

# STRATEGIC PLAN



IMMACULATE  
CONCEPTION  
SCHOOL



2023-2028



# *TABLE OF CONTENTS*

2

LETTER FROM FR. THOMA

3

LETTER FROM MR. GREGSON

4

MISSION STATEMENT

5

STRATEGIC PLAN VISION  
STATEMENT

6

FORMATION OF YOUTH

12

FORMATION OF SCHOOL

15

FORMATION OF FUTURE

18

CONTACT INFORMATION



In the short time I've been pastor at Immaculate Conception, the one thing that sticks out the most is the dedication of our staff and volunteers. The parish and school have some of the most devoted "workers" in God's vineyard. There is no better example of this than the men and women who painstakingly worked on the five-year strategic plan for Immaculate Conception School which you will find in this folder. For the past year I have watched several groups of devoted individuals coming together to work on one goal: the creation of a strategic plan for ICS which represents the best of Catholic education.

For Catholics, education is crucial. How does a child learn to live a Catholic life in a culture that seems to value self-interest over service, individual freedom over communal responsibility? Catholic education works to aid each child in making the best choices in life based upon God's sacred will, not an individual desire or want. Learning to know God is the most important lesson your child can learn at Immaculate Conception because in knowing God, His love and will is revealed. This lesson leads to true happiness, something every parent wants for their child.

With the foundational experience of knowing God's love, the other principles of education are taught: math, science, reading, writing, history, computer, art, music, and even recess! Catholic education is about helping each child grow and develop to become the best person God calls them to be.

As pastor I want to thank you for allowing us to help educate your child. There is no greater gift you can give your child than an opportunity to work in God's vineyard. That's what you'll find at Immaculate Conception School.

Fr. Steven R. Thoma, C.R.







Immaculate Conception School began working on the Long Range Strategic Plan during the 2022-2023 school year. The purpose of this plan is to ensure the continual development of the mind, body, and spirit of the students, provide the best environment for learning, and ensure the history and legacy of ICS. After evaluating our recent status we developed a series of goals and objectives to meet this purpose. We feel they address the areas of both opportunity and growth for ICS while maintaining our Catholic Mission.

Our committee focused on three areas when formulating the plan: Formation of Youth, Formation of School, and Formation of Future. The goals were designed by the committee and further refined by subcommittee in order to create accountability, reasonableness, and effectiveness toward our end goal of furthering our Catholic educational environment at ICS.

The plan was created because of the hard work and commitment of the ICS community. I want to express my sincere gratitude to those who donated their time and talents towards this committee and task.

Now is the time for all to contribute to the implementation of this plan. It will take all of us to give of our time, talent, and treasure in order to ensure goals are reached through the grace of God.

God Bless

David Gregson  
Principal







# ICS MISSION STATEMENT

MISSION-COMMUNITY-SERVICE SINCE 1853.

THE MISSION OF IMMACULATE CONCEPTION SCHOOL IS TO PROVIDE EXPERIENCES TO INSPIRE, CHALLENGE, AND NURTURE THE MIND, BODY, AND SPIRIT OF OUR STUDENTS WITHIN THE FRAMEWORK OF THE GOSPEL OF JESUS CHRIST AND THE TRADITION OF THE CATHOLIC CHURCH.



# *STRATEGIC PLAN VISION STATEMENT*

THE VISION OF THE ICS STRATEGIC PLAN IS TO:

ENSURE EVERY CHILD IS EDUCATED IN THE CATHOLIC FAITH  
AND HAS A STRONG, ONGOING RELATIONSHIP WITH GOD,

PROVIDE EXEMPLARY EDUCATIONAL OPPORTUNITIES  
THROUGH RIGOROUS CURRICULUM AND ACTIVITIES THAT GO  
BEYOND THE WALLS OF OUR CLASSROOMS,

PURSUE EXCELLENCE AS A LEARNING COMMUNITY AND  
CONTINUALLY STRIVE TO EMULATE OUR LORD AND SAVIOR,  
JESUS CHRIST.

MISSION . . . COMMUNITY . . . SERVICE . . . SINCE 1853



# FORMATION OF YOUTH

## CHARACTER

### GOAL #1

Promote the social and emotional development of all Immaculate Conception students

### OBJECTIVES:

1. Evaluate, implement and maintain social and emotional curriculum for all students
2. Develop empathy in all students







# FORMATION OF YOUTH



## *GOAL #2*

Build relationships and provide service to our school, parish and the city of Columbia

### *OBJECTIVES:*

1. Create service opportunities for ICS students
2. Develop stewards of our community



# FORMATION OF YOUTH

## GOAL #3

Develop and maintain connections and learning beyond Immaculate Conception School

### OBJECTIVES:

1. Build a stronger relationship with Sister Thea Bowman School
2. Create service opportunities for students





# FORMATION OF YOUTH



## FAITH

### *GOAL #1*

Create and maintain a Catholic community active in our faith

### *Objectives:*

1. Increase Mass attendance
2. Increase stewardship participation
3. Renew focus on the Eucharist





# FORMATION OF YOUTH

## GOAL #2

Support our ICS faith leaders

### OBJECTIVES:

1. Provide teachers and staff opportunities to grow in their Catholic faith
2. Provide and encourage catechesis with the focus on involving the whole family





# FORMATION OF YOUTH



## GOAL #3

Develop and maintain faith connections and learning at Immaculate Conception and beyond

## OBJECTIVES:

1. Create a stronger relationship with our sister parish in Guatemala
2. Create stronger intergenerational relationships within the parish





# FORMATION OF SCHOOL

## SCHOOL

### *GOAL #1*

Develop a sustainable yet agile curriculum with articulation that allows for differential education across all ability levels and subjects

### *OBJECTIVES:*

1. Prepare students for high school and beyond
2. Educate with an emphasis on religion based discipleship
3. Strive to exceed educational standards set by the Diocese and the state of Illinois







# FORMATION OF SCHOOL



## GOAL #2

Integrate global diversity, interests, and exposure through variety of experiences and opportunities

### OBJECTIVES:

1. Prepare students for the world
2. Promote the respect of others
3. Provide a broad base education of their community



# FORMATION OF SCHOOL

## GOAL #3

Foster the development of our educational professionals to ensure a resilient and experienced educational environment

### OBJECTIVES:

1. Maintain and strive to improve the educational experiences of students
2. Incorporate innovative, cutting edge teaching strategies
3. Attract and retain high level educators





# FORMATION OF FUTURE



## COMMUNITY ENGAGEMENT

### *GOAL #1*

Promote the student experience at Immaculate Conception School as a place of belonging for future generations

### *OBJECTIVES:*

1. Participate in local events and have a presence in the community
2. Serve the community by partnering with other community organizations
3. Continue to be involved in Diocesan events





## BUILDING AND GROUNDS

### GOAL #1

Utilize and maintain the school building, gym, and technology strategically and efficiently

#### OBJECTIVES:

1. Compile a Master Facility Plan with required maintenance and assign responsibility.
2. Design a policy for evaluating classroom and facility technology, replacement schedule and enhancement opportunity
3. Evaluate facility usage
4. Maintain current facilities and plan for campus enhancements/CEAC additions

### GOAL #2

Evaluate the need for future expansion of the CEAC

#### OBJECTIVES:

1. Track enrollment rates and retention from grade to grade
2. Use data gathered during the building utilization study to determine groups/activities space needs
3. Prepare for the end of current capital campaigns with a potential submission to the Diocese to account for future growth





# FORMATION OF FUTURE



## FINANCIAL SUSTAINABILITY

### *GOAL #1*

Prepare a solid foundation of financial stability to support the full stewardship philosophy

### *OBJECTIVES:*

1. Evaluate the feasibility of a Development Office to coordinate fundraising and community events
2. Implement, monitor and evaluate the school budget with Parish administration
3. Require full stewardship or tuition for non-parishioners



# IMMACULATE CONCEPTION SCHOOL



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Scan the code to view the full version of the  
2023-2028 Immaculate Conception Strategic  
Plan. Or visit [tinyurl.com/5y8mtevd](https://tinyurl.com/5y8mtevd)