

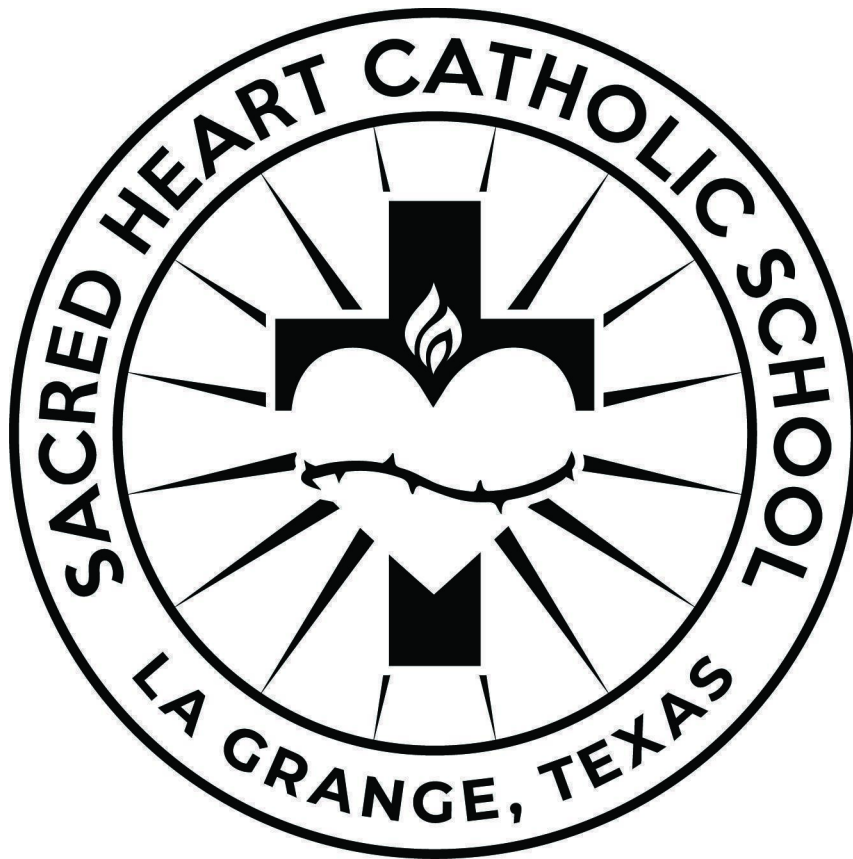
Sacred Heart Catholic School

The Diocese of Austin, Texas

Strategic Plan

2025-2029

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La Grange, TX 78945
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"Forming young disciples."

History of Sacred Heart Catholic School

Sacred Heart Parish had its beginning on May 8, 1888. As the parish grew in number, the Rev. S.A. Zintek saw the need for a school to educate the children of the parish. A new rectory was built in 1930 and the old one was immediately converted into a school. The first day of classes was on September 8, 1930 with 35 pupils and 2 Sisters in attendance. Primary classes through sixth grade were taught. Some years later, the seventh and eighth were added. These were continued until 1987 when the junior high grades were discontinued due to a lack of pupils.

An official regulation-sized gymnasium, with a boy's and girl's locker/shower rooms and a large kitchen and meeting room, was built and dedicated on September 19, 1982, by Bishop Vincent Harris. Another large improvement in the history of Sacred Heart Catholic School was the construction of the new and current school building. This building, with 14 classrooms, a computer lab, cafeteria and kitchen, and library, was dedicated in 1987 by Bishop John McCarthy. In 1995, three new portable classrooms were added for housing the Pre-Kindergarten classes. A new Sport Court floor was placed in the gymnasium in 2010. In July of 2016, a new HVAC system was installed in the school and gym. In 2023, the interior of the main school building underwent a vast renovation. This allowed for all our grades (Pre-K3 through 6th) to be moved under one roof in the main building. The portable classrooms were then used for Art Class and After School Care. In 2024, a new fence was installed around the school grounds giving added protection to the campus.

Sacred Heart Catholic School is a vital part of the community in LaGrange. The school is known for its pointed commitment to academic excellence and a genuine effective integration of faith and learning. It is marked by a rich history, strong pastoral leadership, remarkably committed and stable faculty and staff members who uniformly regard their work within the school as a ministry, a sound financial foundation and a strong sense of community.

Mission, Philosophy and Goals

Mission

Sacred Heart Catholic School exists to form young disciples who love the Lord their God with all their hearts, minds, and strength and their neighbor as themselves.

Philosophy

Sacred Heart School provides a Christian environment where students, parents, and teachers continually strive to build a community of faith. We build upon the Christian foundation begun by the family through liturgy, prayer and the teachings of the Catholic Church. Catholic values and practices must permeate the curriculum at all times. Being a Catholic school is more than

teaching a religion class each day (and our religion curriculum is spectacular); it's about living the faith in each and every moment.

The curriculum emphasizes a strong academic and physical program that seeks to develop the whole child. Sacred Heart provides a variety of subjects and activities that will enable the student to become an independent and contributing member of society.

Goals

Sacred Heart School is a place where the total environment of the individual is stressed through an expression of Christian attitudes and an emphasis on personal relationships through the celebration of life in the risen Christ. The school's primary goal is the continuous formation of the Christian person. Other ongoing goals are as follows:

- To continue to live the Mission Statement in everything we do at Sacred Heart Catholic School
- To help students develop their critical thinking skills
- To teach students to communicate effectively using various methods and mediums
- To continue to facilitate with students an appreciation for traditions, customs, and a respect of a diverse worldwide community
- To continue to help students develop as independent, life-long learners

The goals of the school are evaluated annually in relation to the mission and philosophy. New and continuing goals are based on this evaluation. For example, Sacred Heart Catholic School provides a variety of subjects such as computer, religion, fine arts, and daily physical education. An understanding of our Catholic ministry helps us to meet the needs of the whole child. Sacred Heart provides educational experiences such as an expansion of mathematical skills, development of knowledge related to the physical sciences, and broadening of students' literary experiences. Also available to the students are PSIM competitions and educational trips.

Constituencies and Governance of Sacred Heart Catholic School

Sacred Heart School is blessed to have ardent support from Sacred Heart Parish as well as strong support from the community at large. Sacred Heart School is regularly sought out by a wide demographic array of families from the surrounding towns and communities of Bastrop, Smithville, Ellinger, Brenham, Round Top and Fayetteville. These supporters have seen their children and grandchildren enjoy the benefits our school offers in preference to public schools and other private schools.

Our School Advisory Board will attempt to increase the number of non-parent Advisory Board Members as terms of office expire for the current members and continue to improve student recruitment to increase enrollment as well as boost awareness of the school's reputation in academics, Catholic teachings, and character of students.

The Sacred Heart School Advisory Board, the Pastor, the school administrator, the representatives of our local Parent Teacher Committee (PTC), faculty and staff, and Sacred Heart Parish and finance council are engaged in on-going and meaningful discussion and consultation which elicits the type and quality of information that is needed for broad, sound and engaged governance, including a relevant and meaningful five-year plan of the nature presented here.

Strategic Plan Areas of Priority

The format for the Strategic Plan 2025-2029 is modeled after the Texas Catholic Conference of Bishops - Education Department (TCCB ED) Self Study document, which focuses on five Domain areas reviewed in our accreditation process. Each Domain standard statement is given in this document and serves as an overarching goal for the area. Along with each Domain Standard, TCCBED Benchmark statements indicate areas of qualification that clarify elements of successful implementation of that overarching goal. The accreditation standards and benchmarks serve as a guide when determining short or long-range goals. In addition, the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools have served as a resource for school effectiveness that are reviewed when annual goals are identified.

The Strategic Plan 2025-2029 was developed from key resources: school bylaws, TCCB ED accreditation requirements, the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools, as well as survey input gathered from faculty, staff, and parents.

The Strategic Plan identifies accreditation standards and benchmarks. The school has created long range and annual goals in each of the following areas:

- I. Catholic Identity
- II. Governance, Administration and Management / Financial Vitality
- III. Curriculum, Instruction and Assessment
- IV. Student Services, Resources and Activities
- V. Plant and Facilities

Domain 1: Catholic Identity

The Catholic school is a unique environment which has as its priority purpose the continued formation of the Christian person. The mission and beliefs of the school shall reflect the integration of Catholic faith and Gospel values and promote a community of believers and learners. Members of the school are a community and are called to unite in prayer, to proclaim the Gospel message and to serve others.

Benchmark 1.1 - The governing body of school leaders consistently articulate the mission of the school and ensure that the school's mission and Catholic identity permeate the culture and decision-making process.

Benchmark 1.2 - The school maintains a relationship with the pastor, school/parish organizations, and the larger Catholic community in promoting Catholic identity within the school.

Benchmark 1.3 - The school provides opportunities for prayer, liturgy, spiritual formation for students, faculty/staff, and parents.

Benchmark 1.4 - The school provides opportunities for service to students, faculty/staff, and parents.

Benchmark 1.5 - Faculty/staff are hired with an awareness of their commitment to the school's mission and are provided with an appropriate orientation process and professional development support to further understand the school's core values and culture.

Benchmark 1.6 - Programs are regularly provided for faculty and staff to continue their faith development, grow their understanding of the teaching of the Church, and understand their call as Catholic school educators to contribute to the faith development of their students.

Benchmark 1.7 - Internal and external communications genuinely reflect the mission of the school.

Benchmark 1.8 - The curriculum, instructional program, and school activities are rooted in Catholic teachings, traditions, and values which permeate all aspects of school life.

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Subject Area: Mission and Catholic Identity

The Church's teaching mission includes inviting young people to a relationship with Jesus Christ or deepening an existing relationship with Jesus, inserting young people into the life of the Church, and assisting young people to see and understand the role of faith in one's daily life and in the larger society. (NS)

Strategy/Goal	Goal	Responsible Party	Resources	Timeline	Outcome / Evaluation
SHCS uses The Spirit of Truth and will continue the adoption along with Sacred Art (1.8)		Father Chris Principal Religion Teacher	Spirit of Truth Text Office of Catholic Schools	2025-2027	Completed Grade-level Content
SHCS will strive to continue excellence in religious education as seen in the scores of our 5 th grade ACRE test results. (1.8)		Religion Teacher	Religion curriculum and instruction	Ongoing	Testing results Score 75% or higher as class average
SHCS will continue to encourage more student participation in the various parts of the Mass and add student cantors during Children's Mass.(1.4)		Religion Teacher Father Chris Music Teacher	Rise Up and Sing Music	Fall 2025 and Ongoing	Students cantor, lead songs, and bring up the gifts during Mass
SHCS will facilitate information about upcoming opportunities for parents/guardians to grow in the knowledge and practice of the faith. (1.3)		Principal Religion Teacher Admissions and Development Coordinator	Father Chris Disciples of Christ Education in Virtues	Ongoing	Information sent home via: Newsletter Facebook FACTS Email

SHCS will facilitate information about upcoming opportunities for staff to grow in faith. (1.3)	Continue to implement Faith Formation meetings with our staff	Principal Admissions and Development Coordinator Father Chris	Franciscan At Home	Ongoing	Shared Responses from Staff during Faith Formation Meetings
SHCS will implement Disciple of Christ education in virtues and meet the diocesan standards. (1.8)	This next school year, teachers will be trained on the Virtue program - Open Light Media	Religion Teacher Principal	Disciple of Christ Education in Virtue Series	Yearly 2025-2027	Students displaying virtues throughout the day and receiving stickers on their picture on the front hallway bulletin board
SHCS will participate in service projects with the Catholic Charities Office of the Austin Diocese or a local charity. (1.4)		Religion Teacher	Catholic Charities Office Local Charity Contact Person	Yearly / Ongoing	Food Drive: 539 pounds of food donated to AMEN food pantry Appreciation Cards for law enforcement, first responders, firefighters
SHCS will explore implementing "Prayer Partners" between staff. (1.3)		Religion Teacher Classroom Teachers	Prayer Booklets and Options	2025-2026 School Year	Check-ins with staff as needed
SHCS will continue to participate in saying a Rosary and pray in the morning, mid-day, and end-of-day. (1.3)		Religion Teacher School Faculty and Staff	Rosaries Candles Adoration	Ongoing	Students participating in the Rosary Students participating in prayers throughout the day.

Domain II: Governance, Administration and Management

School governance and leadership support an educational program of quality with systematic, legal and fiscal responsibilities that support the school's mission. School governance and leadership effectively plan and monitor school growth and viability in all areas. School governance and leadership support an effective and efficient instructional program.

Benchmark 2.1 – The school maintains a constructive and collaborative relationship with the (arch)diocesan education office marked by mutual trust, cooperation, dialogue, and respect for the bishop's legitimate authority over the Catholic schools in his (arch)diocese.

Benchmark 2.2 – The governance structure (i.e., advisory board, governing council, etc.) supports the mission of the school and functions according to its bylaws.

Benchmark 2.3 – The school explicitly defines the rights and responsibilities of the faculty, staff, students, and parents/guardians in the regulatory handbooks.

Benchmark 2.4 – The school continuously engages in thorough, realistic, aspirational, and actionable planning in all critical areas and in a manner that supports the mission of the school. The school's written strategic plan clearly indicates responsibilities and includes a means to assess progress and demonstrate completion of goals.

Benchmark 2.5 - The school allocates, manages, and enhances available financial resources to support and advance the mission and regularly conducts a financial review to ensure operational vitality.

Benchmark 2.6 - The school has a comprehensive plan for institutional advancement.

Benchmark 2.7 – The school becomes aware of the changing needs of the community by conducting surveys, collecting data, and evaluating its programming and resources. The school responds accordingly to these needs.

Benchmark 2.8 – The school principal and/or administrative team monitors school effectiveness and directs the development and continuous improvement of curriculum and instruction and utilizes schoolwide data to plan for continued and sustained academic growth and excellence.

Benchmark 2.9 – The school principal and/or administrative team takes responsibility for the development and oversight of personnel, including professional growth and formal assessment of faculty and staff.

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Subject Area: Governance, Administration and Management

Catholic school governance and leadership can be seen as a ministry that promotes and protects the responsibilities and rights of the school community. Governance and leadership based on the principles of excellence are essential to ensuring the Catholic identity, academic excellence, and operational vitality of the school. (NS)

Strategy	Goal	Responsible Party	Resources	Timeline	Outcome / Evaluation
SHCS will sustain academic growth and excellence by providing meaningful opportunities for professional development for teaching staff. (2.9)	Diocese Instructional Coach to work with teachers on campus to better enhance classroom instruction	Principal	Monetary Resources: - Title Funds - Budgeted Funds - Grants Ed. Resources: Region Centers Workshops Turtle Wing Funding NCEA Instructional Coach	Ongoing	Effectiveness will be measured through classroom observations, lesson plan reviews, and analysis of student performance data, along with teacher self-reflection evaluations
SHCS will send parents annual surveys to receive input and to assist in long-range planning. (2.7)		Principal Pastor Advisory Board	Google Forms or Survey Monkey	Yearly	Parent responses, concerns, and suggestions are considered for future growth. Target Response Rate 25-30%
SHCS Advisory Board, along with the principal, will engage in formation and ongoing training and self-evaluation to ensure execution of their responsibilities. (2.2)		Board Principal Pastor	NCEA School Board Training Virtual Videos	Spring 2026	Board Members will share feedback from virtual trainings.

SHCS will provide annual training staff to use the "I Love U Guys" Foundation Standard Response Protocol and Standard Reunification Method. (2.3)		Principal Admin. Asst.	"I Love U Guys" Foundation Standard Response Protocol (SRP) and Standard Reunification Method (SRM) Instruction Book	Ongoing with yearly updates	Updates are offered during back-to-school in-service, results/ discussions from drills with staff.
SHCS will develop and draft a strategic plan that outlines the specifics for each domain and continue to update the plan to demonstrate goals, resources, and outcomes (2.2)	Update the strategic plan each year to show improved data for each domain	Principal Admissions / Development Coordinator Staff Advisory Board	Strategic Plan	Ongoing	Completion will be measured by the development and approval of the updated plan, along with documentation showing alignment to data, stakeholder input, and district expectations.
SHCS will update the website to include an admissions tab with enrollment paperwork to meet the needs of our community and allow access to admissions information and the cost of our programs. (2.9)	New student online enrollment will start Spring 2026, and returning families will start Spring 2027	Principal Development Director Pastor	PFD copies of enrollment papers and admission requirements and fees are listed online.		Success will be measured by tracking enrollment completion rates, time to complete registration, and a decrease in incomplete or late submissions.

Domain III: Curriculum, Instruction and Assessment

The purpose, design and implementation of the curriculum represent the school's mission. A Catholic atmosphere, which is shared as well as understood by the teachers, students and parents, permeates all areas of the curriculum. Instructional decisions support the schools' academic goals, objectives and priorities. Evaluation of the curriculum is continuous and responsive to student needs. Assessment data is collected and utilized to drive instruction.

Benchmark 3.1 – The curriculum adheres to the appropriate delineated standards and is explicitly aligned to instruction.

Benchmark 3.2 – There is a clear and intentional lesson planning process in place to ensure curriculum standards are followed.

Benchmark 3.3 - The school maintains curriculum materials that are current and appropriately aligned to the school's needs and initiatives.

Benchmark 3.4 – Educational media and technology enhance the instructional program and meet the needs of students and faculty.

Benchmark 3.5 – Classroom instruction is designed to engage and motivate all students, addressing the needs and capabilities of diverse learners.

Benchmark 3.6 – The library provides resources and media support to the school's instructional program.

Benchmark 3.7 – Faculty employ a range of classroom assessment practices to appropriately promote learning, monitor growth, and consistently measure student progress.

Benchmark 3.8 – The administrative team and faculty review and analyze student achievement information and test results to plan program effectiveness.

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Subject Area: Curriculum, Instruction and Assessment

Intellectual development of the person and growth as a Christian go hand and hand. Rooted in the mission of the Church, the Catholic school brings faith, culture and life together in harmony. The essential elements of “an academically rigorous and doctrinally sound program” mandate curricular experiences which are rigorous, relevant, research-based, and infused with Catholic faith and traditions.

Strategy	Goal	Responsible Party	Resources	Timeline	Outcome / Evaluation
SHCS will maintain the adoption cycle of approved textbooks to ensure that the curriculum remains academically challenging and fully aligned to the TEKS requirements. (3.3)		Principal Teachers	TEA Current adoption cycle list TEKS Resource System	Ongoing and to align with state adoption timeframe	The premium package HMH Reading/Language was purchased for our school and this year (19-20). NWEA data shows growth in each subject area.
SHCS teachers will attend PD and use instructional strategies that reflect best practices for student mastery. (3.5)		Principal Teachers	Professional Development Workshops/Conferences NCEA Webinars EdWeb Webinars Various Other Webinars	Ongoing	The PD teachers have attended various workshops online / in person. Teachers will reflect on best teaching practices in their end-of-year evaluation.
The librarian will assist teachers in using resources to guide the research process. (3.6)		Principal Library Manager Teachers	Library Memorial Fund Library budget	ongoing	

SHCS will continue to integrate and update enrichment activities into the curriculum to meet the future needs of our students. (3.5)		Principal Faculty	Lexia Reading IXL STEAM Small Group Instruction	Ongoing	Ability to track and monitor student growth
SHCS will implement data meetings to review student data and plan for reteach (3.8)	Data meeting will start in the 2026-2027 school year	Principal Teachers	Data Form	Ongoing	Track student data after each unit assessment

Domain IV: Student Services and Activities

The school understands the Church's call to promote the life and dignity of the human person, recognizing that human life is sacred, that every person is precious, and that the measure of every institution is whether it threatens or enhances the life and dignity of the human person. As such, a school's student services and activities should demonstrate the school's responsibility and commitment to each student's well-being and sense of belonging.

Benchmark 4.1 – The school plans, implements and documents a comprehensive counseling program.

Benchmark 4.2 – The school plans and implements a guidance program for students that addresses vocational, educational, social, and emotional issues or concerns.

Benchmark 4.3 – The school recognizes the need for student academic assistance and plans, implements, and documents a process to identify and provide responsive services to students outside of the classroom.

Benchmark 4.4 – The school implements a comprehensive enrollment process for new families and provides support to new families and students on the campus to ensure success.

Benchmark 4.5 – The school provides additional services and resources, such as wellness programs and ancillary services, to meet student needs.

Benchmark 4.6 – The school sponsors extracurricular activities including athletics and student organizations to meet the special interest of students.

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Subject Area: Student Services and Activities

The school provides programs and services aligned with the mission to enrich the academic program and support the development of student and family life.

Strategy	Goal	Responsible Party	Resources	Timeline	Outcome / Evaluation
SHCS will Implement a structured virtue education program that teaches and reinforces positive character traits in order to improve student behavior and strengthen the school culture. (4.2)	1-year goal Implement a schoolwide virtue education program to teach and reinforce positive character traits intentionally.	Principal Religion Teacher Classroom Teachers	Diocese of Austin Education in Virtue Open Light Media Digital Resource	2025, a virtue program was started during religion class and will continue to be used in future years.	Students demonstrate a greater understanding of the core virtues taught in the program. Students apply virtues in classroom interactions and decision-making. Reduction in behavior referrals and disciplinary incidents. Increased positive peer interactions and classroom engagement.
SHCS will instruct our Tier 2 students with an intervention program. (4.5)	.	Teacher Principal	Sadlier Phonics	Ongoing	This program has been successful and grown in popularity over the years that we have had it.
SHCS will continue to offer Band with LGISD, Art Class sponsored by Rural Arts in Fayetteville, and will attend the PSIM contest in Brenham at First Baptist Church School. (4.6)		Principal ARTS Teacher – Chris Kosler Classroom Teachers	LGISD Band Director and parents ARTS funds the art program Teachers coach for PSIM after-school	Ongoing	Lessons and Carols Art Display PSIM results from students Student band concert Lesson and Carols Art Display

Develop and implement targeted academic intervention programs during the enrichment period to provide additional support for students who need improvement in core academic areas.(4.3)	1-year goal - students will gain growth in Reading & improve their phonics assessment 2-3 year goal - students will show growth in all academic areas	Principal Computer Teacher Classroom Teachers	Sadlier intervention phonics Lexia	Ongoing	NWEA data Sadlier phonics data Amplify Testing Data
SHCS will implement a comprehensive enrollment process for new families. (4.3)	2-year goal - New families are currently enrolling online, and returning families will enroll online in the spring of 2027	Principal Admissions and Development		Ongoing	New families are being successful with applying and enrolling

Domain V: Plant and Facilities

The physical plant/facilities and safety practices of the school promote a safe environment conducive to student learning.

Benchmark 5.1 – The physical facilities and indoor/outdoor areas of the school are designed for their functions and appropriately support students, faculty and programs.

Benchmark 5.2 – The school engages in effective facility planning to address needed, intended, and/or desired improvements and maintenance.

Benchmark 5.3 – The school maintains a safe environment for the school community.

Benchmark 5.4 – The school maintains a safe digital environment for administration, faculty, staff, and students.

Benchmark 5.5 – The school community is informed and aware of safety practices and is provided opportunities to practice the standard response protocol and safety drills.

Sacred Heart Catholic School Strategic Plan

Subject Area: Plant and Facilities

Catholic schools must adopt and maintain standards for operational vitality in the areas of sustainable financial planning, human resource/personnel management and professional formation, facilities maintenance and enhancement, and the requirement for institutional advancement and contemporary communication.

Strategy	Goal	Responsible Party	Resources	Timeline	Outcome / Evaluation
Crisis Management Plan to include the I Love U Guys Foundation SRP and SRM information. (5.5)		Principal Office Staff	"I Love U Guys" Foundation Standard Response Protocol (SRP) and Standard Reunification Method (SRM) Instruction Book		Principal attended computer classes for grades 4,5,6 and explained how to report an issue using this program
SHCS will provide safety drills for students, faculty, and staff in each of the five actions of the SRP. (5.5)		Principal Office Staff	"I Love U Guys" Foundation Materials and Website	Ongoing	Students and staff will demonstrate improved readiness and ability to follow safety procedures during emergency drills.

SHCS will conduct security audits and address campus security issues. (5.3)	1- year goal - have a safety completed and share results.	Principal Office Staff Teachers Board Members	TX State School Safety Center Audit Checklist Local Police Dept.	Ongoing	Results shared after the audit is completed
SHCS will replace parts of the small playground equipment that need to be replaced in the next few years to prevent safety issues. (5.3)	1-year goal will help cover the cost of a new playground shade canopy, updated flooring on the small playground 3-5 year goal new play equipment for a small playground	Principal Maintenance Personnel	Fund-A-Need - Spring Festival Endowment	Summer 2026 Completion of the canopy and flooring	
SHCS will educate students and staff on safe digital citizenship (5.4)		Principal Computer Teacher	Monthly Wizer Videos Common Sense Media	Ongoing	Student /Staff understanding will be measured through class discussions and digital assignments that assess knowledge of key concepts.