



**Think.**  
**Believe.**  
**Become.**



## Strategic Plan 2025-2029



We are delighted to share this Strategic Plan for St. Jane de Chantal School. Founded by the Sisters of Charity in 1954, De Chantal has offered more than seven decades of exceptional Catholic education.

This Plan originated in the planning for the 70th Anniversary celebration and the 2024 surveys of parents and faculty. The surveys asked our families and teachers about academics, school life, extracurriculars, facilities, De Chantal values, and student and family experiences. Nearly 200 completed surveys with more than 1,000 comments helped us shape our path forward.

The Plan is organized around the School's four pillars: Faith, Academics, Tradition, and Community. The collaboration among teachers, staff, and families in each of these pillars is key to the School fulfilling its Mission and Vision.

The Goals, Objectives, and Action Plans in this Strategic Plan include a re-commitment to some of our School's strengths and established practices, looking ahead on how best to adapt them to the needs of students today and in the future. The Plan also recognizes initiatives that have been undertaken more recently, some in direct response to the 2024 parents and faculty surveys. And the Plan outlines aspirations for new and re-imagined ways to serve our students through each of the four pillars in the years ahead.

We would like to thank all of you who contributed to this Strategic Plan. Current and former parents from our School Advisory Board worked with School families, alumni, faculty, and staff to gain a deep understanding of the strengths, needs, and opportunities of the School, to set ambitious goals, and to develop a roadmap to meet them. Everyone in our School community plays important roles in helping our students flourish — thank you for all you do. With your support, successful lives start here.



Father Giese  
*Pastor, St. Jane de Chantal Parish*



Elizabeth Hamilton  
*Principal, St. Jane de Chantal School*



## Mission Statement

St. Jane de Chantal School is a Christ-centered community that educates students through reliance on strong Catholic values and an academically challenging environment. St. Jane de Chantal is the school where your child will be known and loved by administration and faculty that recognize they have the opportunity and obligation to provide a culture for the students that promotes a positive self-image, leadership, and a sense of responsibility to the communities in which they live.

## Vision Statement

St. Jane de Chantal School is for families seeking a strong Catholic education rooted in faith, academics, tradition, and community. St. Jane de Chantal fosters each student's spiritual, academic, social, emotional, and athletic growth. St. Jane de Chantal inspires and develops young people's curiosity, generosity, integrity, and provides the foundation for a successful future.



# FAITH

## Catholic Identity

At St. Jane de Chantal, our Catholic faith is the foundation that weaves our school community together. We are committed to fostering a strong religious identity in each student, built upon faith, knowledge and service. Our dedicated faculty, certified to teach the Catholic faith, provide a robust education that is deeply integrated into daily learning and school life. The Catholic faith is visible as you walk through the halls and classrooms and is reinforced through the teaching of religion in the classroom.

Our mission calls us to live out our faith through acts of service, both within the school and in the broader community. From a young age, our students are encouraged to see themselves as part of a larger family, contributing to a world that reflects Christ's love and compassion. Guided by the teachings of the Church and the Religion Standards of the Archdiocese of Washington, St. Jane de Chantal is a place where students of all backgrounds not only learn about their faith but also embody it through action and community engagement.

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**Goal:** Provide a Christ-centered environment

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 **Objective 1:** Integrate faith-based actions throughout the daily activities of the students

- Action Plan**
- Provide opportunities for attendance at Mass and regular celebration of the Sacrament of Reconciliation
  - Provide daily communal prayer
  - Begin classes with a prayer
  - Emphasize Christ-like behavior such as respect for authority, and for each other, for the property of others and kindness towards all

 **Objective 2:** Promote students' awareness of needs of others in the community

- Action Plan**
- Encourage students to think about the needs of others
  - Provide opportunities to give to the poor and those in need
  - Offer school-wide projects that reach out to our community

 **Objective 3:** Foster school engagement within the larger parish community

- Action Plan**
- Place school announcements in the parish bulletin
  - Schedule the school choir to sing at Mass on Sunday
  - Make Duke's Scoop available to those who wish to read it

 **Objective 4:** Welcome families of all faith traditions

- Action Plan**
- Encourage children of all faith traditions to participate in religion classes and celebrations
  - Invite children of all faith traditions to share their beliefs

# ACADEMICS


## Academic Excellence

St. Jane de Chantal will provide advanced academic instruction and individual support while nurturing curiosity, a love for learning, and an appreciation for the value of education inside and outside the classroom. Students will thrive academically, socially, and emotionally throughout their time at St. Jane de Chantal and be well-positioned for success in high school.

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**Goal:** St. Jane de Chantal will provide outstanding standards-based instruction rooted in our Catholic faith and tailored to the learning needs of each student that matches the rigor and relevance needed to succeed in future learning environments.

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 **Objective 1:** Students will have access to rigorous instruction based on the Archdiocese of Washington (ADW) standards taught in a variety of ways to reach all learners.

- Action Plan**
- Evaluate curriculum each year and revise as necessary for continued relevance and excellence as well as meeting or exceeding Maryland, Montgomery County, and Archdiocesan standards
  - Assess students in diverse ways to ensure that individual students and classes are meeting or exceeding expectations
  - Prepare students for academic and practical success in high school by focusing on critical thinking skills, comprehensive work habits, and social development skills including collaboration, communication and creativity
  - Increase opportunities for all students to be well-prepared in all subjects, with enhanced attention on science and math, particularly the Algebra curriculum for the middle school
  - Expand the language program to offer students more opportunities to become familiar with and confident in the Spanish language
  - Strengthen the resource program to support students with documented needs in every grade level
  - Provide opportunities for students to engage in musical education through music class, choir, and band

# ACADEMICS

 **Objective 2:** St. Jane de Chantal will hire excellent faculty and support the current faculty to ensure the continuous pursuit of professional development as lifelong learners and leading practitioners.

- Action Plan**
- Assist faculty and staff to ensure they will be Maryland state certified within the ADW requirements
  - Support religion teachers in their Catechist certification under the ADW religious program
  - Strive for excellence in the field of teaching by assisting faculty and staff in keeping teaching license current, and attending multiple teacher collaboration days each year
  - Provide a dedicated staff member for technology support
  - Support faculty and staff who seek to serve the profession as mentors, presenters, instructors, or other roles in professional organizations
  - Mentor new teachers, providing a supportive environment for all staff, and encouraging continued learning and advancement within the profession
  - Support a salary structure for all teachers, as recommended by the Pastor and Principal, that is consistent with the ADW guidelines which provides a range based on 85% of the average salary between Prince George's and Montgomery County Public Schools

 **Objective 3:** Faculty and staff will work respectfully with families, caregivers, and the community to instill a positive education partnership that promotes growth and learning for every student.

- Action Plan**
- Organize learning experiences outside of school to develop the whole child including field trips, overnight trips, and religious retreats
  - Communicate consistently about academic instruction, school and community events, and student services
  - Introduce opportunities to engage together on relevant topics related to youth through book clubs, guest speakers, coffee with the Principal, and special events

# ACADEMICS


## Student Services

St. Jane de Chantal recognizes that students and their families have educational needs beyond the traditional classroom environment and provides a range of support services and programs to ensure a holistic approach to student well-being and development.


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**Goal:** Students will thrive in a supportive and nurturing environment with an onsite counselor, full-time school nurse, and extra educational resources, high school guidance and placement, and a comprehensive extended day program.

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 **Objective 1:** St. Jane de Chantal will continue to provide a resource program and support, full-time access to a school nurse, and an onsite counselor dedicated to helping students with their academic, social, and emotional needs.

- Action Plan**
- Regularly reassess resource program services in relation to needs of the student body
  - Provide a part-time Counselor to serve the entire school population
  - Benefit from a full-time Registered Nurse who oversees student medical records, allergy management, and individual health needs

 **Objective 2:** St. Jane de Chantal will maintain its successful program of preparing students for the competitive high school application process and successfully placing students in the best high schools in the region.

- Action Plan**
- Guide parents and students through the high school application process
  - Prepare students for the high school entrance exams with focus on High School Placement Test (HSPT) and consideration for adding resources to assist in preparation for Secondary School Admission Test (SSAT)

 **Objective 3:** Continue to support Extended Day and Morning Care Programs for Students.

- Action Plan**
- Support the continuation of providing Extended Day and Morning Care during the school year. Review the resources available. Determine if more resources (paid, volunteers, etc.) are needed
  - Consider offering programs to assist with learning Spanish during Extended Day
  - In cooperation with Marketing and Admissions, ensure the availability of Extended Day and Morning Care is highlighted in marketing materials
  - Review potential opportunity for extending the program to be available for the months of June and July, to allow working parents to have the option of continuing to support St. Jane de Chantal during the summer




# TRADITION


## Leadership and Governance

St. Jane de Chantal has a history of strong governance with three advisory boards available to the Pastor which include the School Advisory Board, the Parish Council and Finance Council. The Home and School Association (HSA) provides strong financial and social support to the school administration and parents. These organizations will continue to contribute to the growth and success of St. Jane de Chantal through enhanced communication. This will facilitate ensuring awareness of the successes as well as potential needs for support from the entire St. Jane de Chantal community.

**Goal:** A continued strong partnership will exist between the parents of current students and the faculty and administration. Additionally, faculty, administration, and the Pastor will collaborate with organized groups such as the Home and School Association (HSA), the School Advisory Board, the Parish Council, and the Finance Council.

 **Objective 1:** Strengthen relationships and ties between the school parents and the School Advisory Board, to ensure items of interest to the families are included in decision making.

- Action Plan**
- Evaluate the existing School Advisory Board structure to ensure a continued culture of parent partnership and informed decision making
  - Review communication mechanisms and feedback loops between the School Advisory Board, the parents, and the faculty & administration
  - Assess the avenues for school and parent leadership to participate in the advisory board with the intent of information sharing and partnering for continued success and growth of the school

 **Objective 2:** Maintain an active and inclusive HSA to connect the parent community with the faculty and administration and allow for support of identified needs.

- Action Plan**
- Ensure the HSA leadership has access to the Principal and faculty members to gather information on a regular basis on issues of concern
  - Create and publicize the selection process for HSA and School Advisory Board membership to attract volunteers with a range of experiences and professional backgrounds
  - Ensure the parents of current students are aware of the HSA leadership and know how to contact them
  - Continue the existing best practices of communication including the Scoop from Duke and Principal's Notes
  - Review the decision making process for fund raising by HSA towards objective of gathering input from parents and faculty



# TRADITION

## Financial Vitality

St. Jane de Chantal will continue and enhance its tradition of having a strong number of students enrolled with a tuition and fundraising structure that allows for continued growth and support to meet the needs of the students and faculty and administration.


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**Goal:** St. Jane de Chantal will be financially viable based on tuition and fundraising while remaining affordable and competitive with other Catholic schools in the lower Montgomery County area. St. Jane de Chantal will increase visibility and connections with parishioners, alumni, parents and grandparents of alumni, and interested stakeholders, with the intent of requesting donations to the annual School Excellence Fund.

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 **Objective 1:** Increase student enrollment.

- Action Plan**
- Continue the practice of the School Advisory Board reviewing historical enrollment information and tuition levels of other diocesan schools, as part of the budget development process, to assist with developing a recommendation for an annual tuition that balances the financial needs with the need to remain competitive with other schools in the area
  - Review existing policies for tuition (e.g. Pastor's scholarship for multiple children, charge for non-Catholic students) to determine if changes are needed to these policies to address enrollment needs as well as financial needs
  - Continue the practice of developing surveys of current parents and faculty, to gather information on strengths, weaknesses, and opportunities that can be addressed to continue growth in enrollment
  - Continue support for enhanced marketing of the school to reach a broad spectrum of potential new students as well as maintaining the current enrollment
  - Continue support for Pre-K programs, to build the pipeline of future students.

 **Objective 2:** Increase awareness of the annual School Excellence Fund and establish a timeline and process for regular donations to the fund, from external resources.

- Action Plan**
- Review existing marketing material related to the annual School Excellence Fund, to ensure material allows for easy distribution and ease of donating
  - Expand existing databases and marketing materials to allow communication with parishioners, alumni, parents and grandparents of alumni
  - Develop a timeline for mailings or communications concerning the annual School Excellence Fund to those external groups with updated contact information

# TRADITION


## Admissions and Marketing

St. Jane de Chantal will tell its unique story, promote its core pillars of Faith, Academics, Tradition and Community and unique value. Outreach to area families looking for a faith-based community of academic excellence, while engaging our school families and students as active, thriving members of that community.


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**Goal:** Develop and execute creative and effective ways of bringing prospective families to St. Jane de Chantal where their children will grow in faith, knowledge, and virtue.

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 **Objective 1:** Attract and enroll students from new families, including Pre-K 3, Pre-K 4, and Kindergarten students and students in all grades.

- Action Plan**
- Promote and strengthen our outreach, emphasizing our mission statement and our four pillars: Faith, Academics, Tradition, and Community
  - Review and strengthen our marketing and recruitment and external communications materials and processes

 **Objective 2:** Sustain and improve upon the longstanding St. Jane de Chantal tradition of educating students throughout their Pre-K through 8th grade experience.

- Action Plan**
- Provide a supportive and engaging environment for children and families
  - Combine new and enduring efforts in the faith, academics, tradition, and community pillars
  - Prepare students for successful admissions and transitions to high school
  - Review and strengthen our internal communications materials and processes
  - Offer to interested families regular personal and anonymous opportunities to contribute their efforts and insights toward the school's strengths and needs

# COMMUNITY


## Facilities and Infrastructure

St. Jane de Chantal will maintain and improve the existing facilities and infrastructure in a manner that recognizes the need to ensure the students and faculty and administration staff have a comfortable, safe, and secure environment. Key to this is having regular walk downs, physical inspections and reviews, and a process within the parish that allows the needs identified in those reviews, to be addressed, in a timely fashion.

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**Goal:** Develop short-term and long-term improvement plans that include infrastructure, facilities, and technology that meet the current and future needs of the school. Evaluate the need to develop a capital improvement fund to meet those needs.

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 **Objective 1:** Ensure current facility spaces are meeting the needs of the dynamic school community.

- Action Plan**
- Institute a routine exterior and interior property walk-through between the Administrative Team and Facilities Manager to identify areas of concern
  - Develop a plan of action for areas that need repair or upgrade
  - Collaborate with the parish to establish a capital improvement fund specifically for identified school facility needs
  - Implement an annual maintenance schedule
  - Create a line of communication between the faculty and facilities manager

 **Objective 2:** Identify technology needs for STEM, classroom, communications, and security.

- Action Plan**
- Perform and implement an annual STEM and classroom technologies review to ensure facilities meet the needs of faculty and students
  - Collaborate with parish to ensure necessary security upgrades

# COMMUNITY


## Parish Support and Engagement

St. Jane de Chantal parish and school community will continue to be partners in the success and growth of the school. Enhanced communication between the parish and school will allow for increased awareness of the accomplishments of the student body, to ensure a strong sense of community.

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**Goal:** Increase awareness of the parish community of the accomplishments of current students and alumni with intent of enhancing partnerships between the parish and school.

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-  **Objective 1:** Present information about accomplishments of students and alumni of St. Jane de Chantal to parishioners, alumni, parents and grandparents of alumni.
- Action Plan**
- Review social media for information on graduates that are included in the alumni database gathered for the 70th Reunion
  - Prepare an annual summary of accomplishments of alumni and include this information in communications on the annual School Excellence Fund that go out from the Pastor or the School
  - Publish information in Parish Bulletin on high school acceptances of current 8th grade students
  - Continue publishing information in the Parish Bulletin highlighting accomplishments, activities and upcoming events at the School
  - Consider recognition of St. Jane de Chantal alumni at talks from the pulpit during Catholic Schools Week, along with talks by current students
-  **Objective 2:** Identify opportunities for social, religious and sporting activities between St. Jane de Chantal students and parishioners.
- Action Plan**
- Meet with Director/Assistant Director of Religious Education to discuss opportunities for combined activities with the Religious Education programs and school students



# COMMUNITY

## Athletics and Extracurricular Activities

Extracurricular programs such as CYO athletics, scouts, chess, and various other clubs are a core part of the St. Jane de Chantal community. CYO offers a Christ-centered approach to sports, with cross-country and soccer in the fall, basketball in the winter, and baseball, softball, and track & field in the spring.

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**Goal:** Provide a wide range of extracurricular opportunities to increase overall participation by St. Jane de Chantal students to further their physical, mental, and spiritual growth.

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**Objective 1:** Continue to promote and increase participation in CYO Athletics. Provide additional athletic and educational extracurricular opportunities for students to enjoy, including opportunities for younger students, particularly Pre-K, to be involved and excited about being part of the St. Jane de Chantal community.

**Objective 2:** Provide opportunities for younger students, particularly Pre-K, to be involved and excited about being part of the St. Jane de Chantal community.

- Action Plan**
- Encourage and increase the number of students that represent St. Jane de Chantal by participating in CYO sports with an increased emphasis on the program through marketing materials and with increased visibility on the school website
  - Determine new activities that may be of interest to the St. Jane de Chantal community, including Pre-K, and engage outside vendors to develop and provide additional opportunities for students to participate in after school



The background is a dark blue field filled with a repeating pattern of white line-art icons. These icons represent various educational fields: science (atom, microscope, beaker, globe), mathematics (compass, ruler, triangle, circle), arts (palette, pencil, book), and general education (lightbulb, heart, laptop, notebook, backpack).

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Become.**

**St. Jane de Chantal School**

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**[dechantal.org](http://dechantal.org)**