

IGNITE CHANGE EMPOWER GROWTH

Strategic Plan 2025





Mission Statement

Rochester Catholic Schools (RCS) develops the spiritual, social, emotional, and academic growth of young people. RCS partners with parents and the Catholic faith community to nurture the development of a Christ-centered learning environment that fosters a culture of excellence where students grow in wisdom, courage and character.

Vision Statement

We will be a premier Catholic education system supported by mission sustaining financial performance and active stakeholder engagement.

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CATHOLIC IDENTITY

Christ-centered
learning environment

**RCS will ensure our
Catholic identity is
prioritized.**

ACADEMIC EXCELLENCE

Premier academic school
system

**RCS will pursue excellence for
students of all academic
abilities.**

OPERATIONAL VITALITY

Mission achieving
financial performance

**RCS will increase the
participation, engagement,
and contributions of
benefactors.**

OPERATIONAL VITALITY

Active stakeholder
engagement

**RCS will foster a true
sense of community with
all partners in our
mission.**



1. CATHOLIC IDENTITY

CHRIST-CENTERED LEARNING ENVIRONMENT



RCS will continue to foster a Christ-centered community in which all members are known, loved, and served.

WHAT

We will build a community where our students, staff, and families see reflections of themselves; where they feel safe to express differences of opinions and where we focus on the Gospel values to enhance our community and world.

WHY

It is important to recognize the likeness of God in everyone. Each unique person should be treated with the utmost sacred respect.

HOW

RCS will retain and build a staff that understands and embraces the unique needs of each student. We will grow a student body and develop a staff that reflects our diverse culture and support the mission of Catholic education. RCS will periodically reach out to our families to make certain all feel safe and included.



1. CATHOLIC IDENTITY

CHRIST-CENTERED LEARNING ENVIRONMENT



RCS will ensure our Catholic identity is prioritized.

WHAT

RCS will educate students in an environment that reflects the Gospel values and the teachings of Jesus Christ.

WHY

“Catholic” is who we are and the foundation on which we are built.

HOW

RCS will model Christ in our words, actions, and behavior. In doing so we will develop strong alliances with our parishes; our physical spaces will reflect our Catholic identity; and our schools will serve God by placing our personal needs second to the service of others.

2. ACADEMIC EXCELLENCE

PREMIER ACADEMIC SCHOOL SYSTEM



RCS will pursue excellence for students of all academic abilities.

WHAT

RCS will build a rigorous curriculum aligned with relevant standards, and Gospel values and teachings, implemented through effective instruction, intended to provide our students with a 21st century skillset.

WHY

Premier Catholic schools have a rigorous curriculum aligned with relevant standards and skills which serve students of all academic abilities.

HOW

We will use recognized assessment methods to document student achievement and review curriculum and instructional practices to pursue continuous improvement.

2. ACADEMIC EXCELLENCE

PREMIER ACADEMIC SCHOOL SYSTEM



RCS will retain and attract the highest quality faculty and staff committed to the mission of Catholic education.

WHAT

We will recruit, train, nurture, and retain faculty and staff who meet and exceed diocesan requirements for academic and religious formation and demonstrate continuous and improved knowledge and skills necessary for effective instruction and modeling of Gospel values.

WHY

RCS will retain and attract high quality faculty and staff critical to creating an environment of academic excellence.

HOW

RCS will develop highly competitive and market setting compensation packages; develop partnerships with Catholic higher education and teacher leadership preparation programs to create a pipeline for future employment; and promote a culture that supports the professional, spiritual and personal growth of its employees.



3. OPERATIONAL VITALITY

MISSION ACHIEVING FINANCIAL PERFORMANCE



RCS will build a balanced budget and grow diversified revenue.

WHAT

RCS will offer a Catholic education to all who seek it. We will balance our budget and build appropriate reserves to support a financially sustainable model.

WHY

A sustainable financial model ensures that Rochester Catholic Schools can fulfill its mission.

HOW

RCS will accomplish this by maintaining and growing enrollment across the system and seeking out alternative revenue streams including grants. Managing expenses at a system level will promote efficiency and help support a financially sustainable model. We will develop a financial team to support and advise Rochester Catholic Schools.

3. OPERATIONAL VITALITY

MISSION ACHIEVING FINANCIAL PERFORMANCE



RCS will increase the participation, engagement and contributions of benefactors.

WHAT

RCS will grow and develop a sustainable pipeline of support consisting of alumni, parents, community, and business partners that understand the mission of the system and is inspired to actively participate.

WHY

A connected and active benefactor population provides resources that enable the system to maintain financial stability and the opportunity to invest in areas of growth. Financial stability allows the direction of the system to be based solely on the best interest of the student and not be limited by financial constraints.

HOW

RCS must develop the channels to reach targeted audiences, effectively communicate our case for support, and provide the opportunities to align benefactor passion/resources with system needs. This will be accomplished with a diversified approach built through the creation of a thorough fundraising plan centered around a consistent, sustainable annual giving program and a comprehensive campaign centered around major gifts.



4. OPERATIONAL VITALITY

ACTIVE STAKEHOLDER ENGAGEMENT



RCS will foster a true sense of community with all partners in our mission.

WHAT

We will build a community that feels an emotional connection to RCS, thereby creating an active body of stakeholders who are inspired to participate in, and advance, the mission of RCS.

WHY

A vibrant community of engaged stakeholders is critical for the success of RCS.

HOW

RCS will accomplish this by developing relationships of trust and respect between students, parents, teachers, staff, alumni, and benefactors through a broad spectrum of ongoing activities and communication channels.

4. OPERATIONAL VITALITY

ACTIVE STAKEHOLDER ENGAGEMENT



RCS will build brand awareness and grow enrollment through multiple channels and forums.

WHAT

We will share the unique, positive stories and assets of RCS in the marketplace which will position RCS as the preferred educational system in southeast MN.

WHY

A differentiated brand is critical to the long-term sustainability and relevance of RCS.

HOW

We will build awareness of the RCS brand and grow enrollment through a variety of marketing and communication strategies. We will set enrollment targets for our schools which will include targets to foster a diverse student body.

STRATEGIC PLANNING COMMITTEE

John T. Wald MD, Chair, RCS Trustee

Mrs. Haidee Todora, Director of Schools

Father Russ Scepaniak, Parish Leadership

Mrs. Sarah Groven, Lourdes High School leadership team member

Audrey Wenner, K-8 RCS school representative

Mr. Tom Canan, RCS trustee

Mr. Andrew Davick, LFI representative, RCS Finance Committee

Mr. Scott Nielsen, Director of Advancement

John Archbold, RCS stakeholder, Planning Services

Trina Morris, RCS community stakeholder, LFI



THANK YOU