

Executive Summary – Strategic Plan 2024-2031

INTRODUCTION

In June 2024, Risen Christ completed the process to renew its accreditation with the Minnesota Nonpublic School Accrediting Association (MNSAA), a cycle that takes place every seven years. The 2024-25 school year marks the first year of our new strategic plan as we take steps toward a bold and exciting future at Risen Christ.

Before sharing the highlights of our new strategic plan, it's worth celebrating what we accomplished together as part of our previous plan, which included the elimination of Risen Christ's long-standing debt, and the complete implementation of our Spanish/English dual immersion model in all grades, K-8. Risen Christ remains the only Catholic dual immersion school in the state of Minnesota.

At the heart of our new strategic plan is our mission to provide a bilingual, multicultural and financially accessible Catholic education that is transformative for the whole child. This strategic plan represents the voices, insights and wisdom shared by all of Risen Christ's stakeholders.

1. Risen Christ will meet the academic needs of all learners.

Risen Christ aims to send all graduates to high school fully proficient in English and Spanish. However, the path to success begins much earlier than 8th grade. One foundational component needed to achieve this goal is to establish a Pre-Kindergarten program. Risen Christ is the only elementary school in the Archdiocese of Saint Paul and Minneapolis without a preschool. With 76% of our incoming Kindergarteners identified as English Language Learners (ELL), this is an urgent need that must be addressed. When comparing Risen Christ students who attended Pre-K with those who have not, the internal achievement gap is more apparent.

As the only Catholic dual immersion school in Minnesota, our model continues to evolve to meet the unique needs of our students. Based on a growing body of research, it is clear that the path to achieve proficiency in English is through proficiency in one's native language – which for most of our students is Spanish. With support from key partners, Risen Christ's academic leaders and teachers will explore how to shift the allocation of Spanish and English instruction based on our student population, teacher skills and other resources required to provide a dual language program that is more effective at closing achievement gaps.

2. Risen Christ will maintain a vibrant school culture that supports families.

Fostering engagement and leadership among families lies at the heart of this objective, as we recognize parents as the primary educators of their children and understand our partnership with them as a sacred trust.

This includes the addition of more enrichment opportunities and extracurricular programming such as academic electives, clubs, athletics, field trips and more. Risen Christ is working to create pathways for parents to be involved at the classroom and administration level, and build capacity for reinforcing the education of their child at home for strengthened academic achievement and accountability.

3. Risen Christ will recruit, support, train and retain high-quality faculty and staff.

Risen Christ has placed a significant focus on teacher recruitment and retention and we desire to make more progress in this essential area that directly impacts student outcomes.

Since 2021, Risen Christ has conducted the anonymous TNTP Insight Survey funded by Great MN Schools. The survey provides teacher feedback about instructional culture, leadership, compensation and more. In each year

Executive Summary – Strategic Plan 2024-2031

we have administered the survey, Risen Christ has improved in every domain. Despite this, teacher compensation remains Risen Christ’s lowest-ranking domain. In fact, 66% of teachers expressed salary/compensation as the number one area that would help them commit to staying at Risen Christ for the long-term in a separate survey conducted internally. Increasing compensation, instructional support, continuing education opportunities and professional development will help Risen Christ combat the national teacher shortage and curb teacher attrition, which will directly impact student outcomes.

4. Risen Christ’s finances and operations will be efficient, sustainable, and reflect the school’s bilingual and biliterate identity.

Risen Christ would not be here today without the support it has received from countless individuals, foundations, parishes, volunteers, alumni and other friends who are committed to our mission serving the children. We will invite our community of supporters to join us in building an operating cash reserve to boost our financial sustainability in the near term, and by launching a comprehensive capital campaign to fund the major strategies included in this strategic plan. Another significant component of this objective includes the establishment of a robust planned giving program, which will encourage supporters to place Risen Christ in their will or estate plan, further solidifying the future of Risen Christ for years to come.

5. Risen Christ’s facility will meet the current and anticipated needs of the school.

Risen Christ’s physical location provides a variety of complex challenges – and opportunities – that will significantly influence the outcome of our strategic plan. Frankly, Risen Christ’s school building has very serious needs that Holy Name Parish (the owner/landlord of the campus) does not have the resources to address, including old and broken windows, one operational boiler (out of two) showing signs of its age, a lack of security cameras and lighting, and more. In addition, Risen Christ is currently two-thirds of the way through its lease which is set to expire in 2033. Finally, the lack of physical space prevents the addition of a Pre-K program. Therefore, we seek to resolve the numerous uncertainties associated with our facility as urgently as possible.

CONCLUSION and HOW YOU CAN HELP

Our plan is ambitious, but our efforts are bolstered by our interactions with the children and our steadfast faith in the power of a Christ-centered education. We encourage you to take a look at the plan and consider how you might play a role in the objectives laid out above so we can achieve greater success together!

Please contact us with your questions, to discuss the plan in more detail, or to learn about supporting the plan:

Michael Rogers

President

mrogers@risenchristschool.org

(612) 234-8528

James DeLong ‘95

Director of Advancement

jdelong@risenchristschool.org

(612) 234-8439



Click [HERE](#) or scan the code to view the complete strategic plan with timelines, action steps and more.