and can be applied from different perspectives
  - Evaluating math and foreign language programs to improve achievement and facilitate differentiation amongst students
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# Catholic Identity and Mission

## Guiding Statement

St. Thomas Aquinas Catholic School will continue to live our mission statement regarding the formation of a strong Catholic faith driven by knowledge, prayer, service, and responsibility by:

- Implementing a social-emotional learning curriculum at the Lower School that mirrors development of Catholic virtues
  - Directly connecting school service efforts to Catholic values of service
  - Keeping the expectation of Christ-like conduct to others at the forefront by continuous efforts to prevent bullying and effectively address it if it occurs
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# Finance

## Guiding Statement

St. Thomas Aquinas Catholic School will be fiscally responsible, good stewards of constituents' tuition money, maintain transparency, collaborate with the School Advisory Council, and support the development of the most qualified faculty and staff by offering fair and competitive compensation. The school will:

- Review annual reports, school budgets, employee salaries, financial aid needs, and growth of endowment funds with the School Advisory Council
  - Explore the feasibility of a capital campaign to raise funds for school and parish improvements such as construction of a Parish Hall and additional offices, additional classrooms, meeting spaces, and accessibility to all school facilities
  - Maintain a reserve allowing for long-term capital improvements and access to necessary operating funds to support school improvement as needed
  - Ensure all forms of communication regarding use of funds for major improvements for the school are marketed to the school community
  - Maintain a budget derived from accurate records and estimated to assure accountability, to plan for increases in expenses, and avoid budgeting problems in planning future projects
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# Facilities

## Guiding Statement

St. Thomas Aquinas Catholic School will maintain all facilities in a manner conducive to the standard of excellence in education, community needs, and student needs for safety, health, and engagement by:

- Ensuring the long-term plan provides for the maintenance and improvements needed by aging facilities
  - Separating the facility needs analysis into a prioritized schedule identifying the high need projects, required ongoing facility repairs, and long-term upgrades and infrastructure advancements
  - Monitor the long-term plan for fidelity
  - Guarantee the process for ensuring financial and logistical accountability is being followed for all facilities related expenditures
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# Strategic Plan

The goal of strategic planning is to ensure the school remains a vibrant educational institution and a healthy place for children.

The process assists school leadership and their advisors to identify present and future needs, make current decisions with the future goal in mind, and develop strategies to navigate changing conditions more effectively. This comprehensive strategic plan is a framework in support of the school's fulfillment of its mission and vision.

Developing meaningful goals and objectives starts with an honest assessment of the school, management structure, academics and curriculum, and a current state of the facilities. With five key areas, the plan focuses on prioritization (need and timing) as well as tangible, measurable results.

## The key strategic areas addressed within the plan:

- Catholic Identity
- Academics
- Finance
- Facilities
- Technology

### PRAYER OF ST. THOMAS AQUINAS

HEAVENLY FATHER,  
WE PRAISE YOU AND THANK YOU  
FOR YOUR GREAT LOVE.  
WE LIFT UP THIS DAY FOR YOUR BLESSING.  
WITH YOUR HELP, WE WILL LIVE  
AS RESPONSIBLE, GENEROUS, AND HONEST  
STUDENTS.  
LIKE JESUS, WE WILL TRY  
TO TREAT EVERYONE WE MEET  
WITH DIGNITY AND RESPECT.  
WITH JESUS' SPIRIT ALIVE IN US,  
WE WILL WITNESS HIS LOVE  
BY THINKING OF OTHERS FIRST  
AND OURSELVES LAST.  
HELP US TODAY, FATHER, TO PUT INTO ACTION  
WHAT WE HAVE SAID IN WORDS.  
WE ASK THIS IN JESUS' NAME.

AMEN



# Biography of St. Thomas Aquinas

St. Thomas Aquinas, Priest, Angelic Doctor of the Church, Patron Saint of all universities and of students.

From age five and in the care of the Benedictines of Monte Casino, St. Thomas showed a unique capacity for knowledge and insight, surpassing his fellow pupils in learning as well as in the practice of virtue. In 1239, at age 13, he was sent to Naples to continue his studies and it was here he was first attracted to Aristotle's philosophy.

When the time came for him to choose his state of life, St. Thomas renounced the things of this world and resolved to enter the Order of St. Dominic joining the Dominicans of Naples. The Dominican Order is famed for its intellectual tradition, both active in preaching and reflective in study, prayer, and meditation.

St. Thomas studied at Cologne under Albert the Great where he earned the nickname "dumb ox" because of his huge and silent ways- but he was truly a brilliant student.

At age twenty-two, he was asked to teach in Cologne and began publishing his first works. Four years later, he was sent to Paris, where, as a priest, he received his doctorate. He held two professorships in Paris, lived at the court of Pope Urban IV, and directed the Dominican schools at Rome and Viterbo.

His greatest contribution to the Catholic Church is his writings. The unity, harmony, and continuity of faith and reason, of revealed and natural human knowledge, pervades his writings. One might expect Thomas, as a man of the gospel, to be an ardent defender of revealed truth; but he was broad enough, deep enough, to see the whole natural order as coming from God the Creator, and to see reason as a divine gift to be highly cherished.

The Summa Theologiae, his last and unfortunately, uncompleted work, deals with the whole of Catholic theology. He stopped work on it after celebrating Mass of December 6, 1273, and died March 7, 1274. St. Thomas was canonized in 1323 and declared Doctor of the Church by Pope Pius V.

We look to Thomas Aquinas as our shining example of Catholicism in the sense of the broadness, universality, and inclusiveness he exemplified. We seek to exercise the divine gift of reason within us, our power to know, learn, and understand all while giving thanks to God for the gift of His revelation, especially in Jesus Christ.



## Catholic Identity

Putting our Catholic faith at the center of all teachings not only fosters a closer relationship with God for our children but helps them develop an appreciation of Catholic values and traditions, an understanding of our history, and respect and compassion for all life.

St. Thomas Aquinas balances academic reasoning with a deep understanding of the life, death, and resurrection of Jesus Christ and the formation of His Church. The St. Thomas Aquinas student at graduation has embodied the ideals of service and achieved knowledge of the needs of local and wider communities and is preparing for the day when he or she will take a place in these communities as a competent, concerned, and responsible member.

**St. Thomas Aquinas Catholic School will continue to live our mission statement regarding the formation of a strong Catholic faith driven by knowledge, prayer, service, and responsibility by:**

- Implementing social-emotional learning curriculum at the Lower School that mirrors development of Catholic virtues
- Directly connecting school service efforts to Catholic values and community needs
- Keeping the expectation of Christ-like conduct to others at the forefront by continuous efforts to prevent bullying and effectively address it if it occurs
- Supporting students in establishing a relationship with religious tradition and community and exploring, confirming, and living out his or her own faith

## Academics

St. Thomas Aquinas strives to build a strong foundation of academic excellence and lifelong learning, critical thinking skills, application of material across disciplines, technological competence, responsibility and independence of each student, and an understanding and integration of the Catholic values of social justice and respect for cultural differences.

**St. Thomas Aquinas Catholic School will take concrete steps to maximize alignment between academics and our vision and mission statements by:**

- Ensuring that development of the school calendar places an emphasis on ongoing and systemic professional learning opportunities to help teachers improve their practice and have positive, nurturing relationships with students, parents, and community stakeholders
- Evaluating the quality and quantity of homework assigned to our students and adjusting approach as necessary to ensure homework is purposeful
- Evaluating the grading policies and practices to ensure they are fair, consistent within grade levels, and promote student responsibility and independence
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- Evaluating math and foreign language programs to improve achievement and facilitate differentiation amongst students



## Finance

St. Thomas Aquinas Catholic School strives to provide a top quality, faith-based education that is financially accessible and produces well-rounded, service-oriented leaders of tomorrow.

Our school leadership developed a long-term strategic plan to advance our mission into the future. To continue our tradition of excellence, we must remain diligent in pursuing investments for financial aid and infrastructural improvements. Our financial standing is sound, but there is a tremendous opportunity to elevate our mission for generations of families to come.

### **The school will:**

- Review annual reports, school budgets, employee salaries, financial aid needs, and growth of endowment funds with the School Advisory Council
- Explore the feasibility of a capital campaign to raise funds for school and parish improvements such as construction of a Parish Hall and additional offices, additional classrooms, meeting spaces, and accessibility to all school facilities
- Maintain a reserve allowing for long-term capital improvements and access to necessary operating funds to support school improvement as needed
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## Facilities

Facilities must be maintained and improved to support and enhance the learning environment. A “best use” strategy should consider safety, functionality, anticipated growth, and all associated costs. Although we have older facilities that were constructed in different phases, we have updated and upgraded over the last few years to take advantage of more current technologies in HVAC, lighting, control systems, and communication infrastructure in phased implementation as funding allowed. Current ongoing upgrades include lighting, HVAC controls, carpet tile systems in classrooms and ceiling return air systems.

**St. Thomas Aquinas Catholic School will maintain all facilities in a manner conducive to the standard of excellence in education, community needs, and student needs for safety, health, and engagement by:**

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# Technology

St. Thomas Aquinas strives to implement the transformative use of technology as a tool to enhance teaching, learning, and student achievement as we prepare students for a diverse, digitally robust world. Students will be required to use technology to access, explore, investigate, analyze, evaluate, and synthesize ideas in and out of the classroom. To be competitive in the global marketplace, students must learn to arrange information into meaningful forms for decision-making and successful communication. St. Thomas Aquinas Catholic School must continue to embrace innovation and facilitate life-long learning by providing students, staff, and families access to technological resources that enable them to effectively participate in the rapidly changing world around them.

## **St. Thomas Aquinas believes that technology:**

- Promotes change and student advancement
  - Is accessible to staff, students, and families
  - Integrates curricula and enhances instruction
  - Acts as a management tool to support data-driven decisions
  - Serves as a bridge between faculty and families to enhance communication and engagement
  - Promotes digital safety and proficiency
  - Supports the core mission of the school and provides value to student outcomes
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# Leadership

## **St. Thomas Aquinas School Leadership:**

- Pastor: Father John Libone
- President: Dr. Patrick Magee
- Principal Upper School: Jen Watts
- Principal Lower School: Dr. Lauren Roberts
- School Advisory Council Chair: Trey Schroeder

