STRATEGIC PLAN
2020 - 2025
THEORY OF CHANGE
THEORY OF change

INTEGRITY

PARTNERSHIP

RESPONSIBILITY

RESPECT

SPIRITUALITY
Cristo Rey Kansas City provides a Catholic, college and career prep education enhanced by an innovative corporate work study program to culturally diverse, ambitious students with economic need.

MISSION STATEMENT - REVISED 2020
Encourage life-long learning and self-discovery. Educate students about the arts, athletics, service to others, personal wellness and hard work. Do so in the context of Catholic values and beliefs.

Offer a robust college and career readiness curriculum designed to ensure that students have skills to advance to the next chapter of their journey. Employ and invest in an experienced, innovative team of faculty and staff committed to the mission of the organization.

Give students hands-on work opportunities. Provide hard and soft skills necessary to ultimately achieve financial independence. Engage business leaders, community advisors and other partners who uphold our mission.

Prioritize the long-term advancement and development of the school as a means to accomplish our mission.

Provide a safe, secure and sustainable physical space that encourages learning, collaboration, and community. Offer relevant and reliable facilities and technology that addresses modern society.
MAINTAIN A ROBUST SCHOOL CULTURE
Recognize the importance of creating a safe and positive atmosphere rooted in Catholic tenets and values.

FOSTER COMMUNITY ENGAGEMENT & CITIZENSHIP
Build community among students, families, parents, faculty, staff, board, partner organizations and other interested stakeholders. Develop a commitment to serve others. Increase awareness of and engagement on key societal issues.

PROVIDE A BROAD SET OF LEARNING OPPORTUNITIES
Ensure student engagement in extracurricular activities, including sports and clubs. Provide out-of-school learning experiences. Build a network of relevant mentors.
RECRUIT COMMITTED AND QUALIFIED STUDENT BODY

Stabilize enrollment and retention.
OBJECTIVES

CREATE A SCALABLE CURRICULUM
Offer an array of classes in the arts and sciences, including honors and AP level courses. Develop scalable / tailored learning which includes developing bridge programs, Hurtado-type opportunities, AP courses, and tutoring and mentoring programs robust enough to support the students.

PROVIDE ACCESS TO LEARNING TOOLS
Make technology, textbooks and other necessary resources available to students and educators.

OFFER CAREER COUNSELING
Advise students of educational and career options, which may include military service.
OBJECTIVES CONTINUED

DEVELOP ACADEMIC EXCELLENCE

BE AN EMPLOYER OF CHOICE
Recruit, hire and retain a solid workforce whose focus is academic excellence and addressing the needs of each individual student. Ensure competitive compensation and benefits.

BE A SCHOOL OF CHOICE
Recruit and retain ambitious youth.

INVEST IN PROFESSIONAL DEVELOPMENT
Provide educational and development opportunities for faculty and staff designed to improve academic performance.

PROMOTE LIFELONG LEARNING
Engage students in lifelong learning.
OBJECTIVES

PROVIDE MEANINGFUL WORK STUDY OPPORTUNITIES

ENGAGE EMPLOYERS
Build relationships with organizations committed to bringing in students for work-study opportunities. Increase the number of internship opportunities with local companies.

IMPROVE THE WORK STUDY EXPERIENCE
Ensure internships provide robust content and hands-on experiences. Require students to learn about the industries in which they are working. Encourage job shadowing.

BUILD AND DELIVER ROBUST BUSINESS LITERACY CURRICULUM
Better prepare students to effectively operate and contribute in a corporate environment. Teach students the language of business. Clarify student learning objectives.
MAXIMIZE RELATIONSHIP WITH THE CRISTO REY NETWORK

Leverage strength and insights from Network Schools across the nation.
MAINTAIN A STRATEGIC, DIVERSE AND COMMITTED BOARD OF DIRECTORS

Involvbe influential members of the community in the organization to serve as ambassadors, help set strategy, and assist with fund development.

ACHIEVE LONG-TERM FINANCIAL SUSTAINABILITY

Seek additional funding and institutionalize the program for ongoing support by assessing readiness for a scholarship reserve fund or an endowment.

BUILD COMMUNITY RELATIONSHIPS

Establish and foster productive partnerships with businesses, educational institutions, philanthropic foundations, faith communities, government and non-profits.
ENRICH THE CRISTO REY BRAND
Build and enhance Cristo Rey's profile in Kansas City.

ENGAGE ALUMNI
Cultivate lifelong relationships between Cristo Rey and its alumni. Celebrate their accomplishments.
OBJECTIVES

OVERSEE DAILY OPERATIONS
Consider the broad administrative needs of the school to ensure smooth operations - personnel, transportation, facilities, technology, et al.

POSITION THE ORGANIZATION FINANCIALLY TO ENSURE ONGOING VIABILITY
Establish and manage a budget that meets the needs of the organization.

ENSURE THAT FACILITIES AND TECHNOLOGY SUPPORT THE MISSION
Recognize that the building is a tool that must allow for the execution of the educational mission. Ensure technology is kept up to date and is competitive with other area schools and is used as a learning and recruitment tool.

SUPPORT THE LEARNING ENVIRONMENT
ALIGN PROGRAMMATIC NEEDS WITH PHYSICAL ENVIRONMENT

Address Cristo Rey’s physical needs by assessing the current space and exploring alternative locations.

UTILIZE FACILITIES TO INSPIRE

While ensuring that that facilities are functional, also use them to develop a sense of pride in students, faculty and staff. Leverage the learning environment as a recruiting tool by engaging prospective new students – our lifeblood.
CRISTO REY KANSAS CITY
CRISTOREYKC.ORG