

# Catholic School Management Strategic Planning Models and Options

CSM, a division of Christian Brothers Services, has worked with Catholic elementary schools, high schools, school systems, and diocesan schools offices to write and successfully implement more than 140 strategic plans.

A strategic plan is the bridge that takes an organization from its mission to its vision. Whether for a single school, school system, or diocesan office of Catholic schools, CSM's comprehensive approach to planning is aligned with the four domains of the *National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools* so that all strategic plans address the most critical areas associated with long-term vitality. CSM plans are designed to manage change and accommodate dynamic growth.

- Planning environments are defined using both quantitative and qualitative data to understand the particular environmental conditions that have potential to impact the future;
- Ensuring that all planning processes are highly participative and collaborative is a hallmark of CSM's successful approach and also ensures momentum and engagement in a plan once produced;
- Various planning models exist to provide the appropriate level of consultant engagement from simple facilitation to fully directed processes;
- From start to finish, CSM consultants provide guidance and support with all steps in the process inclusive of communications.



*"We were more than satisfied with the high quality professional service provided. The lead consultant became more than an outside expert, she became a trusted colleague who brought valuable perspective, experience and encouragement."*

Brian Liedlich  
President  
Saint Viator High School



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Strategy | Planning | Leadership

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# What Kind of Planning?

## Directed Processes

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A fully directed process provides consultant experience and expertise to assess an organization's capacities and to identify its most strategic opportunities. Data collection and analysis along with individual and focus group interviews are at the heart of this process that results in the delivery of a full assessment report to support the implementation of strategic goals and preliminary objectives.

## Facilitated Processes

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When what is needed is a format, guide, and facilitator for planning, this model allows for maximum school involvement and participation in all aspects of planning including a culminating retreat experience at which time a diverse group of community members are guided in the actual drafting of strategic goals.

## A Day of Strategic Conversation

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Many organizations find that they have a great deal of data, information, and input at hand, yet seek assistance to organize this information and guide a process to achieve broad-based consensus on key planning priorities and strategic considerations for a vision for the future.

## Optional Services

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- Demographic studies;
- Online surveys for broad based community input;
- Assistance with the development of detailed action plans to ensure implementation of priority objectives.

**Contact CSM today to discuss which approach to planning best meets your school, system, or diocesan needs and to receive a customized proposal.**



## The Value of CSM Services

*"What a blessing you are from God! There is no doubt that the hand of God has brought CSM into the workings of our Diocese... you conducted a flawless retreat which resulted in very practical and attainable draft goals for our school."*

Ben Hopper  
Former Principal  
John Carroll High School

*"I was reluctant to participate in planning as I've been through some absolutely dreadful... sessions. I came away completely and thoroughly blown away by your presentation and the thought and hard work that you put into it."*

Larry Fehring  
Ministry Council Member  
St. Lawrence Seminary High School



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