



VISION 20/20: The Brady Advantage
Strategic Plan 2016-2020

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During the summer of 2015, a collaborative planning group was appointed by the Principal to revise and extend the goals of the 2010-2014 Bishop Brady Strategic Plan. The members of the group touched many facets of the Bishop Brady community from Advisory Board members and faculty to parents and alumni, with several individuals embedded in more than one of these groups. This cross section of both the internal and external communities of Bishop Brady worked to develop a strategic plan, VISION 20/20, identifying future initiatives and a four year roadmap, through the year 2020, for continued excellence as a Catholic secondary school.

The process was facilitated by experienced educator Jeff Bradley, a partner with Educators' Collaborative, a former Brady faculty member, and the parent of a Brady sophomore. The members of the Strategic Planning Committee were charged with assessing the school's accomplishments in meeting the earlier plan launched in 2010, reviewing the NEASC evaluation report completed in the spring of 2014, evaluating data derived from a series of parent, student, faculty and alumni surveys, discussing ideas and concerns through a variety of focus groups, and finally crafting these visioning goals.

The document is meant to reflect the big picture of our mission and expectations and will require the administration and Advisory Board in the months ahead to develop a specific timeline, action plans, thoughtful stewardship, and evaluative tools to monitor the effective implementation of the plan.

It is with a great sense of pride that we share this strategic plan, Vision 20/20: The Brady Advantage, with each of you. Heartfelt thanks to the members of the committee for the time and talent that they dedicated to this task.

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Mission Statement

Bishop Brady High School is a Roman Catholic, college preparatory, co-educational high school, founded upon the values of *faith, learning and service*. In partnership with families and the greater community, Bishop Brady *instills a desire* in students to engage in service to others and *challenges* them to rise above the expected in the pursuit of excellence.

Philosophy

Bishop Brady is a center for the pursuit of excellence and for the development of the total person. In a caring community, each person is invited to build quality interpersonal relationships and to exert a positive influence on the climate of the school. It is a Catholic school where students learn in a nurturing, creative atmosphere; where educators teach in a dedicated, professional manner; where administrators know that caring is as important to the heart as knowledge is to the mind.

As a Catholic school and a caring community, we are committed to the following objectives:

- To introduce and reinforce Christian values in a learning and practicing environment by providing intellectual instruction and opportunities for religious experiences
- To offer programs which stimulate intellectual, creative, emotional, spiritual, and physical growth in each individual
- To offer students college preparatory courses in a supportive, orderly school environment
- To encourage students to develop a healthy respect for self, school, family, and society

History

Bishop Brady High School, traces its roots to St. John's High School, established in 1930 on South State Street in Concord, New Hampshire.

Named for the Most Reverend Matthew F. Brady, D.D., Bishop of Manchester, 1945-1959, Bishop Brady High School opened its doors in September 1963 as a private, Catholic co-educational school offering a college preparatory program in a supportive Christian atmosphere.

Continuing the traditions of St. John's High School, Bishop Brady High School carries on the motto, "fides, caritas, veritas"—translated as faith, charity, and truth—the backbone of the strong principles behind the development of the total person. Our graduates are ready to face the world armed with a solid foundation of academic strength, a compassion for others, and a healthy respect for their religious beliefs, self, family and society.

An expansion and renovation project was completed at Bishop Brady in May 2007, creating a new multimedia center, new guidance suite, six new classrooms, an expanded chapel, and renovations to the administrative areas.

CATHOLIC IDENTITY

Bishop Brady High School will express its commitment to promoting the values enshrined in our motto – *Fides, Veritas, Caritas* (Faith, Truth, Charity) – in all elements of school life and will convey a Catholic vision of the world in both word and deed.

In partnership with families, Bishop Brady will:

1. Inspire our students to be young men and women of strong faith, animated by the Gospel values of tolerance and justice.
2. Cultivate within our students a conscience that consistently and courageously seeks truth.
3. Ignite within our students a passion to serve others, especially the poor, the weak and the disenfranchised.

TEACHING and LEARNING

Bishop Brady High School will foster an academic environment reflective of the school's Catholic identity that challenges students and teachers alike to work to their full potential – academically and professionally.

Bishop Brady will:

1. Nurture an academic environment consistent with our Catholic identity that:
 - a. Encourages an enduring intellectual curiosity, the wise application of critical thinking and creative problem-solving, and the promotion of care for self and others.
 - b. Instills in students the ability to approach and analyze problems with an unconventional fervor.
 - c. Encourages self-awareness through thoughtful reflection.
 - d. Recognizes and fosters the God-given gifts of each individual.
2. Challenge faculty to:

- a. Provide opportunities for a diverse array of learning styles within the classroom.
 - b. Cultivate new teaching paradigms, philosophies, and practices aligned with the school's mission and 21st century skills.
 - c. Expand summer offerings, alternative courses, college credit options, and internships to extend the traditional program with opportunities for students to gain real world experiences.
 - d. Encourage students to take risks academically to develop their innate understanding of concepts and reflect on the interdisciplinary nature of learning and life.
3. Challenge parents to:
- a. See themselves as partners with Brady in educating their children as men and women of conscience
 - b. Contribute their expertise in furthering learning opportunities inside and beyond the school walls
4. Cultivate co-curricular activities that complement the development of well-rounded young adults by:
- a. Insisting that all coaches and adult supervisors maintain expertise in their field and the highest level of professionalism and integrity, consistent with the school's mission.
 - b. Giving students diverse opportunities to cultivate strong leadership and judgement skills while fostering character, integrity, responsibility and commitment.
 - c. Encouraging hard work, self-discipline, collaboration and perseverance in all activities.
 - d. Promoting self-discovery through challenges that test one's natural abilities.
 - e. Providing opportunities for individual students to develop talents and lifelong interests across the spectrum of arts, athletics and community service.

COMMUNITY ENGAGEMENT

Bishop Brady High School will strengthen bonds within the school community and with the world beyond the campus through effective communication and active outreach. The school seeks to make service and community engagement integral to the Brady experience, encouraging students to connect locally and globally as men and women of service.

Bishop Brady will:

1. Embrace opportunities to communicate with Brady constituents by:
 - a. Strengthening awareness of school activities and operations for families, students, staff, alumni, prospects, donors, and the community.
 - b. Creating and continually re-evaluating interactive, personalized, centralized communications for all stakeholders.
 - c. Seeking periodic, broad-ranged feedback from stakeholders.
2. Effectively communicate the school's commitment to service to others by:
 - a. Increasing communication regarding additional community engagement opportunities for both parents and students.
 - b. Communicating to students the impact of their service and the positive experiences of other students at specific community service projects.
 - c. Highlighting alumni/alumna who engage in community service as role models for current students.
3. Foster opportunities for teacher leadership in community engagement by:
 - a. Recognizing that teacher-role models are integral to creating the service identity of the school and students.
 - b. Celebrating teachers who model service-based lives.
 - c. Seeking alternative revenue sources to providing funds for teacher-initiated service projects
4. Empower students to seek knowledge with a purpose by:
 - a. Making explicit the connection between core Catholic values and service.

- b. Encouraging teachers to make connections between academics and real world learning and teaching students that personal success is measured, in significant part, by serving other.
- c. Creating opportunities for students to respond to community needs arising from unforeseen natural disasters and humanitarian crises.
- d. Creating opportunities to engage in service projects with other Catholic schools

FACILITIES AND FINANCE

Bishop Brady High School will continue to build a robust enrollment, maximize diverse revenue streams, and develop facilities which enable it to optimally serve its community.

Bishop Brady will:

1. Further the Brady “brand” to ensure that the message of ‘The Brady Advantage’ reaches a diverse population of students and families by:
 - a. Publicizing the many good works of the Bishop Brady community
 - b. Attracting new students by highlighting the difference Bishop Brady makes in the lives of its students.
 - c. Maintaining a consistent message and brand by which all prospective families and community members recognize ‘The Brady Advantage’.
 - d. Continuing to expand our diverse population both locally and internationally
 - e. Engaging students, parents, faculty and alumni as ambassadors for the school.
2. Expand and enhance development efforts in order create alternative sources of revenue to support the mission of the school by:
 - a. Focusing the Annual Fund to further promote an optimal culture of giving
 - b. Creating a planned giving program that includes estate planning that can help sustain the school’s mission in perpetuity.
 - c. Expanding financial assistance and continuing to make a Bishop Brady education available to those who seek it and do not have the means to afford the tuition.
 - d. Seeking additional financial support in the form of grants from foundations and corporations.
 - e. Forging strong alumni engagement with the Brady community

3. Continue to maximize building capacity to meet teaching and learning needs by:
 - a. Expanding the campus to enrich curricular and co-curricular programs and serve as a hub where academic, athletic, fine arts, and retreat experiences can flourish
 - b. Seeking opportunities for acquiring more land and adjacent properties
 - c. Renovating and upgrading indoor and outdoor spaces for more flexible, year-round use.