

I. Shared Mission, Vision, and Augustinian Values: The Saints Experience

Goal: To maintain and strengthen the Catholic, Augustinian identity of the school to assure fulfillment of the school’s mission in all its activities.

Rationale: The foundations of the St. Augustine experience must be constantly refreshed and re-appropriated with great intent. Opportunities include improved structures and processes for welcoming new members of the community as well as initiatives to gain greater inclusion and fuller participation of present members of the community in the school’s life and culture.

Strategies:

- 1.01 Study and monitor the trends in student enrollment to nurture a robust Catholic population.
- 1.02 Advance the regular and meaningful reflection on the Christian service experiences of students.
- 1.03 Reimagine and redesign the Sophomore retreat experience.
- 1.04 Examine and provide opportunities for faith formation of families.



II. Excellence of Instruction and Programs: Students at the Center

Goal: To facilitate growth among and meet the needs of students and faculty through continual improvement of teaching, learning and instructional support programs.

Rationale: With the strong foundation of a college preparatory curriculum, strategies designed to enhance our community of learners will focus on the development of servant leadership skills, identification of the role of technology in its service to the school community, continued improvement of teaching methods, and the examination and development of curricular and co-curricular offerings that support the mission of the school. The excellence of our instruction and instructional support programs will be tailored distinctly to the needs of young men and their pursuit of the Integral School Outcomes. (ISO's)

Strategies:

- 2.01 Study and respond to the impact Artificial Intelligence (AI – i.e. ChatGPT) will have on teaching and learning.
 - Train faculty in effective uses of AI to modernize their pedagogy and lessons.
 - Educate students on the appropriate and responsible use of AI in their studies.
 - Inform parents about AI and its impact on their sons' education.
- 2.02 Develop efforts to support the mental health needs of students with particular emphasis on the effects of social media.
- 2.03 Review and revise the Homeroom offering with a focus on developing leadership and community spirit.
- 2.04 Examine the development of Dual Enrollment opportunities to supplement/supplant the Advanced Placement program.
- 2.05 Evaluate our Learning Accommodations program and study the need for expanded services.



III. Facilities: Excellence to Match Our Mission

Goal: Complete campus master plan for facilities development and enhance existing facilities including keeping pace with advanced technologies to support the mission of the school and serve the needs of its students.

Rationale: The school’s facilities will be an expression of a fraternal and welcoming community. While the campus redevelopment has created adequate facilities for the current student population, the feasibility of additional facilities to support new programs should be explored. The facilities will be safe, attractive, clean, efficient, and designed to support optimal learning experiences and incorporate the latest technology for young men in a changing world.

Strategies:

- 3.01 Develop a plan for the expansion of facilities offsite (sports campus, junior high school, etc.)
- 3.02 Creatively utilize San Diego as an extension of our facilities. i.e. Hickman Field (baseball), Balboa Park (tennis/cross country), Scripps Pier (marine biology)
- 3.03 Re-imagine the best use of the Aherne Library.
- 3.04 Evaluate a permanent bleacher solution for the athletic field.
- 3.05 Investigate alternative power sources to reduce energy costs and provide charging stations for the growing number of electric vehicles.



IV. Financial Resources: Stewardship for the Future

Goal: Provide a strong financial foundation to assure the achievement of the school’s mission and vision.

Rationale: A strong financial base and responsible stewardship of our resources are necessary to maintain and expand programs. Budgets must be tuition supported and generate sufficient surpluses to maintain appropriate reserves. Development efforts should focus on growing the Endowment Fund to a level that would generate increasing support for tuition grants in an effort to make the school accessible to a broad and diverse student body.

Strategies:

- 4.01 Cultivate benefactors and develop advancement programs that support the growth of the Endowment Fund and Financial Aid.
- 4.02 Further develop the *Augustinian Promise* with the addition of a scholarship component to support students coming from St. Patrick’s, North Park and other urban parochial schools.
- 4.03 Create an annual school operating budget sufficient to fulfill the mission of the school, meet all obligations and build an annual reserve.



V. Community Relationships: Connected in Mind and Heart

Goal: Enrich student learning experiences through associations and strengthen collaborative relationships with local communities that support the values and mission of the school.

Rationale: By taking advantage of our unique characteristics and urban setting, St. Augustine High School will provide greater educational opportunities to its students and value to the local community. We intend to extend that reach to enable our community to understand its relation to larger communities of culture, national experience, need, and development.

Strategies:

- 5.01 Develop and implement an alumni speaker series to mentor and inspire Saintsmen.
- 5.02 Expand the admissions benefits of the *Augustinian Promise*, using the model of St. Patrick’s School, North Park, to include more Catholic elementary schools with a historical connection to Saints.
- 5.03 Use of professional and educational resources in San Diego County to support our school curriculum and programs.



Calendar of drafts

6/14/23	Administrative Team
6/21/23	Board of Directors – Executive committee
6/27/23	WCEA/WASC leadership team
9/15/23	Board of Directors – PAMEC committee
9/18/23	Board of Directors – Instructional Planning committee & Administrative Team
9/27/23	President and Principal
9/27/23	Board of Directors – Facilities committee
10/18/23	Administrative Team
10/19/23	Board of Directors – Finance committee – distributed electronically
12/6/23	Board of Directors – Executive committee

Items highlighted in yellow will be elevated to be EIP (education improvement plan) goals for the WCEA/WASC 2024 self-study.

