



## **Subiaco Academy Strategic Plan Themes and Initiatives 2025-2028**

### **Themes:**

#### **Strategic Theme #1: ENROLLMENT**

We will optimize the enrollment of the institution through a multi-faceted course of action. Utilizing targeted marketing and communication, intentional alignment with feeder schools and parishes, and strategic community partnerships we will attract mission-aligned students and families.

##### ***Goal #1: Robust Student Body Demographics***

- Continue to enroll talented, mission-appropriate young men from diverse backgrounds
- Increase both day and boarding student enrollment over the next five years
- Use data to inform the decision-making process within the admissions office
- Enhance marketing and communication efforts to educate, attract, and yield day and boarding students

##### ***Goal #2: Strengthen Connections Throughout our Community and Constituents***

- In concert with the Office of Development, create new ways for alumni to connect with, benefit from, and give back to Subiaco Academy throughout their lifetime, including mentoring and networking
- Engage more robustly with our parents in the life of the school, including stronger communications
- Establish and deepen relationships with organizations, feeder schools, and parishes that are mission-aligned with our school
- Strengthen further our relationship with Subiaco Enrollment Coalition (SEC) areas and educational consultants and agents

## **Strategic Theme #2: STUDENT LIFE**

Seeking input from students, faculty, and alumni, we will magnify and broaden our traditional, formational academic programming and student life experiences while focusing on our Benedictine mission to grow our students graciously to manhood.

***Goal #1: Design programming in the humanities and STEAM that meets the needs of all students.***

- Enhance academic and extracurricular offerings to improve Subiaco's reputation in key markets
- Create a traditional Catholic educational pathway while also empowering students for 21st Century success
- Engage student life and student academic committees with the Board of Trustees student life committee

***Goal #2: Initiate opportunities for students to draw inspiration from alumni.***

- Formalize a program with Alumni Relations to get alumni involved with current students, including program needs, timing/logistics, and available opportunities
- Host Alumni Career Days
- Develop a Comprehensive calendar of student and residential life activities that is shared with all constituents

***Goal #3: Cultivate a school climate that invites students to develop a joy in brotherhood***

- Examine school spirit and traditions to embody brotherhood
- Re-examine staff roles to help keep employees fresh and invigorated
- Host Alumni get-togethers with current students
- Host Alumni weekend events with current students
- Host Boarding & Day student Unity events

***Goal #4: Nurture the aspiration of students to grow in spirit, mind, and body.***

- Identify weekend activities (on and off campus) that excite the student population and that encourage growth in the three established areas of spirit, mind, and body

## **Strategic Theme #3: FINANCE**

By optimizing our budget, diversifying revenue sources, and building robust relationships with alumni and donors, we aim to reinforce the academy's mission to provide a transformative educational experience founded on spiritual and academic values. Additionally, our commitment to improving financial aid resources will ensure that we remain accessible to families from diverse backgrounds.

### ***Goal #1: Strengthen Financial Sustainability***

- Conduct an annual review of the operating budget to identify areas for cost-saving and increased efficiency, ensuring that resources are allocated effectively to meet educational goals
- Explore additional revenue-generating opportunities, including summer programs, after-school enrichment activities, and facility rentals, to expand financial sources beyond tuition
- Reassess the tuition model to ensure it remains competitive within our region while reflecting the value of the education provided. In the process, we will maintain the Benedictine spirit of exceptional stewardship

### ***Goal #2: Enhance Fundraising and Development Efforts***

- Evaluate current fundraising campaigns to reconnect with alumni and friends, sharing updates on academy initiatives and encouraging donations through targeted communication and events
- Identify and cultivate relationships with potential major donors, establishing a dedicated team responsible for outreach, proposal preparation, and ongoing engagement with benefactors
- Research and apply for grants from educational foundations, religious organizations, and community resources that align with Subiaco Academy's mission and tradition, specifically targeting initiatives that enhance academic and extracurricular programs

### ***Goal #3: Increase Accessibility through Financial Aid***

- Assess the current financial aid program to identify gaps and opportunities for improvement, ensuring that the aid provided adequately supports students in need while maintaining the proper spirit of stewardship
- Set goals to incrementally increase the financial aid budget each year, aiming for a

specific percentage of the overall budget dedicated to supporting families of varying financial backgrounds

- Develop a comprehensive marketing strategy to raise awareness of financial aid opportunities among prospective families, ensuring that families understand the support available to them in funding their child's education
- Grow tuition assistance to keep Subiaco affordable and accessible to mission-aligned young men

#### **Strategic Theme #4: TECHNOLOGY**

We recognize that young men who are prepared to live extraordinary lives must be well-versed in the responsible use of technology. The academy is committed to educating our students in the use of digital tools and infrastructure to promote a culture of ethical technological advancement. Students will be introduced to technological pathways across the curriculum that foster significant growth and preparation for advanced use in a rapidly changing world.

##### ***Goal #1: Implement creative use of classroom technology***

- Enhance teaching and learning through embedded technology across curricular disciplines; when students explore modern, cutting-edge technology within core curriculum, they themselves often become the experts
- Examine best practices for advanced hardware and software to engage and empower academy learners utilizing 21st Century skills in critical thinking and collaborative problem solving
- Create and support an Innovation Laboratory consisting of spatial and geospatial technology, additive fabrication, engineering, automation, unmanned aviation, and robotics

##### ***Goal #2: Construct a technologically-robust communication platform***

- Develop and launch a new website that engages constituents to explore all that a Subiaco Academy education has to offer
- Explore and integrate strategic social media that accentuate student experiences in and out of the classroom
- Elevate the institutional portal to effectively inform and communicate with current families and faculty/staff

***Goal #3: Design a 21st century technology and innovation curriculum within the STEAM offerings of the institution***

- Utilize existing infrastructure at Subiaco to create offerings pertaining to renewable energy, natural resource development, and civil engineering
- Collaborate with local, regional, and extended industry and post-secondary partners to deliver “real world” experiences for students
- Establish funding resources to grow and sustain innovative practices to include equipment, facilities, and personnel that maximize student opportunity

