

CHRISTIAN BROTHERS ACADEMY

STRATEGIC PLAN

(abridged)

MAY 2017



“Pride in our past....Faith in our future!”

(Abridged, May 2017)

ORGANIZATION OF THE STRATEGIC PLAN

- Mission Statement
- Belief Statements
- Sponsorship Covenant
- CBA History and Current Information
- Analysis of the Present state of CBA
- Vision for CBA – 2020
- Long-Term Goals and Objectives

Note: This is an abridged version of the 2015 Strategic Plan; therefore certain sections have been removed and/or redacted.

MISSION STATEMENT

Christian Brothers Academy is a Catholic, Lasallian college preparatory school serving young men and women of diverse faiths and cultures.

The administration, faculty, staff, and the entire CBA family provide students with a safe, nurturing environment that fosters spiritual, intellectual, physical, emotional, and social growth.

CBA challenges students to achieve excellence in all aspects of their lives, encouraging them to live as moral, responsible, contributing, and successful members of society.

BELIEF STATEMENTS

Belief statements serve as the foundation of a strong strategic plan. They are the formal expression of a school's fundamental values and serve as its ethical code. Beliefs describe the moral character of a school. In a planning process involving a variety of stakeholder groups, they represent the composite of the personal values of the individuals comprising those groups.

Because belief statements are a matter of faith, not a matter of fact, they express the school's overriding convictions, its inviolate commitments. They outline what members of the school community are willing to ultimately defend. Because beliefs identify areas of focus and importance, they can be used as a lens through which to examine the worthiness of the school's potential decisions or future actions.

Christian Brothers Academy is an educational community which finds its inspiration in four traditions:

***The Catholic Tradition**
The Lasallian Tradition
The American Tradition
The Liberal Arts Tradition*

From these traditions, our educational community derives a basic set of **beliefs** about the human person which give meaning and purpose to the various approaches to an education at CBA.

SPONSORSHIP COVENANT
Between the
Brothers of the Christian Schools
And the Board of Trustees of
Christian Brothers Academy

The foundational basis of the Sponsorship Covenant is the *The Five Goals of Lasallian Education* (the *Five Goals*). The Five Goals are:

- We instill Gospel values.
- We are animated by and foster a spirit of faith and zeal.
- We develop and maintain diverse programs meeting recognized standards of excellence.
- We create and sustain respectful human relationships in community.
- We exercise a preferential option for the poor.

ANALYSIS OF THE PRESENT STATE OF CHRISTIAN BROTHERS ACADEMY

CBA is a strong and healthy college preparatory school with a commitment to the Lasallian mission. CBA provides a safe, nurturing, and value centered environment that encourages learning. The school has strong leadership with high quality faculty and staff who are dedicated to both the school and its mission. A CBA education offers students excellence in all academic, athletic and extracurricular activities. A strong alumni network and parental involvement and support create a sense of community and family that is unmatched in Central New York. CBA's enrollment is both stable and full.

To maintain the school's current state, CBA has identified the following key areas of focus:

- Maintaining our commitment to our Catholic and Lasallian mission in the face of the declining numbers of Brothers in the school.
- Maintaining our commitment to a mission driven education for our students.
- Maintaining optimal enrollment levels in the face of changing Syracuse area demographics, the declining numbers of Catholic elementary school students, and the costs of attending college.
- Maintaining strong leadership in all aspects of our school including, board, administration, and faculty.
- Maintaining and enhancing the school's facilities, infrastructure, and technology that are required to support a quality education in the 21st century.
- Obtaining the financial resources necessary to 1) effectively manage tuition levels; 2) provide sufficient financial aid to lower and middle income families; 3) maintain faculty and staff compensation at competitive levels; and 4) maintain and improve our facilities.

(Abridged, May 2017)

Vision 2020

Our vision for CBA for the year 2020 is as follows:

- CBA will be passionately committed to Catholic values and the Lasallian mission.
- CBA will be recognized as a center of excellence in all academic fields of study including science, technology, religion, engineering, the arts, and mathematics.
- CBA will be the most desirable option for area parents seeking a school that challenges students to achieve excellence in all aspects of their lives.
- Our endowment will be increased to fully meet the financial needs for all of our families.
- CBA's technology infrastructure will not only meet the needs of our academic program, but will provide innovation and growth opportunities for our students in their academics.
- Academic, athletic and other facilities will meet our expectations, as well as the needs of our faculty, staff and students.
- CBA's financial condition will be strong and tuition increases and enrollment will be managed effectively.
- The school will be at the center of a large and vibrant CBA community.

LONG TERM GOALS AND OBJECTIVES

The following have been identified as the most important goals and objectives to be addressed over the next several years. These goals and objectives are the responsibility of everyone in the CBA community; however, we have identified a Sponsor for each. Each Sponsor will be responsible for coordinating the efforts of the community as we strive to achieve our goals and objectives.

- Develop and implement a program to ensure that the Lasallian mission is understood, embraced and practiced by all, particularly in light of the declining numbers of Brothers.
- Develop and implement a plan to ensure continued excellence in our academic, athletic, fine arts and extracurricular programs.
- Develop and implement a marketing, recruitment and retention plan that ensures enrollment levels, with qualified students, are maintained.
- Develop and implement a plan to increase endowment to a level so that tuition is affordable for all families.
- Develop and implement a plan to maintain the strong leadership in all aspects of our school, including striving to have a faculty and staff that more accurately reflects the composition of the student body.
- Provide facilities necessary to attract students and to provide for our desired programs and activities.
- Develop and implement a long-term financial plan which enables CBA to (1) manage tuition levels; (2) increase financial aid; (3) pay faculty and staff competitively; and (4) maintain and improve our facilities. Tuition increases should be managed, keeping in mind the Consumer Price Index. Staff's total compensation should be evaluated so that CBA can ensure that it will attract and retain quality faculty and staff. Finally, the plan should ensure that CBA pays for significant capital improvements through specific fund-raising campaigns.
- Develop and implement a plan that will permit the CBA community to evaluate whether it is making measurable progress towards each of these goals.

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