

ALLEMAN HIGH SCHOOL



ALLEMAN CATHOLIC HIGH SCHOOL

# Strategic Plan



2022-2023

**All in for Alleman**





# We're all in for Alleman.

In Fall 2021, the Peoria Diocese committed to renew the vision for our beloved school by engaging the entire school community in a robust strategic planning process.

Over the course of the ensuing year, our work engaged each of our core constituencies – students, families, alumni, faculty, administrators and community members. Through a series of interviews, surveys, focus group discussions and workshops, we strove to develop an authentic view of Alleman's institutional strengths, challenges, core values, capabilities, hopes and ambitions.

Despite the challenges of a pandemic and administration turnover, this dedicated team persevered and finalized Alleman's Strategic Plan. The resulting pathways will guide coordinated short-term activities that accelerate progress towards our long-term vision for Alleman Catholic High School.

Thank you to all who contributed your time and thoughtfulness to this effort. Whether you are a student, faculty member, parent or alumni, we hope you see yourself and your own heartfelt vision for Alleman reflected in the plan. We invite you to take up your part on this institutional journey with a renewed sense of commitment and passion for our "little school on the hill." We are confident that as we travel forward together, we will reveal the strength and reward of an Alleman education for a new era and new generations ... All in for Alleman!

**Hon. Sara Darrow**

ALLEMAN STRATEGIC PLANNING CO-CHAIR

**Jeni Hodge-Burkett**

ALLEMAN STRATEGIC PLANNING CO-CHAIR

**Brent Burkett**

ALLEMAN STRATEGIC PLANNING CO-CHAIR



Being mindful of the uniqueness of individuals and appreciative of the differences among us, Alleman Catholic High School provides the academic atmosphere and promotes educational experiences needed for each student to meet his/her potential.

Alleman Catholic High School strives to provide a foundation for the religious, moral, intellectual, emotional and social development of each individual. Alleman Catholic High School is determined to produce a catalyst for change and for growth in the Catholic community as well as in the society.

**By our actions, values, and modeling, we exemplify a caring atmosphere in a faith-filled community.**



# Catholic Identity

**Strategic Goal:** Alleman Catholic School will develop the minds and hearts of young people to encounter Jesus, know Truth, choose Good, and live virtuously in the service of others through their varied gifts.

## OBJECTIVES

- Promote a Christian environment where the faith is made visible, tangible, encouraging and joyful through the witness of staff and administration.
- Provide an intentional religious formation so that students are well equipped to evangelize and grow.
- Collaborate with local parishes and community partners to expand opportunities for meaningful service in our community.
- Work with the Diocese to mutually agree on structuring a list of roles and responsibilities of the active Chaplain to support the mission of ACHS.
- Create an active faith filled environment according to the varied stages of the religious, moral, intellectual, emotional and social development of the students.



Alleman Catholic High School  
develops a faith-lived community by  
**exemplifying gospel values  
through Catholic education.**



# Academics & Technology

**Strategic Goal 1 (Technology):** Alleman Catholic High School will provide access to and instruction in the ethical and appropriate use of up-to-date technological tools (e.g., digital lab instruments, 3-D printing, robotics, digital simulations).

## OBJECTIVES

- Provide opportunities for instruction in and appropriate use of state-of-the-art technical tools in labs and classrooms
- Develop digital/technological literacy skills in accordance with the Catholic worldview

**Strategic Goal 2 (Curriculum):** Alleman Catholic High School will provide diverse, flexible learning and growth opportunities, guiding all students to identify and nurture their God-given talents

## OBJECTIVES

- Provide increased access to and support for work and service-based learning opportunities
- Expand collaborations with community resources to increase the depth and breadth of advanced, developmental, and elective course offerings





**Strategic Goal 3 (Staffing):** Alleman Catholic High School will develop and implement a process to attract, develop, and retain highly competent mission and vision-driven employees.

## **OBJECTIVES**

- Support the temporal and financial demands for licensure and continuous professional development of faculty and staff
- Recruit experienced employees from non-educational backgrounds and support a route to certification and professional development
- Build a compensation infrastructure that rewards employees for performance excellence and institutional longevity





# Advancement

**Strategic Goal:** Alleman Catholic High School will engage in and develop long lasting relationships to create a positive image, dynamic diverse programs, and long-term financial support to allow our mission to flourish.

## OBJECTIVES

- Develop a sustainable succession plan to ensure a passionate and personally invested Advancement team to further the mission of Alleman Catholic High School.
- Increase visibility and demonstrate the intrinsic value of Alleman Catholic High School by developing relationships with the Alleman community, parishes, and surrounding communities.
- Enhance the quality of our athletic programs by hiring and retaining coaches committed to our mission and the integration of our programs with partner schools.
- Create a plan to consistently ensure an active and vibrant presence of students in the life and service of our Catholic parishes and greater community.
- Implement a proactive and positive communication plan to build trust, restore confidence, and engage stakeholders.







# Finance

**Strategic Goal:** Alleman Catholic High School will identify, communicate, and achieve clear financial objectives and procedures to responsibly, creatively, and enduringly provide the financial resources needed to support the mission of the school.

## OBJECTIVES

- Adjust operations to align expenses and revenue with enrollment levels.
- Analyze and structure tuition and financial assistance programs to optimize revenue.
- Invest in faculty and staff through development and compensation at a competitive level to encourage professional growth and retention of employees.
- Document and communicate financial conditions, plans, budgets, and results to constituents.
- Identify members of the community that can assist the school with financial administration.



“Although our daughter graduated from public schools and our boys began their education there, we started to feel the public schools no longer shared our family’s core values. What we love about Alleman and its feeder schools is the focus on fundamentals: faith, morals, patriotism and ethics; behavioral standards and accountability; traditional, high-quality education rather than fads and social agendas; and an intimate, tight-knit community where no student or parent gets lost in the shuffle. Enrolling our children at Alleman has been one of the most important and fulfilling decisions we’ve ever made as parents, and we have been enriched in every way by joining the Alleman family.

**- Bill and Kirsten Hampton**



# Enrollment & Marketing

**Strategic Goal:** To achieve optimal enrollment, Alleman Catholic High School will provide a community in which families aspire to belong.

## OBJECTIVES

- Create an enrollment management and marketing plan to increase enrollment
- Expand potential enrollment efforts to Catholic home-school families, non-Catholic families, and families beyond the Quad-Cities Metro through marketing and sharing positive narratives
- Initiate proactive public relations that build trust and confidence in the community
- Reestablish core-Catholic community engagement to spread a sense of belonging
- Strengthen relationships with partner schools through effective communication and engagement









# Facilities & Technology Infrastructure

**Strategic Goal:** Alleman Catholic High School's facilities and technology will reflect a standard and culture of excellence to attract and develop a diverse faculty, staff, and student body to enrich our faith-lived community.

## OBJECTIVES

- Execute a current facilities and technologies audit and generate a list of current and future needs that will translate into a rolling 3-5 year Capital Improvement Plan.
- Develop and implement a facilities and technologies standard and define the procedures, resources, and funding to support that standard.
- Establish a facilities technologies and operating committee that can provide oversight, transparency, and accountability.
- Institute a recurring process of connecting with other school board committees to review and update any facility and technology needs.



# Governance

**Strategic Goal:** In partnership with the Diocese, Alleman Catholic High School will develop a governing structure that embraces and ensures excellence, collaboration, community, and accountability.

## OBJECTIVES

- Develop a collaborative governance model that fosters a sense of accountability, ownership, leadership, and communication with the operation of the school community to support the school's mission.
- Ensure the moral principle of a subsidiary and collaborative model of leadership with the goal of continuous improvement.
- Dialogue with the Diocese of Peoria to clarify lines of authority in managing the Illinois Quad City Catholic Schools with the understanding that decision-making must be a shared proposition.
- Define the relationship with local parishes to increase engagement in the life of the high school.
- Include local leaders from diverse backgrounds in governance to promote Alleman's profile.
- Align the leadership, communities and missions of Alleman, Jordan Catholic School, Seton Catholic School, and Our Lady of Grace Catholic Academy so that all schools can cohesively move in the same direction.







# Student Life

**Strategic Goal:** To prepare students for successful post-secondary experiences, Alleman Catholic High School will develop a system to administer and moderate extracurriculars to create a balanced set of activities, furthering opportunities for fellowship, discipleship, and leadership.

## OBJECTIVES

- Provide STEM programs that allow students to develop their talents in these areas.
- Rejuvenate extracurriculars to attract and retain quality coaches and advisors who personify the same standards and expectations as those of Alleman faculty and staff.
- Develop programs with our partner schools that provide opportunities to participate in activities that nurture students' connection and commitment to our Catholic school community.
- Create awareness and excitement for students to feel needed, connected, and included in extracurricular activities and service opportunities.
- Increase awareness of opportunities and programs available to students in preparation for their post-secondary goals.



“Love is the key to the mystery. Love by its very nature is not selfish, but generous. It seeks not its own, but the good of others. The measure of love is not the pleasure it gives - that is the way the world judges it - but the joy and peace it can purchase for others.”

**Venerable Fulton Sheen**









[www.AllemanHighSchool.org](http://www.AllemanHighSchool.org)