

Melbourne Central Catholic High School



Strategic Plan 2024-25
Update
June 2026

Mission

Rooted in the tradition of St. Francis of Assisi, Melbourne Central Catholic High School is a transformative, college preparatory high school that develops young men and women in an inclusive community to become servant leaders of our global society.

Vision

As a premier secondary school, Melbourne Central Catholic forms Christian leaders in a culture of humility, integrity, generosity, and inclusivity reflected in our Franciscan tradition. We nurture comprehensive excellence in a vibrant community so that our graduates can live as productive, responsible, faithful and moral citizens.

Core Values

Humility: Humbling ourselves so that we may seek and promote the good in all of creation.

Generosity: Serving without question, giving without expectation, and loving without exception.

Inclusivity: Embracing diversity and respecting our differences.

Integrity: Choosing words and actions that reflect our inner goodness.

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At a Glance

	Mission/Catholic Identity	Governance / Leadership	Academic Excellence	Operational Vitality (Business Operations)	Operational Vitality (Mission Advancement)
Strategy 1.1	Complete	Complete	Complete	2026-27	Complete
Strategy 1.2	2027-28	Complete/Ongoing	Fall 2027	N/A	N/A
Strategy 1.3	Complete	Complete/Ongoing	Fall 2027	N/A	N/A
Strategy 1.4	N/A	Complete/Ongoing	N/A	N/A	N/A
Strategy 1.5	N/A	Complete/Ongoing	N/A	N/A	N/A
Strategy 2.1	2026-27	2026-27	May-27	In Process	In Process
Strategy 2.2	2026-27	2027-28	May-27	Dec-27	2027-28
Strategy 2.3	2026-27	2026-27	Aug-27	N/A	N/A
Strategy 3.1	Complete/Ongoing	N/A	Complete/Ongoing	Complete/Ongoing	Jul-27
Strategy 3.2	2026-27/Ongoing	N/A	2026-27	Jan-27	N/A
Strategy 4.1	N/A	N/A	N/A	N/A	May-28

Domain 1 – Mission and Catholic Identity

Goal 1

Intentionally integrate Catholic teaching and school mission statement into curriculum.

Strategy 1.1

Enhance service-learning projects that align with Catholic teaching across the curriculum.

What is to be done?

Utilize local resources to provide service opportunities for students to engage in real world issues.

When will it be accomplished?

Begin by September 2025 and complete no later than April 2026. Ongoing annually.

- **Complete and ongoing.**

Strategy 1.2

Develop and incorporate a comprehensive curriculum guide that outlines how each subject area can incorporate Catholic teaching themes.

What is to be done? Quarterly meetings with the Academic Council, Director of Campus Ministry, and department heads to develop curriculum guide.

When will it be accomplished?

Developed in the next three years, implemented in 2027-28.

Strategy 1.3

Create awareness of our mission, vision, and values for all members of the community.

What is to be done?

Place mission statement, vision statement, and core values in prominent areas around school campus.

When will it be accomplished?

2025-2026 school year.

- **Complete.**

Goal 2

Expand opportunities that we give students and staff to nurture gospel and Franciscan values in the MCC experience.

Strategy 2.1

Create opportunities to incorporate Gospel values by implementing a new 9th grade mentor program.

What is to be done?

Create a mentor program with clear direction, deliverables, and benchmarks/goals.

When will it be accomplished?

- **2026-2027 school year.**

Strategy 2.2

Implement a monthly “Franciscan Values Day” where students participate in activities that promote kindness, compassion, and service.

What is to be done?

Explore service opportunities off campus.

When will it be accomplished?

- **2026-2027 school year.**

Strategy 2.3

Enhance the current Franciscan educational program for students.

What is to be done?

Improve the current Franciscan education program for students with resources from local and national Franciscan community members.

When will it be accomplished?

- **2026-27 school year.**

Goal 3

Increase opportunities for faculty and staff to explore, enhance and form their faith.

Strategy 3.1

Enhance faith-based opportunities during scheduled staff in-services.

What is to be done?

Create short Franciscan values reflections.

When will it be accomplished?

2025-2026 school year and all following years.

- **Complete and ongoing.**

Strategy 3.2

Offer a quarterly faith formation session related to Franciscan values to all adult staff.

What is to be done?

Create and offer a Franciscan education program for adults.

When will it be accomplished?

- **2026-2027 school year and all following years.**

Domain 2 – Governance and Leadership

Goal 1

Create a world class governance structure that complies with all expected standards and demonstrates best practices.

Strategy 1.1

Upon completion of the strategic plan, create an Implementation Committee of the Board to measure and monitor progress of the execution of the plan.

What is to be done?

Creation of Implementation Committee of the Board to measure and monitor the progress of the execution of the strategic plan.

When will it be accomplished?

Upon completion and approval of the strategic plan in May 2025.

- **Complete.**

Strategy 1.2

Establish a communications plan for the Board, to ensure all completed and pending decisions are properly relayed to appropriate audience(s), and to ensure Board deliberations earn the trust and “buy in” of those audiences.

What is to be done?

- ✓ Create bullet pointed strategic planning updates that include establishing tasks, ongoing, or completed, to create checks and balances following each Board meeting.
- ✓ Create an additional tab on the school website which will display Board meeting information concerning the strategic plan, establish community communication, display strategic plan progress, and reinforce functions of the Board.

When will it be accomplished?

Starts at the beginning of the approval of the strategic plan in May 2025 with notification of approval as well as final decision on each area's goals and strategies. This will be ongoing through the strategic plan cycle.

- **Complete, website in process, monitoring ongoing.**

Strategy 1.3

Conduct yearly surveys to gauge parents/family/student needs and interests; ensure board is tracking the implementation of the strategic plan.

What is to be done?

Conduct yearly surveys with families and staff to determine via feedback if school is accomplishing the strategy above.

When will it be accomplished?

January/February of each school year.

- **Complete, ongoing.**

Strategy 1.4

Complete Annual Board Self-Assessment and Conduct an Annual Board Retreat.

What is to be done?

The Board of Directors completes a year-end self-assessment in May of each year and implements a Board Retreat in August of each year to review self-assessment and set goals for the year.

When will it be accomplished?

Annually.

- **Complete, ongoing.**

Strategy 1.5

Complete brief profiles of the Board of Directors and add to the tab on MCC website for the community to become familiar with who is guiding the Strategic Plan and to promote Board succession.

What is to be done?

Board members provide a brief profile to be added to the MCC website located in the same website tab as the strategic plan progress website tab.

When will it be accomplished?

At the completion of the approval of the strategic plan and with announcement to the community of the strategic plan. August 2025.

- **Complete, ongoing.**

Goal 2

Create an integrated approach to leadership development at both the student and staff level so that we identify emerging leaders and provide opportunities for growth.

Strategy 2.1

Establish succession planning for all key positions at MCC by identifying and recruiting emerging leaders on the staff or by having proactive approaches to hiring from outside and inside the community.

What is to be done?

The Board of Directors forms a sub-committee to create a succession plan for planned and unplanned leadership changes.

When will it be accomplished?

Discussed at Board meetings as well as a topic during the Board retreat. Complete this process within the second year after approval of the strategic plan, review it yearly, and update it as needed.

- **2026-27 school year.**

Strategy 2.2

Collaborate with one Catholic university in Florida and one Catholic university outside of Florida to utilize their leadership development programs in support of MCC's needs.

What is to be done?

The Board of Directors forms a sub-committee.

When will it be accomplished?

Initiate 2027-28 and review yearly to see how well school establishes relationships.

Strategy 2.3A

Provide student leadership training to all, via guests, motivational speakers, workshop and host development opportunities through interaction with others.

What is to be done?

Establish a student leadership program with student government as the proactive leaders to:

1. Identify and invite guest speakers and motivational speakers by researching and compiling a list of potential guest speakers and motivational speakers who can inspire and educate students.
2. Organize inter-school and inter-college events, such as leadership conferences, seminars, and competitions.
3. Create opportunities for students to take on leadership roles within the school, such as organizing events, leading clubs, forming student council, and participating in student government.

When will it be accomplished?

- **Start the process in 2026-27.**

Strategy 2.3B

Leverage current student government structure to encourage leadership opportunities for students with the aim of growing pride in the school.

What is to be done?

1. Establish a budget for Student Government.
2. Student government looks to reimagine the student profile with aid from administration, faculty and student body.
3. Catholic themed mantras creation to display around campus.
4. Encourage the creation of student-led traditions.

When will it be accomplished?

After the implementation (within the first year) of the strategic plan.

- **In place and ongoing.**

Domain 3 – Academic Excellence

Goal 1

MCC will introduce engineering focused electives and clubs while enhancing our performing arts and computer science/information technology programs.

Strategy 1.1

The planning and infrastructure phase of this goal will include forming a curriculum planning committee to oversee the development of the curriculum for engineering focused electives and performing arts and conducting a resource assessment for each.

When will it be accomplished?

To begin by September 2025 and to be completed no later than May 2026.

- **Introduction to Engineering a new course, revamped music program, and revised computer science courses in place for 2026-27.**

Strategy 1.2

The implementation phase of this goal will include identifying courses to implement, instructors and club facilitators, the purchase and installation of equipment allocation of space.

What is to be done?

Identify qualified faculty or hire additional staff. Identify club facilitators, partner with universities, identify equipment needs and costs. Create student engagement activities.

When will it be accomplished?

- **Fall 2027.**

Strategy 1.3

The final phase of this goal will include program assessment, community integration, and a plan for sustainability.

What is to be done?

An assessment of engineering focused electives and clubs and how we use resources from the university and community.

When will it be accomplished?

- **Fall 2027.**

Goal 2

MCC will partner with local businesses and organizations to create regularly scheduled career speaker series, establish career opportunities, and engineering pathways for students.

Strategy 2.1

The foundation building phase of this goal will include the establishment of a career partnership task force to study the local business landscape.

What is to be done?

Establish a Career Partnership Task Force.

When will it be accomplished?

May 2026.

- **Moved to May 2027.**

Strategy 2.2

The program development phase of this goal will include designing a speaker series framework and creating opportunities for partnerships with business.

What is to be done?

Create a speaker series framework and partnerships with local businesses.

How will it be evaluated?

Create a schedule of speakers from local businesses; identify field trips internship opportunities; establish engineering focused clubs.

When will it be accomplished?

- **May 2027.**

Strategy 2.3

The final phase of this goal will include implementation and sustainability of the program.

What is to be done?

Implementation of the program.

When will it be accomplished?

- **August 2027.**

Goal 3

Implement a school-wide mental health initiative to reduce student anxiety and address overall academic and emotional well-being.

Strategy 3.1

Create a multi-tiered support system to include school-wide mental health awareness, targeted small group support, and intensive support for individuals.

What is to be done?

Establish a multi-tiered support system to include school wide mental health awareness, targeted small group support, and intensive support for individuals.

When will it be accomplished?

2026-2027 school year.

- **We added a mental health counselor to the staff in August 2025 and implemented a student support program during the 2025-26 school year.**

Strategy 3.2

There are three phases of this goal which include assessment and planning, infrastructure development, and program launch.

Phase 1: Assessment and Planning (2025-2026 School Year) **Complete.**

- ✓ Conduct needs assessment
- ✓ Map existing resources
- ✓ Establish baseline metrics
- ✓ [Create clear learning objectives for building mental health awareness](#)

Phase 2: Infrastructure Development (2025-2026 School Year) **Complete.**

- ✓ Train staff and faculty
- ✓ Establish referral protocols
- ✓ Create crisis response procedures
- ✓ [Develop partnerships with community mental health providers](#)

Phase 3: Program Launch (2026-2027 School Year)

- ✓ Implement tiered support system
- ✓ Begin regular screening procedures
- ✓ Launch awareness campaigns
- ✓ [Establish consistent daily schedules and predictable routines to reduce uncertainty](#)

Domain 4A – Operational Vitality (Business Operations)

Goal 1

Gather data to inform the design of a campus master plan that meets Melbourne Central Catholic High School's short-term and long-term needs informed by enrollment trends, demographic changes, and the goals of the strategic plan.

Strategy 1.1

Complete surveys and gather data to determine the need for an outsourced solution.

What is to be done?

Survey the wants and needs of our stakeholders, including staff, current parents, alumni, partner school parents, and donors. We will determine first if we can administer the work internally and/or hire an outside consultant to assist us with the project.

When will it be accomplished?

Establish survey questions once the strategic planning process is completed; send surveys to stakeholders by the third quarter of 2026. The Administrative Team and Board of Directors should see results by the fourth quarter of 2026.

- **Moved to 2026-27 school year.**

Goal 2

Develop a comprehensive facilities plan for Melbourne Central Catholic High School's current campus.

Strategy 2.1

Create a multi-year facilities planning document.

What is to be done?

Develop a comprehensive, dynamic MCC Facilities Plan for accountability, accuracy and to prolong the life of the facility assets. This should include technological infrastructure. Update the current inventory and life span previously supplied. Prepare a preventative maintenance plan that documents work that needs to regularly be done to the facility. This should also include contact information for specific vendors and be updated as they change.

When will it be accomplished?

The formation of this comprehensive Facilities Management plan should be accomplished by May 1, 2028.

- **In process.**

Strategy 2.2

Allocate spaces that match the programs and long-term vision of the school.

What is to be done?

Determine how to best utilize the existing spaces and new spaces, if identified in the campus master plan, at Melbourne Central Catholic High School to meet the needs of the school community.

When will it be accomplished?

- **December 31, 2027.**

Goal 3

Develop a financial plan to support Melbourne Central Catholic High School's current and future needs inside and outside of the strategic plan including an increased endowment.

Strategy 3.1

Develop and complete a Financial Forecasting tool.

What is to be done?

Prepare a three-to-five-year financial projection including all needs of the school. This should be inclusive of all school needs including capital needs and strategic planning items. This will also include a narrative so anyone reviewing it will understand changes and why items were included.

When will it be accomplished?

The initial plan will be completed by June 2025. It will be updated semi-annually as other items develop.

- **Complete and ongoing.**

Strategy 3.2

Build a reserve fund and endowment for the school.

What is to be done?

Increase the reserve fund and endowment balances for the school. Create written policy setting goals by percentage or dollar amount to add to the reserve and the endowment funds. Ensure the policy goals are included in the annual budgets.

When will it be accomplished?

The plan should be completed by May 2026.

- **Work on this will start in January 2027.**

Domain 4B – Operational Vitality (Mission Advancement)

Goal 1

Understand the competitive landscape among the Catholic schools of Brevard County.

Strategy 1.1

By acting as convener and leader for relationship building among Catholic schools in Brevard County, we seek to conduct a comprehensive analysis to assess the competitive landscape for the structure, grade levels, yearly calendars, and academic alignment of Catholic education across our region with a special focus on the 6th, 7th and 8th grade cohorts and the efficiencies that could be gained with a more intentional approach as a region of schools. We recommend an outside consulting company be hired to do this work.

What is to be done?

Collaborating with the Diocesan Catholic Schools Office, create a task force that includes the MCC president and principal, pastors (if available) and principals from each Catholic elementary school, a board member from MCC and each of the elementary schools, and a representative of the Catholic Schools Office. The task force should work in committees

including academic program, Catholic identity, and Advancement (two committees, one for enrollment and marketing and the other for development.

When will it be accomplished?

September 2025 – October 2025.....Hire consultant; begin to acquire demographic projections

- **Complete**

November 2025 - December 2025.....Form task force

- **Complete.**

January 2026 – April 2026Task force meetings

May 2026Final Plan

- **Complete.**

Goal 2

Ensure MCC's long-term sustainability by enhancing relationships with graduates.

Strategy 2.1

Enhance graduate engagement opportunities by hosting events including homecoming, hall of fame, and reunions (if class interested) on campus, re-imagining career day, and creating a graduate mentorship program.

What is to be done?

- ✓ Continue to refine and promote homecoming.
- ✓ Re-invigorate the athletic hall of fame.
- ✓ Continue to engage with graduating classes on reunion activities.
- ✓ Create plan for career day.
- ✓ Engage key graduates to collaborate on the mentorship program.

When will it be accomplished?

Homecoming **Ongoing**

Athletic Hall of Fame Fall 2026

Reunions..... **Ongoing**

Career Day 2026-27 School Year

Mentorship..... 2027-28 School Year

Strategy 2.2

Explore adding an alumni board or alumni association to help broaden school's reach and increase both annual giving and endowment growth.

What is to be done?

- ✓ Gather examples of bylaws for alumni boards/associations at Catholic High Schools including past efforts at MCC and discuss strengths and weaknesses of each.
- ✓ Draft bylaws for an MCC alumni board/association.
- ✓ Submit draft bylaws to MCC Board of Directors for approval.
- ✓ Identify board/association prospects.

When will it be accomplished?

- **2027-2028 school year.**

Goal 3

Create a space for parents to engage in the school's success by volunteering, fundraising, and collaborating with administrators to provide the best possible experience for students.

Strategy 3.1

Implement a Parent Association that includes parent ambassadors to increase current parent engagement rooted in intentional dialogue regarding the school.

What is to be done?

- ✓ Analyze past MCC parent clubs to determine successes and opportunities.
- ✓ Analyze other private school parent associations by laws and best practices.
- ✓ Identify volunteer opportunities.
- ✓ Identify administrative leadership to serve as liaison to the parent association.

When will it be accomplished?

- **Summer 2025 (Analysis); Fall 2025 (Discussions).**
- **Moved to July 2027 (Establish MCC Parent Organization).**

Goal 4

Create a multi-year marketing plan that supports both development and enrollment goals and includes reviewing current marketing strategies, reviewing brand consistency, and reviewing opportunities for new markets and social media platforms.

Strategy 4.1

The board's Advancement Committee and administration will collaborate in the creation of a plan that reflects school priorities.

What is to be done?

- ✓ Approve the strategic plan.
- ✓ Add 3-5 members who have expertise in marketing and/or development to the Board's Advancement Committee.

When will it be accomplished?

- **May 2028**