



Growing and Excelling: A Living Strategic Plan for Holy Apostles School

Melissa Trepte, Principal

Holy Apostles School, New Berlin, WI

Consultant: Chuck Evans

What Did I Do?

Holy Apostles School is an exemplary Catholic School in the Archdiocese of Milwaukee that was caught in a cycle of maintenance under a stagnated strategic plan that lacked the vitality and focus necessary to move the school forward into a stage of growth and continued drive towards excellence. Through work with various stakeholders in the parish and school community, we were able to develop the framework for a living strategic plan that is driven by our mission and addresses the following areas:

- Communication
 - Improved communication with Holy Apostles Parish, our cluster parishes, and the community of New Berlin
 - Improvement in our marketing, recruitment, and retention within the school as well as our messaging for the purpose of increased enrollment and growth of the school
 - Intentionality in our advancement efforts and lines of communication with those financial supporters within our parish and school
- Continued Growth and Improvement
 - Alignment with our parish mission and vision
 - Collaborative efforts with our ministries of the parish to support children and youth as a whole
 - Improved involvement of parents, priests, and parishioners with the school
 - Development of teacher leadership to assist in developing our School Improvement Plan and professional development schedule

What Did I Learn?

- Deep change takes time; prayer is a necessary and powerful tool in this process.
- The development of an invested leadership team is crucial throughout the assessment, planning and implementation phases of school improvement
- Mission and vision must serve as the driving force within the decision making process
- Clear, consistent messaging must take place with all stakeholders

What Difference Is It Making At Holy Apostles?

- Holy Apostles School has added a 3K program and a second 4K program for the 15-16 school year
- Enrollment is currently above our projected number and we are moving towards a goal of a 5% increase
- Increased “buy in” by school staff with the School Improvement Plan goals
- More effective professional development that is timely and addresses our school goals and the needs of our teachers
- Collaboration with parish ministries for children and youth as a whole has opened up more opportunities for us to support each other and provide more effective and efficient outreach
- Increased number of parishioners that are volunteering within the school
- Consistency of quality messaging to our parish and cluster parishes has been implemented
- First stages of outreach to our donors has been positively received