

FRASSATI CATHOLIC HIGH SCHOOL

Five-year Strategic Plan 2017-2022

Introduction & History

The inspiration for Frassati Catholic High School was conceived over a decade ago in the hearts of and minds of families in north Houston who desired a Catholic high school education for their children. With the nearest Catholic high school located on average more than 45 minutes away, the need for a Catholic high school to serve the growing Catholic population of the northern communities became increasingly evident.

August 2007	The North Houston Catholic High School (NHCHS) committee was revitalized with the mission to build a Catholic co-educational college preparatory school in north Houston. The Catholic segment of this population currently supports 12 parishes, six parish-based primary schools and one private Catholic primary school. Together these area Catholic primary schools enroll more than 2,000 students.
October 2008	Daniel Cardinal DiNardo formally approved of the NHCHS plan.
June 2009	The NHCHS Committee established the Land Rush Club in order to solicit contributions to purchase land.
December 2009	With contributions of more than \$2.2 million, the committee purchased a 63 acre site on Spring Stuebner Road.
March 2010	The NHCHS committee, committed to a curriculum of academic excellence, began discussions with the Dominican Sisters of Saint Cecilia Congregation in Nashville, TN.
October 2010	The Dominican Sisters of the Saint Cecilia Congregation accepted the invitation of the Cardinal to administrate and teach in the high school.
July 6, 2011	Daniel Cardinal DiNardo announced that the name of NHCHS is Frassati Catholic High School, named after Blessed Pier Giorgio Frassati.
October 1, 2011	Cardinal Daniel DiNardo officiated at the land blessing of Frassati Catholic High School.
August 25, 2012	Bishop George Sheltz officiated at the Groundbreaking celebration.
August 22, 2013	Frassati Catholic High School opened its doors to the founding freshmen. Blessing of the first academic building.
May 2, 2016	Dedication and blessing of gymnasium/fine arts building
May 19, 2017	First Baccalaureate Mass and Commencement Ceremony

PHILOSOPHY

Catholic Education

“Go therefore, and make disciples of all nations. Baptize them in the name of the Father, and of the Son, and of the Holy Spirit. Teach them to carry out everything I have commanded you. And know that I am with you always, until the end of the world!” (MT 28: 19-20)

With these words, Christ sent forth his apostles on a mission of evangelization. Catholic education promotes and fosters the teachings and values of the Catholic Church as professed by the magisterium (teaching office) of the Catholic Church. Catholic education is an expression of the Church’s mission of salvation and an instrument of evangelization: to make disciples of Christ and to teach them to observe all that He has commanded.¹ Through Catholic education, students encounter God, who in Jesus Christ reveals His transforming love and truth.² Christ is the foundation of Catholic education;³ He is the Master who journeys with students through school and life as genuine Teacher and perfect Man.⁴ As a faith community in communion with the Church, all its members give witness to Christ’s teachings as set forth by the Magisterium and especially as articulated in the Catechism of the Catholic Church. With a Christian vision, Catholic education fulfills its purpose of the critical transmission of culture in the light of faith⁵ and integral formation of students in body, mind, and spirit.⁶

Evangelization. Our school assists in the salvific mission of the Catholic Church by preparing all students to seek and proclaim the Good News through education and formation in the Catholic faith.⁷

Encounter with Christ. Through daily interaction, prayer, liturgies, and participation in the sacraments,⁸ all members of the school community encounter Christ and His transforming love and truth and in so doing are drawn to proclaim and fulfill His calling for them and for the Christian community.⁹ Through this encounter, students are moved toward the fullness of their humanity, becoming more aware of the gift of Faith given them at Baptism,¹⁰ to mature into adults who will bear witness to the Mystical Body of Christ, respect the dignity of the human person, provide service, lead apostolic lives, and build the Kingdom of God.¹¹

Community of faith. As members of a Catholic educational community, we are all called to model confident and joyful public witness in both word and deed and to live by the moral demands of the Gospel¹² in order to model for students the integration of faith and life and to assist in the development of virtues characteristic of the Catholic Christian.¹³ We do this by living in communion with the Church and its teachings. Believing in the mercy and forgiveness of Christ, we acknowledge our sinful and fallen nature and look to Christ and to the Sacraments He has given us as sources of grace and strength, particularly when striving to live according to the Ten Commandments given to us in the Old Testament and the Beatitudes given to us by Christ in the New.

Authority for teaching. We profess that all authority for our moral and spiritual teaching is based on the Gospels of Jesus Christ¹⁴ and the traditions of the Catholic Church as taught by its ordinary and extraordinary Magisterium, and especially as contained within the Catechism of the Catholic Church.

¹ Matthew 28: 19-20.

² Pope Benedict XVI, Meeting With Catholic Educators, Washington, DC, 2008; Pope Benedict XVI, *Spe Salvi*, 2007, #4.

³ Sacred Congregation for Catholic Education, *The Catholic School*, 1977, #34.

⁴ Congregation for Catholic Education, *The Religious Dimension of Education in a Catholic School*, 1988, #25.

⁵ *The Catholic School*, #49.

⁶ Congregation for Catholic Education, *Circular Letter to the Presidents of Bishops’ Conferences on Religious Education in Schools*, 2009, #1.

⁷ *The Catholic School*, 1977, #5.

⁸ *The Catholic School*, 1977, #54, 55.

⁹ Pope St. John Paul II, *Catechesi Tradendae*, 1979, #23.

¹⁰ *The Religious Dimension of Education in a Catholic School*, #98.

¹¹ *The Religious Dimension of Education in a Catholic School*, #95; *The Catholic School*, #7.

¹² Sacred Congregation for Catholic Education, *Lay Catholics in Schools: Witnesses to Faith*, 1982, #6.

¹³ Congregation for Catholic Education, *Educating Together in Catholic Schools: A Shared Mission Between Consecrated Persons and the Lay Faithful*, 2007, #24.

¹⁴ *The Catholic School*, #34.

Transmission of culture. Permeated by an evangelical spirit of authentic freedom and charity,¹⁵ our school provides a unique setting where everyone is aware of the living presence of Jesus Christ as evidenced throughout the daily rituals of prayer and Sacraments, harmonious and friendly relationships,¹⁶ and curricular selections where faith and culture are intertwined in all areas of school life.¹⁷ Cultivating within students their intellectual, creative, and aesthetic faculties in order to develop the right use of reason, promote a sense of values, and encouraging just attitudes and prudent behavior,¹⁸ our school environment strives to hand down the cultural patrimony of previous generations, in particular a Christian anthropology which teaches that man was made in the image and likeness of God.

Dominican Education

St. Dominic embodies the Dominican philosophy of study, the spirit in which study should be done. “Study was always important to Dominic. At fourteen, he entered the prestigious school at Palencia where he studied liberal arts and theology” (Philip Smith, O.P. *A Dominican Philosophy of Education*, 6). Though his intellectual gifts set him apart, his studies did not render him unaware or insensitive to the suffering around him. In response to a terrible famine, Dominic sold all his books and gave the money to the poor. In this selfless act of Dominic, we see the effect that true study should have. In the person of St. Dominic, we see that Dominican study is not about selfish pursuit of excellence; rather, study should lead to a life of charity, of self-giving love.

This spirit of study is at the very heart of the Order of Preachers, which was founded for preaching and the salvation of souls. Dominic sent his friars to study so that they could then put their knowledge at the service of others, showing others the way to true happiness. In the words of St. Thomas Aquinas, the Dominican contemplates in order to give to others the fruit of contemplation. If the fruit of study is kept to oneself, it necessarily spoils; but if the fruit is shared with others, its delights multiply.

Through zealous study, students in our Dominican schools should acquire a certain excellence of mind which allows them to apply right reason to each academic discipline as well as to all aspects of the culture that surrounds them. Study, particularly of the liberal arts, should impart a deep sense of the inter-relatedness of things.

Dominican study is ordered not to the mere acquisition of information but to contemplation: that is, to gaze on the beauty, goodness, and truth of God’s creation, so as to glimpse the reflection of God’s own grandeur and to draw closer to our eternal destiny. Study should be life-giving, leading to the joy of being seized by the beauty of the truth, and ultimately, of an encounter with Truth Himself.

Blessed Pier Giorgio Frassati, a Third Order Dominican, is a modern day example for our students of Dominican study. He devoted himself to the study of mining engineering so that he could place his knowledge at the service of miners; he studied the Church’s teaching, particularly Pope Leo XIII’s encyclical *Rerum Novarum*, so as to intelligently engage in the public square; he allowed himself to be captured by the beauty of Dante’s *Divine Comedy*, committing entire passages to memory; and most of all, he cultivated a love for the study of Sacred Scripture as well as the writings of St. Catherine of Siena and St. Paul, finding there the strength to go “to the heights” (*Verso l’alto*)!

Vision

Through a robust college-preparatory curriculum rooted in the Catholic faith, Frassati Catholic High School will prepare students to walk on the path of true happiness. Inspired by our patron Blessed Pier Giorgio Frassati, *Man of the Beatitudes*, graduates of Frassati Catholic will be true moral, intellectual, and civic leaders who lead others on the path to beatitude. Frassati Catholic graduates will be agents of change in all sectors of society, building a culture that embodies the truth about the human person who is destined to share in God’s own divine life.

¹⁵ Pope Paul VI, *Gravissimum Educationis*, 1965, #8.

¹⁶ *The Religious Dimension of Education in a Catholic School*, #26, 27.

¹⁷ United States Conference of Catholic Bishops, *Renewing our Commitment to Catholic Elementary and Secondary Schools in the Third Millennium*, 2005.

¹⁸ *Gravissimum Educationis*, #5; *Lay Catholics in Schools: Witnesses to Faith*, #8.

School of the Beatitudes

“The Beatitudes respond to the desire for happiness that God has placed in the human heart.” *Catechism of the Catholic Church 1725*) The word beatitude means happiness, and by giving us the beatitudes, Jesus was responding to the deepest desire of the human heart—the desire to attain everlasting happiness. Attaining the happiness that God intends for us can be very difficult in a fallen world, where many things can appear to be sources of happiness but actually are not. True happiness is found only when we act in accord with our God-given human nature; in other words, we are happy when we are doing what we were created to do. “The Beatitudes are the paradoxical promises that sustain hope,” helping us to navigate through the sufferings of this life and to entrust our happiness to God rather than try to create it ourselves on our own terms. (*Catechism of the Catholic Church 1717*) The goal of Frassati Catholic High School is for every person involved with the high school—faculty, staff, parents, students, benefactors, and friends— to know the happiness for which God has created them.

Beatified by Pope John Paul II in 1990, who gave him the unique title *Man of the Beatitudes*, Pier Giorgio illumines for us the way of beatitude, that is, the way of true happiness. His life shows that happiness does not depend on the absence of trials, as he was able to be joyful even in the midst of tremendous suffering. His life eloquently teaches the wisdom of the beatitudes: that happiness does not depend upon wealth, fame, success, or even health but only in receiving God’s love and then pouring out that divine love in concrete ways.

Pure of heart and ardent in charity, Blessed Pier Giorgio Frassati learned *to see* reality—to see the human person and the world as they truly are. That is to say, to see the world as God sees it. Such sight, such wisdom, is the ultimate purpose of Catholic education. It is attainable by prayer and study through the lens of the Beatitudes: both in the classroom through the intellectual pursuit truth in all its dimensions as well as outside of the classroom through the service learning program, athletics, and other extracurricular activities.

Strategic Planning Process

An initial daylong meeting held on April 12, 2014 and facilitated by Mr. Vincent Higgins. At this meeting, the Board established the six areas of focus for the strategic plan. In addition, Board members offered input regarding the goals to be listed in each area of focus. This initial document including the six categories and a brainstormed list of goals was presented to the school faculty in staff in August 2015. The faculty and staff added goals based on areas of responsibility. In March 2016, the tables indicating task, resources needed, responsible party, timeline, and evidence of attainment were added and completed by the administrative staff. From October 2016, a committee of board members, faculty and staff members met weekly from October 18, 2016 - November 28, 2016 to determine a plan for facility growth. The resulting document, *Blueprint for Growth*, is an Appendix to this Strategic Plan as it is more highly detailed than the current strategic plan.

Strategic Plan 2017-2022 GOALS AND OBJECTIVES

- 1. Faith**
- 2. Academics**
- 3. Student Life**
- 4. School Advancement**
- 5. Facilities and Grounds**
- 6. Financial Management**

Conclusion

During the strategic planning process, we affirmed Frassati Catholic High School's mission and vision and determined current and future resources and needs for growth. The 2017-2022 plan is our guide for developing and implementing specific actions that will sustain our school and safeguard its growth. Evaluations of goals and actions will be ongoing and feedback will advise us in making adjustments to this plan and the development of future plans.

The success of this plan relies upon the continuing support of the administration, faculty, staff, parents, students, future alumni, Board members, and friends. Many goals in this plan are ongoing, some will be implemented in the near future, and others will emerge over a longer period of time. Most importantly, it is the commitment of time, talent, and treasure by all constituents that will determine the realization of our mission and vision.

I. Faith

- a. Catholic Practice
 - 1. Weekly Mass
 - 2. Sacraments
 - a. Offer the Sacrament of Reconciliation regularly
 - b. Institute class Masses once a month OR daily Mass in the school Chapel
 - 3. Recruit Chaplain
 - a. Pray for priests and vocations to the priesthood
 - b. Define role and responsibilities of a chaplain –
 - 1. Part time or full time
 - c. Meet with Fr. Norbert, EV and/or Fr. Keller, Dean, to discuss how to do this
 - 4. Prayer and adoration
 - a. Provide quality spiritual reading books in the Chapel
 - b. Schedule Adoration times once a month for all students
 - c. Offer times during First Friday Adoration to faculty and staff members
 - d. Offer prayer times for parents
- b. Catholic Identity
 - 1. Cardinal Newman Society – Catholic Education Honor Roll
 - a. Research requirements
 - b. Apply at earliest opportunity
 - 2. Articulate Catholic Tradition
 - 3. increase knowledge of Dominican charism and saints
 - 4. Beauty and simplicity in physical surroundings
 - 5. Images of Jesus, Mary and the saints into the entire school community
 - 6. Beautiful art
- c. Catholic Life
 - 1. Retreat Programs
 - a. Schedule 1 retreat day per semester for faculty and staff
 - b. Create a timeline to institute retreats for parents
 - c. Schedule a family day each academic year
 - 2. Encourage and prepare students for active participation in parish life
 - 3. Vocational discernment – encourage students to attend discernment retreats
 - 4. Blessed Pier Giorgio Frassati as a model for life
 - a. Incorporate 5 attributes in all aspects of school life
 - 1. Spirit Week incorporates 5 attributes
 - 2. Biographies of PGF read in English classes
 - a. 9th: *Blessed Pier Giorgio Frassati: An Ordinary Christian* by Maria Di Lorenzo
 - b. 10th: *My Brother Pier Giorgio: His Last Days* by Luciana Frassati
 - c. 12th: *Letters to His Friends and Family* by Pier Giorgio Frassati

II. Academics

- a. Rigorous Academic Program
 1. Advanced level course sequence
 2. AP courses/AP testing
 3. Track standardized test scores to evaluate trends
 4. Study skills support
 5. Clubs supporting academic excellence
 - a. Establish NHS chapter in 2015-16 academic year
 - b. Establish additional honor societies
 6. Provide college/career counseling
- b. TCCED Accreditation
 1. Faculty and Staff involvement
 - a. Provisional Accreditation received May 2015
 - b. Determine self-study year
 1. Ask superintendent for permission to proceed
- c. Curriculum Development and Evaluation
 1. Study current curricula
 - a. Implement curricula as written
 2. Evaluate, modify, and complete the curriculum
 - a. Write curricula for all courses offered in *Curriculum Guide*
 3. Appropriate cross curricular integration according to the mission statement
- d. Technology
 1. Create a technology committee to:
 - a. review our current technology
 - b. make recommendations for future technology integration
 - c. prepare recommendations for future technology course offerings
 - d. create purchasing cycle for technology equipment
 - e. work with Advancement Office to determine funding options
 2. prepare students to be technologically fluent while remaining ethical and responsible
 3. provide sound instruction in educational technology for faculty, staff and students
- e. Professional Development of Faculty and Staff
 1. Initiate regularly scheduled department meetings
 2. Promote opportunities to attend professional conferences
 3. Present at professional conferences
 4. Highlight departmental contributions toward our vision

III. Student Life

Overall goal: All students are known –

100% participation of students in at least one student life activity

- a. Athletics
 - a. Develop the football program for Varsity competition
 - b. Maintain the number of athletes and teams for each sport
 - c. Offer additional teams and/or sports as the school grows; based on student interest
- b. Fine Arts
 - a. Multiple Fine Arts exhibitions/performances each semester

- b. Perform/exhibit both on and off campus
- c. Participate in community festivals, competitions, and events
 - i. Examples: TPSMEA, Pearl Fincher Art Contest, combined choruses
- d. Host workshops or programs for continued learning and engagement
 - i. For current students- weekend masterclasses/workshops
 - ii. For prospective students (6th-8th graders)- summer camps
- e. Cultivate parent support through volunteerism (set-builds, costume acquisition, program folding, etc.)
- f. Expand fall production to two weekends (4-6 performances)
- g. Increase enrollment in fine arts classes
- h. Create visual art display space in hallways of Student Life Building
- i. Create additional fine arts classes: AP Studio Art, Theater Production, etc.
- j. Expand extracurricular fine arts offerings
- c. Clubs and Activities
 - a. 100% participation in at least one student life activity (clubs, fine arts, athletics)
 - b. Define and grow service program
 - c. Develop House System
 - d. Take steps to develop club culture, teaching leadership skills and fostering a spirit of missionary discipleship
 - e. Build a school social culture that reflects the “art of living¹⁹” by teaching social dances and etiquette

IV. School Advancement

- a. Articulate a clear and focused message of the Frassati Catholic vision and mission
 - a. Write mission statement – concise form of current vision
 - b. Increase online presence through regular updates to the website and social media
 - c. Promote school events and student achievement to school and local communities
 - d. Develop newsletters and press releases for distribution on a regular basis
- b. Hire staff to create an Advancement group including marketing, fund raising and admissions
- c. Branding
 - a. Implement *Graphics Standards Manual*
 - b. Create seal
- d. Optimize enrollment
 - a. Determine five year enrollment goals
 - b. Recruitment
 - c. Retention
 - d. Frassati Catholic students visit schools from which they came
 - e. Student representatives at parish Masses on Saturday nights/Sundays
 - f. Increase spirit wear offerings
 - g. Create bilingual materials
 - h. Offer a Spanish language Admissions Open House
- e. Develop a comprehensive marketing campaign

¹⁹ From Cardinal Joseph Ratzinger’s an address to catechists and educators in the Jubilee Year 2000

- a. Execute marketing plan goals through various marketing outlets
- f. Engaging feeder Parishes
 - a. Educate regional Catholic community regarding the high school and Phase 1B needs
 - b. Engage parents and grandparents of 3rd, 4th and 5th grade students
 - c. Contact individual parishioners who have capacity to support through time, talent, treasure or corporate influence
- g. Community at large
 - a. Educate individuals, corporations, and organizations in the region about the high school
 - b. Promote corporate opportunities for campaign and sponsorship support
 - c. Grant proposals
- h. Reengaging the original donor base
 - a. Plan personal meetings with each major donor
 - b. Annual Report of Donors sent to all benefactors
- i. Short term goals - Capital Campaign
 - 1. Hire Campaign Coordinator
 - 2. Establish Program Management Role as part of Campaign Organization
 - 3. Modify proposed ISPD Operational Organization to focus by Parish
 - 4. Educate current Board on capital plans
- j. Annual Giving Program (Frassati Fund and Annual Special Events)
 - a. Double the annual giving campaign in the next 5 years
 - b. Achieve 100% participation by board members, parents, faculty and staff
 - c. Establish endowment funds
 - i. Tuition assistance
 - ii. Facilities – building and maintenance
 - d. Tuition assistance and scholarships
 - i. Expand scholarship opportunities to attract and retain a strong and socioeconomically diverse student community
 - e. Planned/legacy gifts
 - f. Engage parents in fundraising projects
 - g. Establish a “Falcons Forever” culture, cultivate annual gifts, and engage alumni in the life of the high school

V. Facilities and Grounds

- a. Building development
- b. Revisit the Master Plan
- c. Create a 5 year facilities plan to insure the appropriate maintenance of the buildings and grounds
- d. Evaluate phasing plan

VI. Financial Management

- k. Create 5 year financial plan/budget
- l. Increase the involvement of the Finance Committee of the Board of Trustees
 - a. Review monthly operating budget statements
 - b. Review yearly operating budget & present to the Board of Trustees for approval
 - c. Create yearly budget for the NHCHS Corporation (capital account)

2016-2017 PROJECTS

Below is a list of all of the significant projects that have been completed or are underway:

- Installation of the kitchen equipment
- Installation of additional bleachers in the gymnasium
- Installation of 6 additional basketball goals to complete the gymnasium
- Installation of a sound system in the gymnasium
- Installation of a sound system in the assembly hall
- Installation of lights, curtains and other stage equipment
- Installation of safety fencing around the detention pond adjacent to the practice fields
- Purchase of a man lift to service the student life building
- Installation of campus directional signage
- Purchase of an additional bus (likely a 14 passenger)



Announcing our Blueprint for Growth!

The Board of Trustees and the Administration, after much deliberation and discussion, offer this Blueprint for Growth – a plan to add to the campus facilities and grow the programs of Frassati Catholic High School over the next 5 years.

The goals listed below focus primarily on tangibles – facilities expansion, faculty and staff hires, and new equipment.

We are thrilled to have this plan in place and are excited to begin to implement the plan. The challenge is that we do not have the funds to accomplish all of our plans – this should come as no to surprise to anyone! In order to achieve these goals we have to continue to fund raise. As you know, the income we receive from tuition, fees, the Frassati Fund, golf tournament, and gala bridge the gap between what we charge for tuition and what it actually costs to educate a student, but does not allow us to undertake additional capital projects.

Enrollment Goals

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
9 th grade enrollment goal	75	100	100	100	100
Total enrollment	260	315	350	375	400

2017-2018 Goals (to be in place by August 2017 – we are fundraising for these items right now)

- Purchase and installation of additional athletic and PE lockers
- Purchase and installation of locker room benches and marker boards
- Installation of at least one trophy case
- Purchase of additional weight room equipment
- Purchase of an additional set of soccer goals

Purchase of additional football equipment
Purchase and installation of a projection system in the assembly hall
Construction of a covered walkway from the academic building to the student life building
Installation of +/- 100 additional lockers
Reassess the master plan, especially related to next building to be constructed and athletic fields
Construction of 150 space parking lot to the west of the gymnasium

Faculty/Staff Positions to be added for 2017-2018

Director of Information Technology
Director of School Advancement
Director of Major Gifts/Planned Giving
Dean of Students
Special Education Specialist
Part time Chaplain
Additional teachers as needed (still being determined)

2018-2019 Goals (to be in place by August 2018)

Launch new capital campaign – fall 2018
Installation of perimeter fencing and gates around the campus
Construction of outdoor bleachers with a press box
Installation of outdoor lights for the game field
Purchase and install outdoor scoreboard
Installation of temporary classroom buildings – to equal 8 classrooms
Installation of additional 50 – 75 lockers
Purchase grand piano, timpani, and electric keyboard for fine arts
Construct a work shop for maintenance staff
Purchase gator vehicle
Refresh technology as needed

Faculty/Staff Positions to be added for 2018-2019

Director of Facilities
Director of the New Evangelization Office
Director of Student Activities
Administrative Assistant – Athletics and Student Life
Additional teachers as needed

2019-2020 Goals (to be in place by August 2019)

Break ground on new building in spring 2019
Develop property on Rothwood (build a driveway from Rothwood to campus)
Purchase and install outdoor PA system
Installation of fencing around athletic fields
Construct additional athletic fields (to be determined - tennis courts / track / softball field)
Construct building for outdoor concessions, public restrooms, and storage
Purchase tractor and other outdoor facilities management equipment
Refresh technology as needed

Faculty/Staff Positions to be added for 2019-2020

Additional Guidance Office staff
Additional Special Education staff
Additional teachers as needed

2020-2021 Goals (to be in place by August 2020)

Open new building!
Construct covered walkway from the academic building to villaggio
Construct baseball field
Refresh technology as needed

Faculty/Staff Positions to be added for 2020-2021

Assistant Principal of Discipline
Additional teachers as needed

2021 -2022 Goals (to be in place by August 2021)

Refresh technology as needed
Assess master plan phases

Faculty/Staff Positions to be added for 2021-2022:

Additional teachers as needed