



## ISLAND CATHOLIC SCHOOLS STRATEGIC PLAN 2025-2030

### VISION

Inspired by Christ to discover and develop our fullest human potential.

### MISSION

Island Catholic Schools offers educational excellence to all its students in a Catholic environment that is inclusive, financially sustainable, and promotes a culture of faith, hope and love as articulated by the Catholic Church.

### GOALS AND OBJECTIVES

#### A COMMON VISION IN CHRIST

Our Catholic schools foster a culture that nurtures faith, hope, and love in Christ.

1. Increase the rate of student participation and engagement in local community charity groups.
2. Increase the rate of student participation and engagement in service missions on Vancouver Island and internationally.
3. Increase the on-going faith formation of staff.
4. Increase student engagement in faith-based classes and resources.

#### SUSTAINABLE OPERATIONS

Our Catholic schools are financially and operationally sustainable.

1. Increase the percentage of revenues in unrestricted reserves.
2. Increase the value of funds held as capital reserves for CISDV.
3. Increase the dollar value of funds raised for CISDV through diversified funding sources and expanded fundraising.

#### EXCELLENCE IN EDUCATION

Our Catholic schools provide excellence in education meeting the needs of 21<sup>st</sup> century learners while addressing mind, body and spirit.

1. Increase the use of a diverse range of assessment tools to measure educational characteristics that reflect mind, body and spirit.
2. Increase the number of ICS students graduating from post secondary academic, trades and vocational programs.
3. Increase teacher and student access to the tools and technology needed to support a progressive learning environment.

#### NURTURING ENVIRONMENT

Our Catholic schools are an environment where everyone knows and feels they belong and can be successful.

1. Increase the percent of students and staff who self report levels of belonging and connection to our schools in an annual survey.
2. Increase participation in Listening Circles focused on building a culture of belonging and connection in our schools.
3. Increase enrolment and participation in ICS schools by indigenous communities to advance reconciliation, bridge building, and perspective taking through relationship.



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### Goal 1: A COMMON VISION IN CHRIST

Our Catholic Schools foster a culture that nurtures faith, hope, and love in Christ.			
Objectives	Targets		
	Baseline	Year 3	Year 5
1. Increase the rate of student participation and engagement in local community charity groups.			
2. Increase the rate of student participation and engagement in service missions on Vancouver Island and internationally.			
3. Increase the on-going faith formation of staff.			
4. Increase student engagement in the faith-based classes and resources			
Priority Strategies			
● Develop an international exchange/service program to encourage global service and witness the Church in an expanded way.			
● Develop a program for St. Andrew's that encourages service to up-Island communities including both parishes and indigenous communities so that students and staff develop significant connections to the greater Island community.			

### Goal 2: SUSTAINABLE OPERATIONS

Our Catholic schools are financially and operationally sustainable.			
Objectives	Targets		
	Baseline	Year 3	Year 5
1. Increase the percentage of revenues in unrestricted reserves.			
2. Increase the value of funds held as capital reserves for CISDV.			
3. Increase the dollar value of funds raised for CISDV through diversified funding sources and expanded fundraising.			
Priority Strategies			
● Enhance and better articulate the budget process to account for/review allocation of funds by school.			
● Implement social media presence to promote all our schools using relevant social media (e.g., Facebook, Instagram, ads, website) and ensure a vibrant social media presence exists at each school.			
● Conduct a feasibility study to better understand enrollment dynamics and trends in independent schools across Vancouver Island.			



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- Research alternative revenue sources to expand the scope of funding for schools.
- Establish an alumni database to support increased and on-going participation within our schools.

### Goal 3: EXCELLENCE IN EDUCATION

**Our Catholic schools provide excellence in education meeting the needs of 21<sup>st</sup> century learners while addressing mind, body and spirit.**

Objectives	Targets		
	Baseline	Year 3	Year 5
1. Increase the use of a diverse range of assessment tools to measure educational characteristics that reflect mind, body and spirit.			
2. Increase the number of ICS students graduating from post secondary academic, trades and vocational programs.			
3. Increase teacher and student access to the tools and technology needed to support a progressive learning environment.			
Priority Strategies			
● Implement universal design for learning to support teacher and student success.			
● Build a library of assessment tools to collect a range of data that reflects the whole student.			
● Create a “Technology in the Classrooms” plan to identify and address the gaps in our tools and technology.			
● Engage alumni to create a knowledge sharing network and student engagement program that will enhance community connections and inspire students.			

### Goal 4: NURTURING ENVIRONMENT

**Our Catholic schools are environments where everyone knows and feels they belong and can be successful.**

Objectives	Targets		
	Baseline	Year 3	Year 5
1. Increase the percent of students and staff who self report levels of belonging and connection to our schools in an annual survey.			
2. Increase participation in Listening Circles focused on building a culture of belonging and connection in our schools.			
3. Increase enrolment and participation in ICS schools by indigenous communities to advance reconciliation, bridge building, and perspective taking through relationship.			
Priority Strategies			



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- Create a committee of educators and community members passionate about indigenous education to establish/support meaningful connections with indigenous communities/bands.
- Establish an alumni database and begin work on maximizing the resulting connections.
- Embed the synodal process within our school communities, promoting opportunities for all stakeholders (Catholic and non-Catholic) to be heard.