



MISSION MOMENTUM THROUGH STRATEGIC PLANNING

STRATEGIC PLAN

2024 – 2029

OUR MOMENT TO THRIVE

Together We Light the Way Forward

In the spring of 2024, the Board of Trustees commenced a strategic planning process. This new process was part of seamless transition from the last five-year Strategic Plan which was launched in 2019 and completed this past school year. In this new strategic plan, Austin Prep will continue to advance its resolute commitment to Catholic education and Augustinian values. This sturdy foundation that has been built integrates a mission rooted in *veritas, unitas, and caritas*.

Our emerging plans and objectives are boundless and their value timeless. The new strategic plan will fortify our strengths and express our aspirations in innovative and exciting ways. The Plan is rooted in mission, continuing the trajectory of growth and expanding Austin Prep's coveted value proposition.

OUR PURPOSE AND SOURCE OF INSPIRATION

"To inspire hearts to unite, minds to inquire, and hands to serve."

- ➔ To Deepen Our Culture Where Students Are Known and Valued
- ➔ To Reinforce Our Catholic Identity, Faith, and Augustinian Heritage
- ➔ To Welcome All Faiths and Religious Backgrounds
- ➔ To Foster an Environment Committed to Celebrating Diversity and Inclusion
- ➔ To Nurture a Community Where All Members Respect Each Others' Individual Differences
- ➔ To Lead in the Advancement of Middle & Secondary School Catholic Education
- ➔ To Inspire Academic Inquiry and Intellectual Development
- ➔ To Graduate Inspiring Leaders Devoted to the Common Good
- ➔ To Continually Advance a Global Perspective
- ➔ To Invest in the Finest Educators—the Heart of Our Success
- ➔ To Strengthen our Cherished Partnerships with Families

Inspired by a deep commitment to our faith and guided by our core mission and values, and dedicated to educational excellence at the highest level, Austin Prep's new strategic plan envisions our School to rank among the most distinguished and revered—both locally and nationally.

OUR HISTORY

The wisdom and richness of our past inspires us to think about what is ahead of us.

Founded by the Order of St. Augustine, Austin Preparatory School is blessed to have been on an extraordinary journey guided by the teachings of St. Augustine. Widely known for his “restless heart,” Augustine of Hippo embarked on a journey for the Truth. Austin Prep is an institution on the same journey, committed to meeting the ever-changing needs of students in the 21st century.

Our capacity to marshal Austin Prep’s Catholic heritage and Augustinian tradition for the next 60 years is strengthened every day by more than 7,500 Austin Prep alumni who continue to leave their imprint on the world. Austin Prep nurtures the leaders of tomorrow.

OUR VISION

The future is built on aspiration and guided by unrelenting faith.

As we pursue the next 60 years, Austin Prep will continue to prepare today’s students who embody and actively live the Augustinian core values of veritas, unitas and caritas. What matters most is ensuring Austin Prep students for generations to come can experience the Catholic faith, Augustinian heritage, and academic excellence that is at the heart of our mission.

To prepare our students for lives of faith, reason, and creativity, our facilities, finances, and teaching models must be sustainable for the 21st Century and beyond. With our new Strategic Plan, we anticipate the future. We firmly commit to advancing Austin Prep’s reputation as a school that nurtures and cultivates leaders with an Augustinian heart.

OUR FUTURE

With a strategic vision, unforgettable experiences lie ahead.

The future of Austin Prep is beaming—it is a school born of ingenuity and well-defined by its Catholic identity. The tradition of innovation and distinction is reflected in the School’s mission to nurture scholarship, leadership, and service. Through continuous planning, the tireless goal is to deepen such experiences for current and future generations of students.

“ God provides the wind; we must raise the sail.”

— St. Augustine

CELEBRATING THE IMPACT OF STRATEGIC PLANNING

A Decade of Unparalleled Achievement

Thanks to a commitment to strategic planning led by the Board of Trustees and School leadership, and supported by current parents, past parents, faculty, alumni, and friends, Austin Prep is thriving. Over the last decade, spearheaded by continuous planning cycles, Austin Prep:

- ➡ Received a complete ten-year accreditation from the New England Association of Schools and Colleges (NEASC)
- ➡ Modernized a new dining hall which serves as a center of community
- ➡ Constructed an additional STEM laboratory
- ➡ Remodeled the upper stadium and lower fields
- ➡ Refurbished the Chapel of St. Augustine – a key space for reflection, interiority, spiritual growth, and worship
- ➡ Expanded intellectual opportunities and co-curricular programs with modern curricular innovation
- ➡ Introduced more programs in the fine and performing arts
- ➡ Increased travel opportunities, allowing students to experience the world as a learning laboratory
- ➡ Invested deeply in faculty professional development, advancing pedagogical capability
- ➡ Upgraded the HVAC system with energy efficient heating and air-conditioning, installed environmentally friendly windows
- ➡ Reached capacity enrollment with expanding waiting lists
- ➡ Joined the competitive New England Preparatory School Athletic Council (NEPSAC)
- ➡ Broadened the personalized college admissions process by assisting students gain admission to the finest colleges and universities across the globe
- ➡ Deepened Austin Prep's commitment to advancing a global perspective, Catholic identity, mission, and inclusion by welcoming the Daughters of Mary from Uganda
- ➡ Overcame the enormous challenge of the pandemic years and flourished due to strategic initiatives that supported a quick pivot to innovative teaching formats

Building on our distinctive Augustinian values and Roman Catholic mission, Austin Prep's strategy for the future calls for a significant and sustained investments that will produce young men and women who will act with an Augustinian heart, becoming innovators and agents of change in our complex and ever-changing world.

This new strategic roadmap serves as an inspirational compass and an aspirational charge for Austin Prep to expand its impact and advance its lasting influence on young people. Today more than ever, using Augustinian pedagogy Austin Prep is committed to setting the standard of leadership and excellence in Catholic secondary education.

Preparing young people to enter the world as Augustinian cavalry and make a positive impact on our ever-changing world remains our noble mission.

The new Five-Year Strategic Plan is driven by our shared commitment to mission with the goals that will drive our School forward to the next level of excellence. Building on our recent decade of growth, the new goals and strategies of this Strategic Plan are designed to keep Austin Prep at the forefront of Catholic education.

We remain deeply rooted in the traditions and history that helped shape our ascent over more than 60 years to ever-growing levels of excellence. But we have more work to do – and together we shall succeed. Our collective efforts are designed to position Austin Prep to reach its full potential. In doing so, each student that experiences the Austin Prep *Journey* will emerge with an unparalleled foundation for lifelong success.



“Together, let us become what we are not yet.”
— St. Augustine



PATHWAYS TO SUCCESS

The Five Strategic Pillars

Austin Prep today is not only a leader in Roman Catholic education, but it also stands tall as an inspiration of excellence and exemplar of Catholic identity for others to model.

The Five Pillars outlines our priorities over the next five years. Our goals are straightforward, yet spring from a deeply embedded and distinctive Augustinian heritage. They will strengthen the educational experience for students, and chart a bold future, creating a standard for educational impact that will set our School apart from our peers.

STRENGTHEN OUR CATHOLIC IDENTITY

ENRICH THE VALUE PROPOSITION WITH LONG-TERM FISCAL SUSTAINABILITY

INNOVATE TO SCALE – UNLOCK PURPOSE & POTENTIAL

MAGNIFY THE CULTURE OF PHILANTHROPY

IMPLEMENT THE ACTION PLAN & GOALS FOR A FIVE-YEAR COMPREHENSIVE CAPITAL CAMPAIGN

STRENGTHEN OUR CATHOLIC IDENTITY

"To inspire hearts to unite, minds to inquire, and hands to serve."



OBJECTIVES

- ② Embed Catholic History, Identity, and Christian Service in all Aspects of the Curriculum
- ② Personify Roman Catholic Teachings and Augustinian Values Through Mission, Inclusion, Diversity, Belonging, and Compassion
- ② Expand Catholic Social Teaching and Global Connections in Partnership with the Daughters of Mary
- ② Strengthen Augustinian Identity in Partnership with the Augustinian Secondary Education Association (ASEA)
- ② Nurture a Commitment to Disciplined Pursuit of Interiority
- ② Support Student Discovery and Self-Formation Grounded in the Search for Truth

ACTION PLANS

- ➔ Establish a Task Force to create a collection of resources highlighting topics and themes associated with Roman Catholic education and Augustinian values
- ➔ Develop a wider network of Christian service options for students to pursue during the academic year, school breaks, and summer season
- ➔ Create professional development teaching units, explaining how Catholic social teaching and global connections can be integrated into the course of study where appropriate
- ➔ Develop student and faculty exchanges, establishing partnerships with schools and organizations, both nationally and abroad, framing the Austin Prep Global Learning Network
- ➔ Continue to assemble affinity-group conversations to expose community members to cultural and religious observances, traditions, and perspectives that present opportunities to come together and learn more about one another



ENRICH THE VALUE PROPOSITION WITH LONG-TERM FISCAL SUSTAINABILITY



OBJECTIVES

- ② Develop a Committed, Loyal, and Sustainable Culture of Philanthropy with a Wide-Range of Giving Channels
- ② Grow Faculty Compensation Structures to Retain & Attract the Best Educators
- ② Optimize Staffing Models Through Financial Forecasting
- ② Evaluate Enrollment Patterns Ensuring Quality Learning Experiences
- ② Expand Tuition Assistance and Merit Awards Programs

ACTION PLANS

- ➡ Broaden the scope, design, range, and educational component of the Annual Giving program to reach higher levels of constituency support
- ➡ Recommit and apportion sufficient funds to build and sustain highly competitive salaries and compensation programs, ensuring the retention of world-class teachers, coaches, and specialists
- ➡ Study and evaluate the alignment of the current master campus design and functionality against enrollment patterns to maximize high-level learning and high-impact across all disciplines
- ➡ Budget sufficient resources to reinforce Austin Prep's commitment to a student-centered learning environment with differentiated instructional support

INNOVATE TO SCALE— UNLOCK PURPOSE & POTENTIAL



OBJECTIVES

- ② Expand Learning Modules in STEM and STREAM Education
- ② Expand Partnerships with Industry Leaders, College Professors & Researchers
- ② Cultivate a Wide-Range of Opportunities in Athletics, Arts, Humanities, Science & Technology, Religion, World Languages
- ② Broaden Student Life Programs with an Expanded Array of Co-Curricular Activities and Health and Wellness Education Opportunities
- ② Expand Alumni Involvement by Engaging Their Expertise and Experience in College Planning and Career Networking

ACTION PLANS

- ➡ Launch the AUSTIN PREP STEM/STEAM PROJECT bringing together expert teachers and industry leaders to create a premier learning and discovery center
- ➡ Create the AUSTIN PREP BUSINESS AND INDUSTRY COUNCIL partnering with local businesses and the scientific community to provide distinctive educational opportunities for students and faculty
- ➡ Initiate the AUSTIN PREP ARTS CONSORTIUM consisting of teachers, parents, and local professionals to advance new opportunities in art education for musicians, dancers, and actors
- ➡ Expand international travel experiences to become the AUSTIN PREP GLOBAL CONNECTIONS travel program, a fully integrated curriculum-based travel experience for all students
- ➡ Launch a fully INTEGRATED STUDENT LEARNING PROGRAM to provide ongoing and personalized academic support to accommodate a variety of learning styles
- ➡ Establish the AUSTIN PREP ALUMNI CONNECTION to unite alumni with the college counseling office and Austin Prep college undergraduates offering guidance with college options and professional career opportunities
- ➡ Formulate plans to open ST. MONICA'S CAFÉ, a fiscally sound small business that advances mission by bringing together the Austin Prep community and people with developmental disabilities to celebrate human worth and dignity.



MAGNIFY THE CULTURE OF PHILANTHROPY



OBJECTIVES

- ② Establish the Annual Fund as the Cornerstone for Educational Excellence
- ② Develop Compelling Narratives About the Impact of Sustained Annual Giving
- ② Pursue Funding from Mission-Aligned Foundations and Corporations
- ② Expand Alumni Connections and Affiliation – Cultivate a Culture of Alumni Support

ACTION PLANS

- ➡ Develop parent to parent ambassador programs to galvanize community support for robust annual giving
- ➡ Expand the acknowledgement process of annual fund supporters with new loyalty and legacy recognition structures
- ➡ Host routine parent and alumni gatherings discussing volunteer opportunities supporting annual fund activities
- ➡ Establish an AUSTIN PREP FOUNDATIONS NETWORK, continuously exploring opportunities for funding from mission-aligned granting organizations
- ➡ Build the alumni connection with more affinity groups, alumni gatherings, professional networking forums, and both in-person and virtual campus visits



A CONCEPTUAL FRAMEWORK ~ PATHWAYS TO SUCCESS

EVOLVING GOALS, PRIORITIES AND STRATEGIES

FORMULATE PLANS & GOALS FOR A FIVE-YEAR COMPREHENSIVE CAPITAL CAMPAIGN



OBJECTIVES

- ② Expand Parking for Improved Access
- ② Expand STEM Education Programs with Additional Science Labs
- ② Invest in Academic Innovation and the Fine & Performing Arts
- ② Complete the Classroom Modernization Project Underway
- ② Develop a Softball Turf Complex with Spectator Viewing Areas, Lights & Dugouts
- ② Create Long-Term Financial Stability with a Formalized Endowment Plan

ACTION PLANS

- ➡ Examine the growing case for support with select parents, alumni, and foundations
- ➡ Research giving potential for a major campaign program spanning five years
- ➡ Continue discussion with architects to obtain best financial forecasts for major projects
- ➡ Develop a variety of multi-year giving options with availability to naming opportunities
- ➡ Develop impact statements and brochures demonstrating the positive long-term effect a campaign will have on the Austin Prep educational experience



Measuring Outcomes & Progress

The Strategic Plan will be regularly evaluated to determine progress and adjusted as needed to sustain progress. Each year, the plan will be guided by specific tactical strategies with performance outcomes.

The Strategic Plan gets its torque from financial resources. The School will rely on the support of the Austin Prep community to maintain sound financial plans that marshal the resources needed for the Strategic Plan's successful implementation over the next five years.

As part of an ongoing process of review and recalibration, a Strategic Plan Oversight Committee will periodically assess both the internal and external environments for new and relevant information that may require necessary adjustments to strategic objectives. Annual progress reports will keep the community informed about the plan's steady development, influence, and impact.

Indicators for Determining Progress:

- ➡ Measuring outcomes of educational innovation and the introduction of new programs
- ➡ Manifesting a palpable culture of Augustinian values and Catholic identity
- ➡ Securing new revenue producing formats that sufficiently resource the Strategic Plan
- ➡ Curating the intellectual, social, moral, and spiritual examples of the impact of great teaching on the student experience
- ➡ Vlogging the enjoyment of participation and the success of students in their educational, athletic, co-curricular, and faith-based activities
- ➡ Sustaining enrollment capacity

These indicators will substantiate that Austin Prep is growing with certainty and building upon our strength and confidence—in ways that distinguish our School from our peers—making the Austin Prep experience more powerful than ever.



SHAPING THE FUTURE

Restless in Our Aspiration to Ignite Change

We Believe

Our new Strategic Plan is a bold vision that honors our past and defines our future. Over the next five years and beyond, the Plan will increase our distinction and competitive advantage. The Plan will define Austin Prep as a school for great teaching and learning.

If we act deliberately and pursue the strategic goals, we believe Austin Prep will set the standard for contemporary secondary Catholic education and emerge a stronger and more vibrant educational community.

The Dream Continues

Today, Austin Prep prepares for the future. Trustees, faculty, staff, students, alumni parents and friends will work together to implement the ideas in our new strategic vision, advancing Austin Prep's everlasting mission and propelling the School into another era of growth and transformation.

"Pray as though everything depended on God. Work as though everything depended on you." ~ St. Augustine