

MISSION

We are a Catholic community dedicated to challenging the mind, strengthening the heart, and nourishing the spirit of every student.

Start Childcare

By 2020-2021 school year Preschool before/after care only. Feasibility survey to expand to increased Kindergarten.

Hire Development Director

Form and plan pitch to Fr. Tony

Create Additional Learning Opportunities (outside of the class)

Create Deploy survey by 4/1/21 to OLC community on enhanced learning desirability
At least one new program is introduced for K-2 (2022)
All grades have at least one program available (2022)
All grades are actively using programs available (2022)
All grades have at least two programs available (2023)
Partner with CC (anyone see the recent announcement??) to create additional STEM learning opportunities for all grades (2022)

Increase Community Involvement

Middle school students (as a homeroom) need to participate in at least one Rockford area volunteer opportunity (2020)
3-5 needs to participate in an age-appropriate Rockford area volunteer opportunity (2022)
K-2 needs to participate in an age-appropriate Rockford area volunteer opportunity (2022)
Increase parent/alumni involvement in community involvement

Develop Marketing/ Recruitment Plan

Enrollment numbers KPI's
Retention numbers KPI's

Increase Parent Volunteers

Develop metrics to incentivize volunteer

Improve Development Support

Explore partnerships with RPS, GRPS, ABVM/ASA, CC/WC (prior to 2022 school year)
Increase SSS offerings through new partnerships (2022)
Increase advanced offerings for MS students in at least one subject (2022)
Increase advanced offerings for MS students in 2+ subjects (2021)
Make mental health services available to students by 2020 school year

Expand Sports Program

Communicate current sports program / offerings to new parents

Uphold High Academics / Test Scores

ACRE Top 10% MAP Top 10% among Dioceses
Achieve School of Distinction Blue Ribbon Award
Uphold high MAN's testing scores

Tuition Implementation

Execute on time and on budget with Tuition role out
90% retention of school families

School Board

Assign Committee ownership by 4/1/21
Recruit Non board members to assist as sub-committee members to execute strategic plan
Prioritization road map execution of goals defined by 4/1/21

VISION

Be a leading, innovative Catholic school that invites students to love and serve Christ and strives for academic excellence.

Diocese of Grand Rapids

New pope with charisma for the poor
Strong focus on the new evangelization
Increasing desire to reach out to economically disadvantaged
New bishop (2013); strong support for Catholic education
In general, movement toward collaborative thinking, alliance of schools
Our Faith, Our Future plan being implemented
Common payroll system and financial software
Infinite Campus implemented among all schools
Many pastors handling multiple parishes and diocesan responsibilities

Our Lady of Consolation School

Strong pastoral support for school
Focused on building Catholic identity/faith first
Academic excellence; consistently above national norms
Peaceful, joyful, disciplined climate (not chaotic)
Parents are empowered; access to greater participation
Capturing Kids Hearts school – welcoming environment
Technology is optimized
Student leadership formation
Serving more diverse learners (struggling to accelerate)
Steadily growing population
Seeking financial stability
Continuous school improvement process
Growing school population

Competitive Landscape

Strong public-school system: Rockford
Another strong and local Catholic School
Community preschools
Home schooling
Parents' financial quality of life choices
Perception of better athletic programs
Misperceptions about Catholic schools
Little perceived value in Catholic education

Catholic Educational Practices

Most students don't walk to school
Parents shop for the best (academics, athletics, arts)
Three decision points: preschool/kindergarten, middle school, high school
Member of GRACEAC
Strong parent involvement
Catholic identity/formation
Weekly Mass
Participation in service projects
School financing model
School families very active throughout various ministries

Critical Realities

School governance is parish-owned
Disparity between public and Catholic teacher compensation
Parish leadership is highly supportive
One of largest parishes in diocese
Located in community with very strong public-school system
Length of school day dictated by public school transportation
Shared time teaching arrangements with GRPS and Rockford

STRENGTHS

Academics

OLC has best in class academic performance supported with strong diocesan support, strong pastor support, strong principal support with Hybrid education options with one-to-one technology options for agile remote learning and in person. Our graduating students continue to perform at top quartile in higher levels of education.

Faith Based Studies

OLC lives a high moral standard by truly living faith-based education. Prayer buddies, Priest engagement in the classroom, weekly mass with student participation and holy hour enable our students to build a strong Catholic based value system as they enter higher education.

Community

OLC offers an attentive personal Catholic experience in the large community of Rockford. OLC has a strong relationship and involvement with local community events. High enrollment combined with intimate class size, OLC takes a dedicated approach for each child ensuring successful faith and academic education.

OLCEF

OLC offers the ability to serve all families regardless of financial means. The Bishop scholarship and OLCEF Scholarships allow OLC to offer families and children a faith based and strong academic education.

Re-investment

OLC is committed to re-investment in student and family experience. With strong Parish and Diocesan support OLC is re-investing in expansion of school with classrooms, technology, sports, and extracurricular options for all students. OLC is committed to giving a total learning experience to all students.

Staff

OLC offers a dedicated, passionate and caring staff that is focused on truly living the faith every day. Combined with low-turnover families can count on a consistent faith-based experience throughout their child's development and learning journey.

Responsibilities

Educate children for life and eternity
Create the best possible safe learning environment following all CDC guidelines.
Support, respect, encourage and foster the unique gifts of everyone
Partner with parents recognizing their role as the primary educators of their children
Model the faith and encourage its practice in daily living
Provide a safe environment that allows for optimum growth and development
Meet everyone's unique learning needs
Prepare students for the next level of education
Foster service and stewardship with children, parents and the entire parish
Make Catholic education possible through multiple financial models to all who desire it.

Philosophy of Education

Catholic faith and identity
Excellence in teaching and learning
Dignity of everyone
Positive attitude and outlook
Proactive and positive personal relationships
Personal responsibility and accountability

WEAKNESS

Recruitment

OLC lacks a formal development strategy. Shared ownership across boards and committees with turnover creates inconsistency and in-effectiveness. Digital marketing, fundraising and social media strategy could be enhanced to target and recruit new families, target alumni and promote the brand of OLC.

Organization Structure

Although OLCEF is also listed as a strength, the current structure of OLCEF and its guidelines are misunderstood and OLC is not realizing the full revenue it deserves. Current process potentially is not sustainable due to its reliance on OLCEF donations. These impact predictive confidence of re-investment in operations improving the student and family experience and strategic growth.

Biz Models

OLC does not offer all day care, advanced daily mental health support or robust gifted education curriculum. These are important options to existing and prospective new families evaluating fit for child and the school.

OPPORTUNITY

Enhanced Active Learning

Opportunity to enhance the offering of a student's learning journey through adding education around diversity, outdoor learning, life skills, language emersion and diversity education. Explore collaborations with external resources to partner for program assistance.

Enhanced Community Engagement

Maximizing large community potential through more active community involvement in fundraisers, local business, volunteering.

Family Services

OLC parents have a need for daycare services. Offering this service would help attract new families and help retention of current students.

Student Support Services

Needs exist for more resourced Student Support Services programs to be enhanced as well as addition of gifted and talented, tutoring and mental health programs. Explore partnership with area schools for shared services opportunities.

Capture Revenue

Maximize all revenue generator effectiveness to increase funding of additional resources, programs and future capital investments. I.e. Stewardship, Grants, Scholarship, OLCEF.

Strategic Resources

OLC is under-resourced as compared to other diocesan schools. Investment in an Assistant Principal and a Development Director would free up time for focus on strategic and growth opportunities.

Stakeholder Perceptions

Catholic parent: "The school and parents are all on the same page -- always putting faith first."
Non-Catholic parent: "OLC is obviously a Catholic school, while welcoming all."
High school student: "Other kids think if you're from OLC you must be a good student."
Visitor: "There is a special feeling when you first walk in. Everyone is happy and friendly."
New school family: "It's so easy to get involved. I was asked to help out right away."
High school teacher: "I can pick an OLC student out of the crowd because of the quality of their character."
Senior parishioner: "I just love going to those school liturgies with those kids."
Pastor: "This school is one of the most powerful accomplishments of my life's work. I can see the students and families growing in faith."
Teacher: "I can't imagine working anywhere else."

Graduate Profile

Curious and active interest in learning
Active participant in their faith
Solid academic foundation, fully prepared for high school
Identify as part of the parish community
Servant leader
Respectful, disciplined, compassionate
Hardworking, ambitious, confident

THREATS

Societal Burdens

Increase in Drugs and Violence and Mental Health disorders in communities. Dynamic shifts in cultural and family value norms require a new level of resources and support to navigate.

Economics

Economy Recession leading to reduction of stewardship, OLCEF funding could lead to attrition and lower enrollment numbers.

Societal Perception

Media coverage Catholic abuse scandals and lack diversity inclusiveness threatening decline of new and existing members. True mission of Catholicism not reaching the masses.

Competition

Local public and private school system area leading educational institutions in state. They offer more services, athletics, learning, and resources.

Trends

Families moving to suburban areas
Stabilized enrollment in GRPS
Rising cost of private school tuitions
Parental attitude that saving for college is more important
Parents shop for schools and teachers and sports
Increase in non-traditional families
High stake testing impacts parents' decisions and perceptions of quality
Social media impacts many aspects of school life
Rapid changes in technology is a constant challenge to keep up

