

Christ the King Diocesan Schools



CHRIST THE KING SCHOOLS

Discovering, Encountering, Proclaiming *The Word*.

Strategic Plan

2022-2025

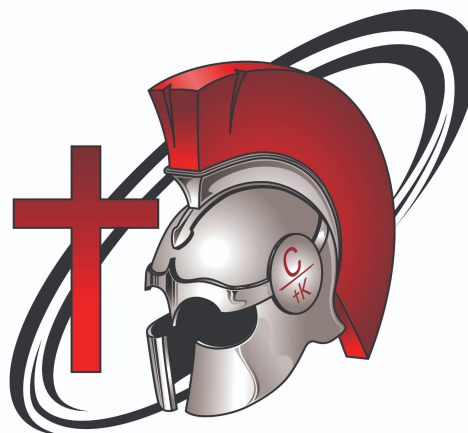


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Executive Summary

This living document is intended to outline the strategic plan for Christ the King Diocesan Schools over the next three years. Our plan addresses all four domain areas; Catholic Identity, Governance and Leadership, Academic Excellence and Operational Vitality.

Mission Statement

Christ the King Diocesan Schools, as an extension of the teaching office of the bishop of the Roman Catholic Diocese of Lubbock, assists our students in their educational journey. CTK schools are child-centered. We are committed to encouraging students to discover key skills through a strong academic foundation, empowering students to meet the challenges of an ever-changing world and guiding them in discerning their individual calling from God through a holistic framework to become their best selves to be sent out into the world to minister as Jesus did.

Philosophy

Called, Formed, Sent

Slogan

Discovering, Encountering, and Proclaiming the Word

Motto

Elementary: Know God, Love God, Serve God

Jr. High: Formed to Serve and Witness

High School: Go With God's Purpose!

BELIEFS OF CHRIST THE KING DIOCESAN SCHOOLS

We, as people of God journeying together in faith, believe that:

- We are a unique creation of God who unconditionally loves each of us.
- Our Catholic education flows from the mission and ministry of Jesus Christ. The life, death and resurrection of Jesus are the foundation of the Church and of our educational ministry.
- Catholic educators will deepen their own faith life and that of their students through the spirit of prayer, shared worship and service to the community.

Our school, as a Christ filled learning community, believes that:

- We, together with the church and home, proclaim, teach and witness the Gospel through our Catholic educational ministry.
- We are welcoming, inclusive, compassionate and celebratory.
- We join parents of our students to raise children with a social conscience to strive for peace and justice.

We, as Catholic educators believe that:

- We perform teaching responsibilities with diligence and integrity
- We enhance self-competence by continuing education to increase knowledge and skills.
- We foster a philosophy of education which encourages lifelong learning.
- We promote professionalism by respecting and preserving the privacy and dignity of colleagues, students and parents.
- We uphold the authority of the school when communicating with parents, students, and the school community.

We, as child focused educators, believe that:

- Students learn best when they are respected, valued and affirmed for who they are as unique expressions of the Creator.
- Students who think and question with integrity grow in learning, personal development, and authentic spirituality;
- All students are capable of learning and are called to the joy and the responsibility of developing their capabilities;
- Students learn best with high and clear expectations and relevant assessments which are authentic and aligned to these expectations.

School Profile

1957
Year Founded



?% of Students
Participate in 7
Different Sports


44 Regional, State
&
International Awards
2022

 **Voted**

Best



 **Private**
School

3 Years in a Row!




62 Regional
& State Awards
2022

Mascots
High School
Golden Lion

PK-8th Grades
Trojan



CTKares '21-'22
2,994 hours
Community Service



2019
State Academic
Champions

Christ the King Diocesan Schools has been a beacon of light in West Texas for 65 years! Our students excel academically, spiritually and athletically. Our goal is the total development of each student spiritually, intellectually, physically, emotionally and socially. We nurture all children from diverse backgrounds as a reflection of the neighborhood, city and the world in which we live. Christ the King Diocesan Schools is accredited by the Texas Catholic Conference of Bishops Education Department.

School History

In 1957, Christ the King School was built on a cotton patch with the pledges of the parishioners from St. Elizabeth's Church. The Sisters of St. Joseph of Orange, California, who were staffing a new hospital in Lubbock, brought additional sisters to teach at the school. Christ the King School is the only school outside of California in which the Sisters helped establish.

In 1963, the high school was born for the first time. It was a quick growing and vibrant high school from historical recounts that ended in 1981 due to economic strains on the agriculture industry in Lubbock County. Even though the high school closed in 1981, the elementary school grades K-9 remained open. As a part of the Diocese of Amarillo in 1983, Christ the King parish became the cathedral parish through the Diocese of Lubbock. At the same time, the name was changed to Christ the King Cathedral School. With this in mind, CTK Schools operates a full academic program ranging from Preschool through 12th grade. In 2002, the high school was reborn under the leadership of Father Kasteel, Bishop Rodriguez, Mrs. Meyer and Mrs. Wanjur until it became a diocesan high school on July 1, 2019.

Christ the King Cathedral School grades Pre-K through Grade 8, operated under a parochial model until the 2022-2023 school year. In the Spring of 2022, Bishop Robert Coerver announced that CTK Cathedral School would become a diocesan school in the 2022-2023 school year. At CTK Schools, we integrate the teachings of the Catholic Church and create a Christian setting to help merge Gospel values with daily life. Furthermore, expression of our faith is given in the form of worship, prayer, and service. We express concern for others with a focus on social justice and reach out to those in our community.

CTK offers a nurturing environment and distinctive education that gives the elementary students through high school students the means to lead an active Christian life. The community filled by the Spirit of Love shows a common core of beliefs.

Christ the King Schools are dually accredited by the Texas Catholic Conference of Bishops Accreditation Commission (TCCAC) and AdvancEd. TCCAC and Cognia (formerly known as AdvancEd) are recognized by the Texas Education Association (TEA) and can be found in the directory of Texas accredited schools under Lubbock county.

Domain I : Mission & Catholic Identity

Standard 1: An excellent Catholic school is guided and driven by a clearly communicated mission that embraces a Catholic Identity rooted in Gospel Values, centered on the Eucharist, and committed to faith formation, academic excellence, and service.

Standard 2: An excellent Catholic school adhering to mission provides a rigorous academic program for religious studies and catechesis in the Catholic faith, set within a total academic curriculum that integrates faith, culture, and life

Standard 3: An excellent Catholic school adhering to mission provides opportunities outside the classroom for student faith formation, participation in liturgical and communal prayer, and action in service of social justice.

Standard 4: An excellent Catholic school adhering to mission provides opportunities for adult faith formation and action in service of social justice.

Goal: Encourage and provide regular opportunities for prayer, liturgy and spiritual faith formation rooted in Gospel Value, centered on the Eucharist to develop and deepen their relationship with Christ.

Objective 1: Embrace our Catholic Identity rooted in Gospel Values, centered on the Eucharist, and committed to faith formation, academic excellence and service.

Objective 2: Every student is offered timely and regular opportunities to learn about and experience the nature and importance of prayer, the Eucharist, and liturgy as well as age appropriate retreats and other spiritual experiences.

Objective 3: Provide a rigorous academic program for religious studies and catechesis that integrates faith, academics, culture, and life. While adhering to the standards of the diocese and National Standards and Benchmarks for effective Catholic Elementary and Secondary Schools.

Objective 4: Provides opportunities outside the classroom for faith formation, participation in liturgical and communal prayer, and action in service of social justice.

Objective 5: Every administrator, faculty, staff member, and families visibly supports the faith life of the school community.

Year	Obj	Action Step	Needs/ Resources	Responsible/ Follow-up	Start Date	Completion Date	Funding Cost & Source
2022-25	1.1	Develop and execute prayer times other than morning prayer and mass. Such as monthly Adoration, October Rosary, Veteran's Prayer Service, May Crowning, 3:00 Prayer	Yearly Prayer Book	Religious Education, Chaplins, Deans	Aug 2022	Yearly	Liguori Press; School Budget Cost of book X's # of Religious Ed teachers
2022-25	1.2	Implement liturgical activities/events throughout the school such as Vocations week, Veterans Day, St. Francis' Feast Day, other Feast Days, Month of the Rosary and March for life	Liturgical calendar; Diocesan office	Religious Education, Chaplins, Deans	Aug 2022	Yerly	\$0.00
2022-25	1.3	Work with Diocesan programs and Diocesan churches to encourage the development of student's faith and servant leadership	Diocesan Programs	Chaplins, Deans, Youth Ministry	Aug 2022	Yearly	\$0.00
2022-25	1.4	Establish dedicated afternoon prayer times that include ALL CTKDS Students with a prayer specific for Christ the King	Dr. Chang Sr. Lisa	Deans, Religious Education	Aug 2022	Yearly	\$0.00
2022-25	2	Offer spiritual experiences and retreats at age-appropriate stages to have students and faculty reflect on life and faith	Deans Religion Teachers Head of Schools	Religious Education, Faculty and Staff, Deans	Aug 2022	Yearly	\$500.00
2022-25	3	Follow the guidelines of the TCCBED when developing and conducting classes in Theology	TCCB-ED	Superintende nt; Deans, Theology Teachers	Aug 2022	Yearly	\$100.00
2022-25	3.2	Ensure all Theology teachers are certified or working on completing such	TCCB-ED	Deans	Aug 2022	Yearly	\$0.00
2022-25	3.3	Faculty uses the lenses of Scripture and Catholic Intellectual tradition in all subjects to help students think critically and ethically	PD and retreats; Diocese of Dallas Curriculum, various other sources	Religious Education, Faculty and Staff, Deans, Chaplins,	Aug 2022	Yearly	Cost of retreats; courses/webinars to aide in spiritual journey and faith development

2022-25	4	Integrate faith in all areas of the curriculum – performances, play choices, athletic events and practices, displays, reading choices	All faculty/staff	Chaplins, Deans, Faculty & Coaches	Aug 2022	Yearly	\$0.00
2022-25	4.2	Involve/Invite Community stakeholders to reach out to other church leaders, local government officials, nearby school leaders, and community organizations to share in activities and promote the school	Face to face meetings' phone calls; social media	Rel Ed, Chaplins, Deans; Parent Liaisons	Aug 2022	Yearly	\$0.00 Time
2022-25	4.3	Foster community events by participating in the church/diocesan raffles, Jamaica's, and school festivals, Family Night, Athletic games, etc.	Face to face meetings' phone calls; social media	Rel Ed; Chaplins, Deans, Home and School Assoc;	Aug 2022	Yearly	\$0.00 Time
2022-25	5	Develop and conduct spiritual experiences for faculty and is purposeful in faculty faith formation.	TCCB-ED; Chaplains; outside sources	Deans, Chaplins, Pastors, Youth Ministers	Aug 2022	Monthly	Minimal

Domain II: Governance & Leadership

Standard 5: An excellent Catholic school has a governing body (person or persons) which recognizes and respects the role(s) of the appropriate and legitimate authorities, and exercises responsible decision making (authoritative, consultative, advisory) in collaboration with the leadership team for development and oversight of the school's fidelity to mission, academic excellence, and operational vitality.

Standard 6: An excellent Catholic school 6 has a qualified leader/leadership team empowered by the governing body to realize and implement the school's mission and vision.

Goal: Understanding and serving the needs of our families, faculty and staff through an identified governance model and effective operations.

Objective 1: Evaluate the governing body and team members through their advisory, collaborative and leadership roles throughout the school to contribute to the mission, excellence and operational vitality.

Objective 2: Work through the leadership team to review and cohesively ensure the mission of CTKDS is carried out and support our Catholic Identity both in the schools and throughout the diocese.

Objective 3: Continue to review the needs of our students and invest in resources/programs to meet the needs of all learners while supporting our Catholic Identity.

Objective 4: Enhance professional development training for teachers and staff in order to maintain effective professional staff.

Objective 5: Enhance collaboration and knowledge sharing among all stakeholders that support the school's mission, and encourage all Parishes to invest in some way for their school.

Year	Obj	Action Step	Needs/ Resources	Responsible/ Follow-up	Start Date	Completion Date	Funding Cost & Source
2022-25	1	Identify stakeholders and develop a board for CTKDS indicative of the student and family dynamics	Potential board members, goals for boards	Deans, Head of Schools, Superintendent Bishop	Aug 2022	June 2023	\$0.00
2022-25	1.2	Establish a reporting system to communicate school items in all areas to the Board, Superintendent, Diocesan programs and parishes, and the Bishop.	Emails, Different ways to relay info.	Deans, Head of Schools	Aug 2022	June 2023	\$0.00
2022-25	1.3	Establish recurring meetings with the Superintendent and Deans to all for close partnership and constant dialogue	Goals	Superintendent ; Head of Schools	Aug 2022	June 2025	\$0.00
2022-25	2	Evaluate current budgets and programs to maintain an affordable tuition for families desiring a Catholic Education and provide teachers a competitive salary	Scholar programs set up at Parishes and the Diocesan level	Leadership Team, Operational Vitality	Aug 2022	Yearly	Parishioners; Diocese;
2022-25	3	Explore the needs of families and determine how CTKDS is meeting those needs. Specifically single parent working families.	Title I funding for at risk academic students; speech; Catholic Family charities; Scholar programs, financial aid	CTKDS Leadership Team, School Foundation, Operational Vitality Committee	Aug 2022	Ongoing	Proportionate share through LEA; Increase scholarships and financial aid
2022-25	3.2	Continue collaboration with LEA, utilizing Title funding for at risk students, Professional PD, ESL, and school enrichment Programs (Title IV)	Title funding	CTKDS Leadership Team	Aug 2022	Ongoing	Proportionate share through LEA
2022-25	4	Identify professional development needs; increase support for the role of the educator, and their well being	Region 17, NCEA, Tx Extension, and others	Leadership Team, Chaplains	Aug 2022	Yearly	Yearly Budget

2022-25	5	Establish and grow Alumni Association by creating events, or issuing invitations via social media to attend CTKDS activities	Alumni list, social media accounts	Leadership Team, Operational Vitality Committee	Aug 2022	Yearly	Time
2022-25	5.2	Involve/invite Church/Parish leaders, Community organizations to share in activities and promote our schools	Meetings; Social Media	CTKDS Leadership Team, Chaplains, Development Council	Aug 2022	Ongoing	Time

Domain III: Academic Excellence

Standard 7: An excellent Catholic school has a clearly articulated, rigorous curriculum aligned with relevant standards, 21st century skills, and Gospel values, implemented through effective instruction.

Standard 8: An excellent Catholic school uses 8 school-wide assessment methods and practices to document student learning and program effectiveness, to make student performances transparent, and to inform the continuous review of curriculum and the improvement of instructional practices.

Standard 9: An excellent Catholic school provides programs and services aligned with the mission to enrich the academic program and support the development of student and family life.

Goal: Provide a rigorous curriculum aligned with relevant standards and Gospel values, while providing programs and services aligned with our mission to support the development of the whole student.

Objective 1: CTKDS implements a rigorous curriculum aligned with the TEKS and Gospel values and implemented through effective classroom instruction which is designed to intentionally address the affective dimensions of learning.(i.e. Intellectual and social dispositions, relationship building and mindfulness)

Objective 2: The curriculum adheres to appropriate, delineated standards, and includes integration of religious, spiritual, moral and ethical dimensions of learning in all subjects.

Objective 3: School-wide assessment methods and practices are utilized to document learning and effectiveness, make performance transparent, and facilitate continuous review of curriculum and instructional practices.

Objective 4: Co-curricular and extra-curricular activities provide opportunities outside the classroom for students to further identify and develop their gifts and talents and to enhance their creative aesthetic, social/emotional, physical, and spiritual capabilities.

Year	Obj	Action Step	Needs/ Resources	Responsible/ Follow-up	Start Date	Completion Date	Funding Cost & Source
2022-25	1	Develop and implement instruction that is engaging and encourages critical thinking skills, while addressing diverse needs and capabilities of each student and utilizing age and level appropriate technology.	PD for current trends; research based strategies; current school data, TEKS, College & Career Readiness Stnds.	Curriculum Director; Counselor; Deans; Head of Schools, Faculty/Staff	Aug 2022	Ongoing	Title II funding for PD
2022-25	1.2	Utilizing the Discipline with a Purpose Program, train faculty/staff to implement the DWP program and encourage skill development among students.	DWP program;	Deans, Counselor, Head of Schools	Aug 2022	Ongoing	TBD
2022-25	2	Faculty collaborate to develop and include integration of the religious, spiritual, moral, and ethical dimensions of learning in all subjects.	Collaboration with other Catholic schools; Zoom meetings, TCCB-ED, TEKS, Social Norms	Curriculum Director, Deans, Counselor, Head of Schools, Faculty/Staff	Aug 2022	Ongoing	Travel expenses; cost of subs
2022-25	2.2	Provide a wide range of opportunities for faculty/staff to receive training and support in areas of academic, diversity, and religion	Region 17; Diocesan programs	Curriculum Director, Deans, Head of Schools	Aug 2022	Ongoing	Varies based on opportunity
2022-25	3	Encourage students to take the PSAT, SAT, and ACT tests, Conduct IOWA testing and STARR testing in appropriate grades	College Stnds., updated testing expectations	Counselor, Curriculum Director, Deans, Head of Schools	Aug 2022	Ongoing	Varies based on testing program
2022-25	3.2	Encourage faculty wide collaborations in projects and activities (including science fair)	Varies with school schools and activities	Curriculum Director, Deans, Head of Schools	Aug 2022	Ongoing	TBD
2022-25	4	Provide opportunities for students to explore all of their talents, and develop them to the best of their ability by offering after school clubs that introduce students to STREAM, fine arts, book clubs, etc.	Purchase of STEM carts, seek community helpers who want to share their talents	Deans, Curriculum Director, Counselor, Faculty/Staff	Aug 2022	Ongoing	Title IV funding; slight cost to students to pay a teacher stipend (outside teacher not CTKD)

2022-25	4.2	Increase support for the role of Counselor. Increased time in the classroom with both teachers and students through (age appropriate) safe environment programs, social-emotional support, and Discipline with Purpose.	Safe Environment materials, technology danger instruction; SEL materials, upkeep DWP	Dean,s Curriculum Director, Faculty and Staff, Counselor	Aug 2022	Ongoing	Use of Title II, Title IV funds if available
2022-25	4.3	Increase awareness of social concerns and issues and provide opportunities for students to explore these	Current social concerns, visits with parents and students	Counselor	Aug 2022	Ongoing	TBD

Domain IV: Operational Vitality

Standard 10: An excellent Catholic school provides a feasible three to five year financial plan that includes both current and projected budgets and is the result of a collaborative process, emphasizing faithful stewardship.

Standard 11: An excellent Catholic school operates in accord with published human resource/personnel policies, developed in compliance with (arch)diocesan policies and/or religious congregation sponsorship policies, which affect all staff (clergy, religious women and men, laity and volunteers) and provide clarity for responsibilities, expectations and accountability.

Standard 12: An excellent Catholic school develops and maintains facilities, equipment, and a technology management plan designed to continuously support the implementation of the educational mission of the school.

Standard 13: An excellent Catholic school enacts a comprehensive plan for institutional advancement based on a compelling mission through communications, marketing, enrollment management, and development.

Goal: Market the Catholic Schools effectively while maintaining facilities, equipment, and a technology management plan designed to continuously support the implementation of the educational and spiritual mission of the school.

Objective 1: Develop and manage a three-to-five-year financial plan with current and projected budgets to emphasize faithful stewardship.

Objective 2: Develop and maintain a multi-year master facility plan based on identified needs to prioritize improvement and renovations to increase overall learning atmosphere and mission, as well as create pride in our school and create an impressionable visitor experience.

Objective 3: Improve the marketing of the school by development and implementing a marketing plan that will work to develop a positive image of the school relating its successes to the greater community thus positively impacting enrollment.

Year	Obj	Action Step	Needs/ Resources	Responsible/ Follow-up	Start Date	Completion Date	Funding Cost & Source
2022-25	1	Evaluate the budget on a monthly and quarterly basis to identify the needs of the school. Use this information to adjust in planning	Financial Report, Enrollment, Current costs	Business Director, Head of Schools, Superintendent	Aug 2022	Ongoing	TBD
2022-25	1.2	Evaluate staffing and salaries associated with. Discuss fair pay and wages and compensation to allow CTKDS to attract and retain qualified applicants	Enrollment, Current costs	Head of Schools, Business Director, Superintendent	Aug 2022	Ongoing	TBD
2022-25	2	Evaluate cost of repainting areas of the school in summer of 2023, Elem/JH classrooms, Elem/JH hallway, Main Entrance to the schools, Main Hallway, Bathrooms Athletic locker rooms	Financial committee	Marketing team, Dev Council, Diocesan Comm Dir, Deans, Athletic Director, Booster Club, Home & School	Aug 2022	Yearly Updates	Yearly Budget
2022-25	2.2	Evaluate the cost of moving the marque to a better location to ensure students and families are able to read it. Evaluate the cost of purchase of another marque for the JH/HS side of school to communicate their needs.	Financial committee	Deans, Dev Council, Diocesan Maintenance, Head of Schools	Sept 2023	May 2025	Capital campaign item
2022-25	2.3	Possible addition of trophy cases/redo of cases to better showcase CTK achievements. One main trophy case for history/memorabilia, another main trophy case for achievements in the last 10 years, then cases for each school as needs dictate.	Estate sales; "going out of business opportunities"	Deans, Dev Council, Diocesan Maintenance, Head of Schools	Fall 2022	Aug 2023	Budget
2022-25	2.4	Identify key areas in need and upkeep throughout the school and develop a long-range plan. This includes facilities, equipment and faculty/staff.	Faculty and staff surveys, family surveys, student surveys, school walkthroughs, partnership with "grounds" committee	Business Director; Head of Schools, Superintendent, "Grounds" committee	AUG 2022	Ongoing	TBD

2022-25	3.1	The school's marketing team/committee will update the planning and implementation process annually to identify additional potential partnerships and opportunities such as with the Diocese Communications office.	Current needs of faculty, staff, families and students	Marketing team, Development Diocesan contacts, Deans, Head of Schools, Business Director	Aug 2022	Ongoing	TBD
2022-25	3.2	Establishment of a true Alumni Association, to keep them connected and engaged as well as to increase visibility in the community, foster community, and potential fundraising opportunities	Current families and alumni working together, School records and archives,	Marketing team, Development Diocesan contacts, Deans	Aug 2023	Ongoing	TBD
2022-25	3.3	Create a repository for alumni to the school website. Login credentials allow for profile updating to maintain a list of contacts, while allowing reconnection to the school and its functions, events, activities e.g. Teacher appreciation dinner/dance	School records and archives, possible intern, Business director, Councils	Marketing team, Development Diocesan contacts, Deans	Aug 2023	Yearly Update	TBD
2022-25	3.4	Better integration of social media with promoting CTK Schools, linking in to community services activities/organizations to create a mutual partnership.	Review the efficacy of what we are already using and how to be more effective	Marketing team, Dev Council, Diocesan contacts, Deans	Jan 2023	Ongoing	TBD
2022-25	3.5	New Mission Statement will be updated on the Entry Wall	New mission statement, school objectives and goals, process and timeline to update	Marketing, Deans	Aug 2023	May 2024	TBD