

Duluth Area Catholic School System

Mission, Values, Vision, and Strategic Goals for 2011-2016

Mission (*Why we exist as a System*)

...to ensure that Catholic school education in the Duluth area is viable, justly available, and equitably supported

Values (*What we believe in as a System...our core principles*)

- Catholic identity
- Quality education
- Student success
- Accessibility
- School advancement

Vision for 2016 (*Where we want to be as a System by 2016*)

- Catholic identity consistently exemplified in word, worship, and service across the System
- Effective governance and leadership in System and all schools
- Efficient and effective system and school operations
- Defined standards of excellence in academics and faith formation attained
- Adequate funding for programs and facilities flowing from all parishes

Strategic Goals (*Where and how we will focus our efforts to achieve our Vision for 2016*)

- I. **Catholic Identity:** Elevate and celebrate the Catholic Identity of all Duluth Area Catholic Schools through greater evangelization, sacramental life, support for families, fostering of vocations, and Christ-inspired schools.
- II. **Governance and Leadership:** Improve the effectiveness of governance and leadership functions throughout the Duluth Area Catholic School System by clarifying responsibility and authority for all major levels and types of decision-making, and by providing advisory input to the Diocese of Duluth on matters impacting Catholic education in the Duluth area.
- III. **System Operations:** Create clear and consistent operating policies and procedures at System and school levels that foster broad and beneficial collaboration and coordination, just and equitable compensation systems, and optimal school configurations, while also assuring adequate System staff to administer these policies and procedures.
- IV. **Academic Excellence and Staff Development:** Establish standards of academic and faith formation performance excellence for students, teachers, and administrators (school-level and System-level), investing as necessary in school staff development and in educating parish leaders regarding Catholic school operational requirements.
- V. **Finance and Facilities:** Clearly define the financial requirements for operating and sustaining the programs and all facilities of the Duluth Area Catholic School System, portraying and promoting them as the shared responsibility of all area Catholics and as a legacy opportunity for major benefactors.