

IMPELLED to ACTION

Strategic Plan 2025-2030



Dear Regis Community,

One of the Society of the Sacred Heart's founding Mothers, Janet Erskine Stuart, RSCJ, once said that "it is better to begin a great work than to finish a small one." Regis' new Strategic Plan – **Impelled to Action** – is an ambitious roadmap for the future of our School over the next five years, and importantly, it is rooted in the *Goals & Criteria*. Spanning from 2025 to 2030, the Regis community will build upon its 30-year-plus history and live boldly into the future.

Impelled to Action is the final product of a year-long process that began in the summer of 2024. Regis enlisted the support of Dr. Joseph J. Ciancaglini, a principal consultant with Arete Educational Consulting and long-time Sacred Heart Head of School, to help us design and administer a robust process of gathering community input. **Impelled to Action** reflects the voices of more than 200 faculty and staff, parents, alumni, and Board of Trustees gathered in a series of larger format meetings, small focus groups, and one-on-one conversations. Additionally, the voices of many more were heard in community surveys and via our self-study process for the Sacred Heart Commission on Goals (SHCOG). Simply put, **Impelled to Action** and the bold vision it represents are the ideations of those passionate about a Sacred Heart, Catholic education for scholars and gentlemen, and it was formally adopted by the Board of Trustees by an unanimous vote in May 2025.

Below are executive summaries of each of the Plan's five Pillars. Each of the Pillars involves a number of [concrete objectives and related action steps](#) to achieve Regis' strategic vision over the next five years.

Pillar I: Living Our Sacred Heart, Catholic, Independent, and All-Boys' Identities

Regis is a school with four important identifiers; we are a Catholic school, more specifically, a Sacred Heart school, an independent school, and a school that exclusively serves boys. With such a complex identity, it can become easy to focus our efforts on one particular facet, inadvertently neglecting the other three. For us to be our very best as a school, we must be intentional about maintaining a careful focus on all four elements. Within Pillar I, we include a series of specific and actionable initiatives that we will strive towards over the next five years in each of these critical areas, which are essential to our unique identity and mission.

Pillar II: Expanding our Academic, Experiential, and Social Awareness Programming

At our core, we are a school, which means the most fundamental element of *The Regis Experience* will always be the programming we offer our boys. How will Regis remain a top-tier academic institution, and how will it grow to deliver a learning experience that challenges boys even more deeply while still meeting each student where he is on his own

educational journey? Brain science suggests that boys learn best through experiences and hands-on activity. How will we expand our array of experiential offerings to deepen learning? How might we balance such opportunities with respect to the arts, outdoor learning, and technology? How might Regis better develop the heads, hearts, and hands of young men to serve those in need? Pillar II will lead us to explore and answer all of these questions—and more.

Pillar III: Strengthening and Nourishing the Regis Community

Many cite the spirit of community as the primary driver for their decision to send their sons to Regis, but community is not something that should be taken for granted; community takes effort and hard work. Pillar III addresses this work, which involves establishing better community norms and expectations for students, parents, and educators. In addition, under this Pillar, we will strive to create more opportunities and pathways for engagement with a wide array of constituents and to ensure that all members of the Regis community feel supported, nourished, honored, known, and loved. If we are to be the strongest community we can be, we must be willing to think strategically and put in the effort to realize this important endeavor.

Pillar IV: Improving Our Facilities to Support Our Programs

Regis began its journey as a school in a rented space, eventually acquiring an old office building that would become its core facility and buying up adjacent properties one by one over a series of years to expand the campus. While new buildings were constructed in 2004 and 2012, we have come close to reaching the limits of both our existing campus footprint and the capacity of our existing buildings. In the same entrepreneurial spirit that characterized Regis at its founding, we will move forward in Pillar IV to explore opportunities to expand the campus, refine our Campus Master Plan accordingly, and construct new facilities to meet the needs of an expanding program and record enrollment numbers. At the same time, we must recognize that even our “new buildings” are no longer new and develop a more intentional plan to care for existing facilities.

Pillar V: Committing Ourselves to a Financially Sustainable Future

We recognize that Regis families make tremendous sacrifices to send their boys to our school. At the same time, there is an immense cost in living our unique mission, delivering a world-class independent education, building and nourishing a strong community, and building and maintaining facilities that keep Regis competitive in the independent school market. Pillar V is effectively a series of action steps that will allow us to finance the costs of Pillars I through IV while acting as good stewards of the tuition dollars we collect and working to ensure that Regis’ value proposition for its families remains high. Through careful exploration and analysis of cost-saving measures, alternative revenue streams, ambitious and innovative fundraising efforts, and new funding mechanisms, we will strive to keep tuition increases predictable and moderate. Simply put, we will commit to the hard work of offering the very best while keeping Regis as affordable as possible and maximizing the value of every dollar of revenue.

Yes, the lift will be heavy, but to quote Mother Stuart once more, “We must always begin again and again with great confidence and an unquenchable hope, ever repeating... ‘Today, I begin!’” Indeed we, The Regis School of the Sacred Heart, begin today as we are **Impelled to Action**.

With courage and confidence,



Steven R. Turner, Jr.
Head of School



Alison Vasquez
Board Chair (2023-2025)