



ST. MICHAEL THE ARCHANGEL  
CATHOLIC HIGH SCHOOL

# STRATEGIC PLAN

2025-2028







**St. Michael the Archangel,  
defend us in battle.  
Be our protection against  
the wickedness and  
snares of the devil.  
May God rebuke Him.  
We humbly pray and do  
thou, Oh Prince of the  
heavenly host, by the Divine  
power of God, cast into hell  
Satan and all the evil spirits  
who roam about the world,  
seeking the ruin of souls.  
Amen.**

**This beautiful bronze statue, gifted by  
the St. Michael Class of 2024, protects  
our Warrior Stadium during battle  
as well as in celebration.**



## LETTER FROM OUR ADMINISTRATION

**Dear St. Michael High School Community,**

In this pivotal season of growth, reflection, and renewal, we want to share our unified vision for the future — one that remains firmly rooted in our Catholic identity and the mission entrusted to us.

In partnership with our dedicated faculty, staff, board, and parent community, we have developed a bold and intentional roadmap to ensure our continued excellence and faith formation.

**Below are the key pillars of our strategic plan:**

1. Catholic Identity and Faith Formation
2. Academic Excellence and Innovation
3. Student Support and School Culture
4. Faculty Development and Mentorship
5. Athletic Excellence
6. Campus Enhancements
7. Alumni Engagement
8. Community Partnerships
9. Perception and Growth



**Ryan Empson**  
President



**Jared Cavalier**  
Principal

We are focused on positioning St. Michael as the premier Catholic high school in the Baton Rouge metropolitan area. This includes enrollment growth strategies, financial sustainability efforts, and the formation of a strategic advisory board to guide implementation.

Our mission calls us not to comfort but to encourage, not to complacency but to Christ-centered excellence. We ask for your continued prayers, partnership, and support as we bring this vision to life together.

Thank you for believing in our mission. Thank you for entrusting us with your children. With your help, we will continue to form Warriors who think deeply, love faithfully, and serve joyfully in the name of Christ.

With gratitude and hope,

**Ryan Empson**  
President, St. Michael High School

**Jared Cavalier**  
Principal, St. Michael High School



# LETTER FROM OUR STRATEGIC PLANNING COMMITTEE

**Dear St. Michael Community,**

The Strategic Planning Committee is honored to present a bold and forward-looking vision for the future of our school.

Rooted in our Catholic mission and guided by nine foundational pillars, this Strategic Plan affirms our shared commitment to forming students who think deeply, love faithfully, and serve joyfully in the name of Christ.

Each pillar represents a promise — to cultivate excellence, enrich student life, strengthen our community, and ensure long-term vitality.

We received an overwhelming amount of great participation from so many groups: the parents, the students, faculty and staff, local and remote alumni, the advisory board, and friends and partners from around the city.

This truly is a community project.

Our hope is that this final plan reflects what you told us, and a plan of which you can be proud, support wholeheartedly, and help implement.

We thank the SMHS Administration and SMHS Advisory Board for entrusting us with this endeavor and the support

they provided.

We are grateful for your time, trust, prayers, and partnership as we bring this vision to life – faithfully, courageously, and together.

Sincerely,

**The Strategic Planning Committee**

Jenny Bruno, Committee Chair

Maurice Velasquez, Committee Co-chair

Erin Achberger, Facilitator

Danielle Gremillion, Creative/Graphics





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# A TRUE COMMUNITY PLAN



Many had a hand in shaping this Strategic Plan. **It's truly a community effort.**

Students, parents, staff, and faculty, the SMHS Advisory Board, alumni, and partners in the community — all contributed to bringing this plan to life.

In December 2024, the SMHS Strategic Planning team met with the SMHS Administration to draft an initial outline. Then, the entire community participated in an online survey. We received an overwhelming amount of participation. We gathered that feedback and met with small in-person groups to dive deeper and gain more insight.

We reviewed all of the input with the SMHS Administration and SMHS Advisory Board (never disclosing who said what) and then finalized the draft you're now holding. The engagement was outstanding and the feedback, invaluable. A true community project!



*Clockwise:  
from top;  
The students during  
lunch, the staff  
and faculty, the parents,  
and advisory board  
sessions.*



# SURVEY FEEDBACK



## OUR BIGGEST STRENGTHS

- Faith-filled
- President/Principal Leadership Model
- Family Culture
- Academic Excellence



## OUR BIGGEST WEAKNESSES

- Athletic Program
- Facilities
- Student Support
- Alumni Engagement



## OUR BIGGEST CHALLENGES

- Other School Competition
- Public Perception
- Teacher Retention
- Marketing & Message

## 90% STUDENT PARTICIPATION

- Approx 540 students total
- 205 surveys
- 400 in person

## 95% STAFF/FACULTY PARTICIPATION

- Approx 76 staff/faculty total
- 38 surveys
- 50 in person

## 275 PARENT PARTICIPATION

- Approx 25% of all parents
- 200 surveys
- 40 in person

## 23 ALUMNI & COMMUNITY PARTICIPATION

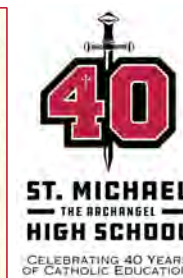
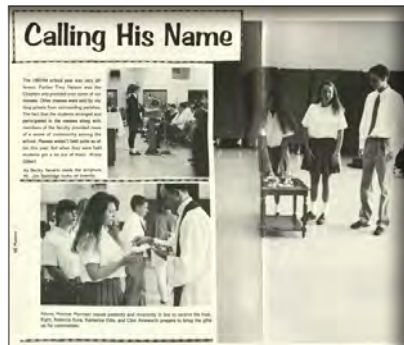
- Alumni
- Principals
- SMHS Advisory Board
- City officials



# FOUR DECADES OF DISTINCTION



From left to right:  
The Sword, Yearbook 1994  
website banner 2023,  
The Sword, Yearbook 1996



1984-85

1994-95

2004-05

2014-15

2024-25

1984 – School Opens

Harold Bayerl, First Principal, 1984-85

Private, Co-educational, grades 9-10

First enrollment – 164 students

1988 – First 4-year graduating class; consisted of 30 Seniors

1987 – 27 seniors

1999 – Fine Arts building opened

2005 – Name Change to  
**St. Michael The Archangel** Diocesan  
Regional Catholic High School

Ellen Lee  
Principal, 2012-24

2024 – Newly appointed  
President, Ryan Empson &  
Principal, Jared Cavalier

Warrior Administration – 1984 - Present

1984-1985 – Harold Bayerl (Principal)

1985-1988 – Allan Powers (Principal)

1988-1999 – Joe Scimeca (Principal)

1999-2007 – Joseph Wray (Principal)

2007-2012 – Myra Patureau (Principal)

2012-2024 – Ellen Lee (Principal)

2021-2022 – Jack Nelson (President)

2024 – Ryan Empson (President)

Jared Cavalier (Principal)

2025 –

Warrior Stadium officially  
opened and blessed, Aug. 22

Current enrollment –  
over 680 students  
2025-26



# OUR STRATEGIC PLAN

## OUR VISION

The vision of St. Michael the Archangel High School is that our school would be a place where our Catholic faith is the golden thread woven through every aspect of our teaching and community life, uniting all knowledge into a harmonious whole.

Faith is not merely one subject among many; it is the cornerstone that integrates all learning, illuminating the beauty, purpose, and order of God's creation.

This unified Christian worldview shapes every endeavor, inspiring students, teachers, and families to see truth through the lens of faith.



## MAJOR GOALS (OUR "ROCKS")

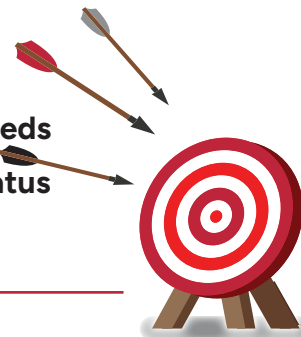
- Reach a student capacity of 800 over 3 years
- Increase alumni engagement for their spiritual growth and donor involvement
- Achieve National Blue Ribbon School status to recognize academic excellence and encourage a large number of scholarship donations
- Athletics become monetarily self-sufficient
- An increase in annual fundraising
- Have a more welcoming campus



## KEY MILESTONES



- **2025** – Franciscan Missionaries of Our Lady University (Fran U) partnership
  - SWORD life skills program
  - ACT® Prep program
  - New chapel space
- **2026** – Baseball and softball storage sheds
  - National Blue Ribbon School status
- **2027** – New cafeteria/kitchen



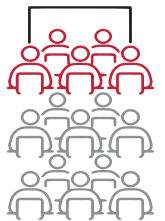
## SIZE OF SCHOOL

2024-25: ..... 686

2025-26: ..... 705

2026-27: ..... 765

4A 2027-28: ..... 800 ★





# STRATEGIC INITIATIVES & GOALS

## 1. Catholic Identity & Faith Formation

- 1.1 Strengthen Faith Integration Across All School Activities
- 1.2 Uphold Catholic Virtues in Behavior and Conduct

## 2. Academic Excellence & Curriculum Standardization

- 2.1 Establish Consistent Academic Standards Across All Classrooms
- 2.2 Integrate Real-World Application into the Curriculum
- 2.3 Ensure Teachers are Equipped to Deliver High-Quality Education

## 3. Student Support, Counseling Services & School Culture

- 3.1 Foster an Inclusive and Respectful School Culture
- 3.2 Strengthen College Preparation and Career Counseling
- 3.3 Strengthen Crisis Counseling and Peer Support Systems
- 3.4 Expand Mental Health Support for Students

## 4. Faculty Development & Mentoring Excellence

- 4.1 Revamp Teacher Training and Onboarding of New Teachers
- 4.2 Foster Strong Mentoring Relationships Between Teachers and Students
- 4.3 Reduce Administrative Burdens to Enhance Teaching Focus
- 4.4 Increase Teacher Compensation to Support Retention and Growth

## 5. Athletic Program & Coaching Excellence

- 5.1 Build a Competitive and Winning Athletic Program
- 5.2 Ensure Coaching Development, Mentoring, and Professionalism
- 5.3 Enhance Administrative Oversight and Support for Athletics

## 6. Facilities & Welcoming Campus

- 6.1 Increase Campus Signage for Better Visibility
- 6.2 Ensure Clean and Functional Restrooms for Student Comfort
- 6.3 Enhance Parking Lot Safety and Accessibility
- 6.4 Modernize the Cafeteria to Enhance the Student Experience
- 6.5 Upgrade Science Labs to Support Hands-on Learning
- 6.6 Improve Athletic Facilities to Boost Program Competitiveness
- 6.7 Improve Classroom Conditions for Effective Learning
- 6.8 Enhance Campus Safety and Security

## 7. Alumni Engagement & Advancement

- 7.1 Improve Alumni Engagement Opportunities
- 7.2 Increase Alumni Outreach, Fundraising, and Communication
- 7.3 Reconnect Alumni Through Shared Faith Identity

## 8. Community Engagement & Partnerships

- 8.1 Increase Community Engagement
- 8.2 Build Strategic Partnerships Within the SMHS and Local Community
- 8.3 Implement Practical Initiatives to Strengthen Community Ties and Recruitment

## 9. Perception & Market Growth

- 9.1 Modernize SMHS Marketing Strategies to Boost Enrollment
- 9.2 Ensure Financial Stability for Sustainable Growth
- 9.3 Establish Advisory Board Oversight for Strategic Plan Implementation



# Catholic Identity & Faith Formation



Because our Catholic faith is the heart of who we are at SMHS, we will deepen its presence by weaving Christ's teachings into every classroom, hallway, activity and relationship, ensuring our actions reflect His love and integrity. We believe that as bearers of Christ's light, we are called to show kindness, respect, and care in all we do, and our goal is to create a vibrant faith community where every student, staff member, and stakeholder grows in holiness and service through meaningful spiritual experiences.

## **GOAL #1** **Strengthen Faith** **Integration Across All** **School Activities**

**Initiative 1:** Ensure SMHS's philosophical statement saturates all activities by weaving the Catholic faith as the golden thread through teaching and community life, uniting all knowledge into a harmonious whole.

**Initiative 2:** Increase the visibility of Catholic symbols by installing prayer spaces, crosses, and religious artwork in every classroom, hallway, and common area.

**Initiative 3:** Deliver professional learning for teachers to integrate faith into their teaching, focusing on practical ways to connect lessons to Catholic ethics.

**Initiative 4:** Launch a school-wide faith reflection program, including daily prayers and weekly Masses, to reinforce Catholic identity in all activities.

**Initiative 5:** Revamp grade-level retreats, implement an overnight senior retreat, and host worship events in Warrior Stadium.

## **GOAL #2** **Uphold Catholic** **Virtues in Behavior** **and Conduct**

**Initiative 1:** Develop a Catholic Code of Conduct for students, emphasizing Christian morals and values and discouraging improper behaviors like bullying, cursing, and unsportsmanlike behavior.

**Initiative 2:** Implement virtue-based training for all faculty and staff to ensure they model Christ-like behavior, addressing issues like yelling and favoritism.

**Initiative 3:** Create a student-led program to promote kindness and respect, encouraging peers to uphold Catholic virtues in hallways, sports, and clubs.

**Initiative 4:** Train faculty and staff on how to implement restorative discipline methods, focusing on reconciliation and faith-based reflection rather than punitive measures, while highlighting model and exemplary behaviors.

**Initiative 5:** Increase mission trips to foster a culture of service and discipleship, inspiring students to live out the school's Catholic charism of ministry to others.

# Academic Excellence & Curriculum Standardization

At SMHS, we are committed to academic excellence by ensuring every classroom upholds consistent expectations that prepare students for their future, whether in college or career paths, through advanced programs like AP (Advanced Placement) and DE (dual enrollment). We believe that education should inspire growth, practical skills, and national recognition, and our goal is to deliver a curriculum where every student thrives through fairness, innovation, real-world relevance, and the pursuit of accolades like National Merit and National Blue Ribbon School status, supported by well-equipped teachers.



## **GOAL #1** **Establish Consistent Academic Standards Across All Classrooms**

**Initiative 1:** Develop standardized grading policies for all teachers within a curriculum, with uniform academic expectations and published rubrics across the curriculum at the start of each unit.

**Initiative 2:** Create a school-based academic oversight committee to oversee annual curriculum audits and academic standards and rubrics.

**Initiative 3:** Increase AP courses and DE offerings to elevate academic opportunities.

## **GOAL #2** **Integrate Real-World Application into the Curriculum**

**Initiative 1:** Enhance the curriculum by incorporating at least one real-world application per unit in each curriculum, ensuring students apply concepts to scenarios like community projects, career simulations, case studies, or hands-on experiments to reinforce readiness.

**Initiative 2:** Expand STEM offerings by introducing courses in robotics, coding, and data science, preparing students for high-demand career fields.

**Initiative 3:** Partner with local businesses to offer workshops and guest lectures, connecting classroom learning to practical career applications in fields like engineering and healthcare.

**Initiative 4:** Expand the SWORD life skills program to provide students with practical skills development, enhancing their real-world readiness.

## **GOAL #3** **Ensure Teachers are Equipped to Deliver High-Quality Education**

**Initiative 1:** Facilitate opportunities for annual professional development training for all teachers, focusing on modern teaching methods like student-centered learning and technology integration.

**Initiative 2:** Establish a teacher accountability system, including a peer observation program where teachers regularly observe and provide feedback to each other, ensuring adherence to academic expectations, best practices, and continuous improvement.

**Initiative 3:** Create a digital teacher resource portal with access to updated lesson plans, grading rubrics, and faith-integration guides, ensuring consistency across the curriculum.

**Initiative 4:** Establish a partnership with FranU to enhance opportunities that focus on academic collaboration for students with a Catholic university.

**Initiative 5:** Target National Blue Ribbon School status and increase National Merit student recognition to showcase academic excellence.

St. Micheal High School is celebrating 40 years of preparing students for college, careers and their life of Christian leadership. Staffed by a dedicated faculty, SMHS is accredited by the Louisiana State Board of Elementary & Secondary Education (BESE.LA), AdvancED and by the Southern Association of Colleges and Schools (SACS).



# Student Support, Counseling Services & School Culture

Because every SMHS student deserves to feel supported in mind, heart, and future aspirations, we will cultivate a nurturing culture of respect and inclusivity. We will also strengthen our counseling services to provide compassionate mental health care, thorough college preparation through targeted ACT® Prep, and responsive crisis support, celebrating achievements with events like academic signing day. We believe in fostering a welcoming, empowering environment where every Warrior feels seen, heard, and ready to succeed through personalized guidance, peer connections, and public recognition of their accomplishments.



## **GOAL #1** **Foster an Inclusive and Respectful School Culture**

**Initiative 1:** Launch a campaign, led by students and faculty, to promote friendliness, anti-bullying, and inclusivity through workshops, programming, and assemblies.

## **GOAL #2** **Strengthen College Preparation and Career Counseling**

**Initiative 1:** Enhance college counseling resources with ongoing training and a college prep timeline starting freshman year, ensuring personalized guidance for applications, scholarships, testing, essays, and processes.

**Initiative 2:** Host college and career fairs with an integrated career counseling program, emphasizing exploration, goal-setting, and professional skill development to prepare students and parents for diverse post-graduation pathways.

**Initiative 3:** Launch an ACT® Prep program to support students in achieving higher scores, aligning with college readiness goals.

**Initiative 4:** Establish an academic signing day for seniors to celebrate and promote post-graduation plans.

## **GOAL #3** **Strengthen Crisis Counseling and Peer Support Systems**

**Initiative 1:** Develop a crisis counseling protocol to identify students in distress and ensure empathetic responses to grief.

**Initiative 2:** Launch a peer mentoring program, pairing upperclassmen with younger students to provide academic and peer support, fostering a sense of belonging.

## **GOAL #4** **Expand Mental Health Support for Students**

**Initiative 1:** Implement a schoolwide wellness curriculum, delivered through monthly workshops, teaching stress management, coping skills, time management, and emotional intelligence, to help students navigate through stress, anxiety, workload, decision making, and emotional challenges.

**Initiative 2:** Train all faculty and staff in mental health awareness to help recognize signs of distress and provide support, while implementing a program for regular teacher-student check ins to ensure a proactive approach to student well-being.

# Faculty Development & Mentoring Excellence



Because our teachers are the backbone of SMHS's mission, we will invest in their growth through comprehensive training, clear onboarding standards, faith-based retreats, and a culture that fosters deep mentoring relationships with students, while ensuring fair compensation and reduced workloads. We believe that empowered educators inspire empowered learners, and our goal is to ensure every teacher is equipped to guide students with consistency, care, and excellence, strengthening the Warrior community through professional and spiritual development.

## **GOAL #1** Revamp Teacher Training and Onboarding of New Teachers

**Initiative 1:** Develop standardized onboarding procedures for new teachers, including a mentorship program with veteran educators to ensure alignment with SMHS's academic and faith-based expectations.

**Initiative 2:** Utilize department chairs to seek and provide professional development workshops on teaching methods, classroom management, academic expectations, as well as mentoring and conflict-management skills.

**Initiative 3:** Establish a teacher accountability system with regular evaluations, student feedback surveys, and peer reviews to identify and address areas of growth and variability in teaching quality and student experience.

**Initiative 4:** Host a whole day faculty-staff retreat to foster professional and spiritual growth, enhancing faculty cohesion and support.

## **GOAL #2** Foster Strong Mentoring Relationships Between Teachers and Students

**Initiative 1:** Initiate teacher-student engagement events, such as lunch-and-learns or faith-sharing sessions, to build stronger relationships outside the classroom.

**Initiative 2:** Recognize and reward teachers who excel in mentoring through an annual "Mentor of the Year" award, encouraging a culture of care and engagement.

## **GOAL #3** Reduce Administrative Burdens to Enhance Teaching Focus

**Initiative 1:** Relaunch the substitution program, designating a specific period each day for substitution duties and enabling teachers to volunteer in advance for substitute roles, while providing protected planning periods to ensure uninterrupted time for preparing engaging lessons and connecting with students.

**Initiative 2:** Streamline administrative processes by implementing digital tools for grading, attendance, and reporting, while conducting a workload audit to identify and eliminate unnecessary tasks, ensuring teachers can dedicate more time to lesson planning and mentorship.



# Faculty Development & Mentoring Excellence

## **GOAL #4** Increase Teacher Compensation to Support Retention and Growth

**Initiative 1:** Secure additional funding through the alumni re-engagement program to increase teacher salaries, ensuring competitive pay that reflects their critical role at SMHS.

**Initiative 2:** Create a program to support teachers with professional development opportunities and establish an endowment to defray the cost of advanced degrees and certifications, enabling teachers to pursue further educational opportunities.

**Initiative 3:** Develop summer opportunities for teachers to earn additional income through roles such as tutoring, curriculum development, or leading professional development workshops.



# Athletic Program & Coaching Excellence



Because athletics at SMHS should inspire pride and teamwork, we will transform our program by cultivating coaches who lead with professionalism, respect, and a commitment to excellence, ensuring every athlete feels valued while promoting sportsmanship and faith through initiatives like athletic retreats that reflect our Catholic ethos. We believe a competitive, supportive athletic culture strengthens our Warrior spirit, and our goal is to build a program that wins on the field and in character, supported by strong oversight and resources.

## GOAL #1

**Build a Competitive and Winning Athletic Program**

**Initiative 1:** Appoint a dedicated Athletic Director to oversee program operations, ensuring accountability and the development of coaches.

**Initiative 2:** Hire experienced and knowledgeable coaches to further develop student-athletes, boost competitiveness, and attract future student-athletes.

**Initiative 3:** Invest in advanced training programs, personnel, and equipment, ensuring athletes have the resources needed to compete at a high level, including a comprehensive strength and conditioning program.

**Initiative 4:** Partner with local sports organizations to provide clinics and camps, enhancing skills development for student-athletes.

**Initiative 5:** Continue to improve middle school offerings to showcase the facilities and development opportunities of SMHS.

## GOAL #2

**Ensure Coaching Development, Mentoring, and Professionalism**

**Initiative 1:** Revamp the athletic handbook on a yearly basis and review it with all coaches at the start of each school year.

**Initiative 2:** Require coaches to participate in annual student-athlete and parent feedback surveys, ensuring athletes' voices are heard in order to improve practices, development strategies, and the overall student-athlete experience.

**Initiative 3:** Develop a mentorship program for coaches, pairing new coaches with experienced mentors to model Christ-like leadership and effective team management strategies.

**Initiative 3:** Organize sportsmanship workshops and team retreats for coaches, athletes, and club sports members to develop team unity and teach values such as respect, teamwork, and humility as reflections of SMHS's faith-based ethos.

**Initiative 1:** Conduct a comprehensive review of athletic program policies, focusing on safety protocols, scheduling, and facility use, to support student-athletes and their well-being.

**Initiative 2:** Establish an athletic advisory board committee to provide input on program improvements, ensuring alignment with SMHS's Catholic values and focusing on strategic growth.

**Initiative 3:** Allocate additional funding for athletics through the improved alumni re-engagement program, supporting facility upgrades and initiatives without straining the school budget.

With nearly 60% of our student body participating in athletics, over 30% of those student-athletes participate in multiple varsity sports. Our varsity athletic teams have won 33 state championships, 26 state runner-up titles, and over 125 district championships. All of this in our short 40-year history make us **Warrior Proud!**

# Facilities & Welcoming Campus



Because a vibrant, welcoming campus fosters learning and community, SMHS will modernize our facilities – from the cafeteria and science labs to athletic spaces, restrooms, parking lots, and classrooms – while enhancing signage, redesigning the front office, storefront, communal areas, adding a coffee shop, painting and improved landscaping. We believe that a well-equipped, secure, and inviting campus reflects our commitment to excellence, and our goal is to create a space where every Warrior thrives, feels proud, and is supported in all aspects of school life.

## **GOAL #1** Increase Campus Signage for Better Visibility

**Initiative 1:** Install prominent SMHS signage on high-traffic roads like George O'Neal to enhance the school's visibility and presence in the local community.

**Initiative 2:** Add clear directional signage across campus for visitors and students, improving navigation and creating a safer and welcoming environment.

## **GOAL #2** Ensure Clean and Functional Restrooms for Student Comfort

**Initiative 1:** Renovate restrooms with modern fixtures and improved ventilation, ensuring a hygienic environment that supports student comfort and well-being.

**Initiative 2:** Coordinate with the SMHS Buildings and Grounds Advisory Board Committee to identify needed upgrades and repairs to restroom facilities.

## **GOAL #3** Enhance Parking Lot Safety and Accessibility

**Initiative 1:** Replace cracked pavement and repaint faded parking lines and numbers.

**Initiative 2:** Install improved lighting and security cameras throughout the parking lot to enhance visibility and safety, particularly during evening events.

**Initiative 3:** Develop a parking lot maintenance plan with annual inspections and repairs, ensuring long-term functionality and safety for all users.

## **GOAL #4** Modernize the Cafeteria to Enhance the Student Experience

**Initiative 1:** Upgrade the cafeteria into a student union-style space with modern decor, flexible seating, and improved lighting.

**Initiative 2:** Assess the feasibility of building a kitchen or utilizing additional equipment to provide increased food options for students.

## **GOAL #5** Upgrade Science Labs to Support Hands-On Learning

**Initiative 1:** Replace outdated science lab equipment with modern tools to enable robust hands-on experimentation for all students.

**Initiative 2:** Redesign lab spaces with updated workstations and safety features to increase the student experience while performing science experiments.

**Initiative 3:** Allocate annual funding to ensure resources remain current and support a competitive STEM curriculum.

**Initiative 4:** Provide professional development for science teachers on using new lab equipment ensuring effective integration into lessons and experiments.

The campus is located in South Baton Rouge on 63 acres in Shenandoah/White Oak Subdivision, and is surrounded by protected wetlands under the auspices of the school.



# Facilities & Welcoming Campus

## GOAL #6 Improve Athletic Facilities to Boost Program Competitiveness

**Initiative 1:** Renovate baseball and softball fields with new turf and lighting to increase opportunities for additional games, tournaments, and public visibility.

**Initiative 2:** Create a long-term plan for gymnasium upgrades to increase the student-athlete and fan experience.

**Initiative 3:** Secure funding for facility upgrades through the improved alumni re-engagement program, ensuring sustainable investment without straining the school budget.

**Initiative 4:** Partner with local sports organizations to share facility costs and usage, improving SMHS's athletic infrastructure.

## GOAL #7 Improve Classroom Conditions for Effective Learning

**Initiative 1:** Replace outdated classroom furniture with modern desks, chairs, and equipment to increase and improve the student learning experience.

**Initiative 2:** Upgrade classroom lighting and temperature control systems to create a more comfortable and functional learning environment.

**Initiative 3:** Designate specific classrooms for SWORD program activities, ensuring they are equipped with modern technology and flexible setups to support hands-on learning.

## GOAL #8 Enhance Campus Safety and Security

**Initiative 1:** Implement a secure entryway to enhance campus safety and security, ensuring a protected environment for students and staff.

**Initiative 2:** Add additional security cameras on campus and utilize modern threat detection software in order to be proactive against potential threats.

**Initiative 3:** Rekey the entire campus in order to improve security and reduce response time to critical incidents.



# Alumni Engagement & Advancement

Because our alumni are the heart of SMHS's legacy, we will foster meaningful engagements with our alumni through engaging events, personalized outreach, transparent fundraising, and a dedicated advancement office, ensuring every graduate feels valued with proper recognition. We believe a united alumni community strengthens our future, and our goal is to create a vibrant network where Warriors of all generations proudly contribute to SMHS's growth, mission, and academic excellence.



## **GOAL #1** **Improve Alumni** **Engagement** **Opportunities**

**Initiative 1:** Streamline alumni events by discontinuing those with low attendance and focusing on high-impact events that maximize engagement with alumni and their families.

**Initiative 2:** Establish a mechanism for alumni and stakeholders to propose fundraising ideas, and utilize the current Alumni Committee to collect, evaluate, and implement proposals that enhance fundraising and program growth.

**Initiative 3:** Create class representatives for each graduating year to provide personalized outreach, ensuring all alumni feel valued and connected.

**Initiative 4:** Engage alumni in Career Day opportunities in order to establish professional relationships and networking connections.

**Initiative 5:** Encourage alumni groups to establish endowments to provide financial assistance to students wishing to receive a SMHS education.

**Initiative 6:** Enhance Leadership Level giving recognition by establishing a giving wall and reception to honor donors, celebrating their contributions and fostering a culture of continued philanthropy.

## **GOAL #2** **Increase Alumni** **Outreach,** **Fundraising, and** **Communication**

**Initiative 1:** Upgrade alumni engagement outcomes by focusing on meaningful relationship-building, ensuring all outreach is personalized and responsive.

**Initiative 2:** Improve fundraising results through a strategic approach led by the President, Advancement Director, and Alumni Coordinator in order to improve donor cultivation.

**Initiative 3:** Enhance data management and communications to ensure a consistent and accurate database, maintaining regular contact with alumni through effective and thorough updates via email, print, and social media outlets.

## **GOAL #3** **Reconnect Alumni** **Through Shared** **Faith Identity**

**Initiative 1:** Host annual faith-focused alumni events – such as retreats or service days – to re-engage graduates under the Warrior identity.

**Initiative 2:** Create an alumni prayer line and prayer network focusing on spiritual connections with SMHS and those in need within the school community and alumni association.

**Initiative 3:** Develop a "Faith Through the Years" campaign, sharing stories of how SMHS's Catholic identity has shaped alumni, and promote those alumni through social media, school-sponsored events, alumni and school newsletters, and school visits.

# Community Engagement & Partnerships

Because SMHS is a vital part of the Greater Baton Rouge community, we will deepen our ties through the **“Warriors in the Community”** program, fostering impactful partnerships with businesses and schools, professional events, career-focused opportunities, and strong feeder school connections that showcase our Warrior values. We believe a visible, engaged presence elevates our reputation, and our goal is to make SMHS a recognized leader in the Greater Baton Rouge area, inspiring pride and collaboration while attracting new families.



## **GOAL #1** Increase Community Engagement

**Initiative 1:** Establish a program showcasing Warriors in the community to increase engagement efforts, aiming to boost visibility, strengthen partnerships, and enhance recruitment.

**Initiative 2:** Increase community event participation and feeder school enrollment inquiries, directly addressing a lack of community knowledge of SMHS.

## **GOAL #2** Build Strategic Partnerships Within the SMHS and Local Community

**Initiative 1:** Partner with local charities to create volunteer opportunities in order to engage SMHS students and families to help strengthen community ties.

**Initiative 2:** Create a community mentorship program connecting local professionals and business partners with students through an enhanced Career Day and networking sessions, fostering practical opportunities, career insights, and collaborations that support educational programs and community engagement.

## **GOAL #3** Implement Practical Initiatives to Strengthen Community Ties and Recruitment

**Initiative 1:** Increase participation in local events and festivals ensuring visible SMHS branding through banners and student performances to boost community recognition.

**Initiative 2:** Partner with feeder schools to offer joint community service projects in order to build early relationships with prospective students and families.

**Initiative 3:** Offer specific scholarships for partner school students, prioritizing financial assistance to those partner schools with large enrollment at SMHS.





# Perception & Market Growth



Because SMHS deserves to be a first-choice school, we will elevate our image through dynamic marketing, professional event delivery, strategic enrollment growth led by a dedicated admissions team, and a modernized appearance that reflects our vibrant Warrior spirit, all while ensuring financial stability. We believe that a revamped, accessible SMHS can attract families across the Greater Baton Rouge area, and our goal is to reach 800 students by 2027, establishing ourselves as the premier Catholic high school in the region through excellence in all we do.

## **GOAL #1** **Modernize SMHS** **Marketing Strategies** **to Boost Enrollment**

**Initiative 1:** Develop a modern and focused marketing campaign emphasizing SMHS's Catholic identity, academic excellence, co-ed approach, and community spirit to aggressively challenge outdated perceptions.

**Initiative 2:** Partner with local news outlets, digital resources, magazines, and social media outlets to feature SMHS achievements in order to showcase the school and its prominent position in the community.

**Initiative 3:** Partner with a branding agency to rebrand SMHS as the premier "Warrior" institution, ensuring all marketing materials reflect a cohesive and competitive identity.

**Initiative 4:** Establish a goal to reach 800 students by 2027 (705 in 2025-26 • 765 in 2026-27 • 820 by 2028-29), using intentional outreach such as social media campaigns and scholarship programs with partner schools.

**Initiative 5:** Conduct a transportation study to design a program addressing location concerns for potential families highlighting SMHS's location in South Baton Rouge.

**Initiative 6:** Conduct a study to explore or rebrand the uniform from its grey overtones toward vibrant colors with modern fits, and consider removing non-essential rules, while ensuring that the adjustments enhance SMHS's appeal and growth without jeopardizing Catholic values and ethics.

## **GOAL #2** **Ensure Financial** **Stability for** **Sustainable Growth**

**Initiative 1:** Establish a series of endowment funds through alumni and community giving to support scholarships, facility upgrades, and teacher compensation for long-term financial stability.

**Initiative 2:** Conduct an annual financial review involving a financial advisory committee to optimize budget allocation for strategic goals like academic programs, athletics, and infrastructure improvements.

**Initiative 3:** Leverage the improved alumni re-engagement program to launch a campaign designed to help fund key school building projects and athletic facility upgrades.

**Initiative 4:** Set a specific annual fundraising target to reach over \$200k annually, ensuring continued financial growth to support SMHS's strategic goals.



# Perception & Market Growth

## **GOAL #3** Establish Advisory Board Oversight for Strategic Plan Implementation

**Initiative 1:** Create an advisory board, ad-hoc committee, and subcommittee to oversee the successful implementation of each strategic area, ensuring alignment with SMHS's goals.

**Initiative 2:** Assign committees to work closely with respective staff in each area, fostering collaboration to support the effective execution of initiatives.

**Initiative 3:** Implement a consistent tracking system for all the goals and initiatives, monitoring progress, identifying needs, recommending adjustments, marking completions and noting pauses as required.



# MILESTONE TRACKER

INITIATIVE/PROJECT	COMPLETED	IN PROGRESS	PENDING
<b>Catholic Identity and Faith Formation</b>			
1.1 Strengthen Faith Integration Across All School Activities			
1.2 Uphold Catholic Virtues in Behavior and Conduct			
<b>Academic Excellence and Curriculum Standardization</b>			
2.1 Establish Consistent Academic Standards Across All Classrooms			
2.2 Integrate Real-World Application into the Curriculum			
2.3 Ensure Teachers are Equipped to Deliver High-Quality Education			
<b>Student Support, Counseling Services, and School Culture</b>			
3.1 Foster an Inclusive and Respectful School Culture			
3.2 Strengthen College Preparation and Career Counseling			
3.3 Strengthen Crisis Counseling and Peer Support Systems			
3.4 Expand Mental Health Support for Students			
<b>Faculty Development and Mentoring Excellence</b>			
4.1 Revamp Teacher Training and Onboarding of New Teachers			
4.2 Foster Strong Mentoring Relationships Between Teachers and Students			
4.3 Reduce Administrative Burdens to Enhance Teaching Focus			
4.4 Enhance Teacher Compensation to Support Retention and Growth			
<b>Athletic Program and Coaching Excellence</b>			
5.1 Build a Competitive and Winning Athletic Program			
5.2 Ensure Coaching Development, Mentoring, and Professionalism			
5.3 Enhance Administrative Oversight and Support for Athletics			
<b>Facilities and Welcoming Campus</b>			
6.1 Increase Campus Signage for Better Visibility			
6.2 Ensure Clean and Functional Restrooms for Student Comfort			
6.3 Enhance Parking Lot Safety and Accessibility			
6.4 Modernize the Cafeteria to Enhance the Student Experience			
6.5 Upgrade Science Labs to Support Hands-on Learning			
6.6 Improve Athletic Facilities to Boost Program Competitiveness			
6.7 Improve Classroom Conditions for Effective Learning			
6.8 Start Cafeteria Upgrade Study and Plan			
6.9 Enhance Campus Welcoming Experience			
6.10 Enhance Campus Safety and Security			
<b>Alumni Engagement and Advancement</b>			
7.1 Improve Alumni Engagement Opportunities			
7.2 Increase Alumni Outreach, Fundraising, and Communication			
7.3 Reconnect Alumni Through Shared Faith Identity			
<b>Community Engagement and Partnerships</b>			
8.1 Increase Community Engagement			
8.2 Build Strategic Partnerships Within the SMHS and Local Community			
8.3 Implement Practical Initiatives to Strengthen Community Ties and Recruitment			
<b>Perception and Market Growth</b>			
9.1 Modernize SMHS Marketing Strategies to Boost Enrollment			
9.2 Ensure Financial Stability for Sustainable Growth			
9.3 Establish Advisory Board Oversight for Strategic Plan Implementation			

We will provide the private link on our website to this milestone tracker to view the progress of our initiatives which we will update on a regular basis.



# HEARTS OF WARRIORS

**“Being part of this survey process made me feel like my voice matters, and I’m excited to see how our idea will shape St. Michael’s future!” – Student**

**“We have been really pleased with how our two daughters are doing well in school, both academically and spiritually! We feel truly blessed to be a part of this school!” – Parent**



**“Thanks for letting us speak up in this survey - I love how St. Michael’s feels like home with all the activities we get to do!” – Student**

**“Thank you for involving us in this survey - it’s amazing to see our kids thrive in such a loving school environment!” – Parent**



**“I appreciate being part of this feedback process – it’s a privilege to help shape a school I love for its faith and student care!” – Teacher**

# IN GRATITUDE

We would like to recognize and thank the many stakeholders who participated in this project and supported us in our planning efforts. We look forward to the next three years of implementing this Strategic Plan together.

## THE ADMINISTRATION

Ryan Empson, SMHS President  
Jared Cavalier, SMHS Principal  
All of the office staff  
and the faculty and teachers

## THE STUDENTS

All 525+ students who participated  
And the students that helped to facilitate:

- Lexi Wagner
- Alyse Daigle
- Chloe Clement
- Alex Klumpp
- Ben Jones
- Evan Naquin
- Lucy Kyle
- Claire Leader
- Tristan Moore

## ADVISORY BOARD 2024-2025

Dr. Patricia Davis – Superintendent  
Ryan Empson - SMHS President  
Jared Cavalier – SMHS Principal  
Erin Achberger - Board President  
Dena Balart - Board Past President  
Jenny Bruno - Strategic Planning  
Scott Fitch - Policy  
Danielle Chapman Gremillion - Nomination  
Chad Harper - Policy  
Kevin Jones - Policy  
Brian Naquin - Building & Grounds  
Alicia Quebedeaux - Home & School President  
Amanda Rabalais – Warrior Club President  
Kevin Rudge - Finance  
Bill Simpson - Building & Grounds  
Maurice Velasquez - Strategic Planning

## THE STRATEGIC PLANNING COMMITTEE

Jenny Bruno, Chair  
Maurice Velasquez, Co-Chair  
Erin Achberger, Facilitator  
Danielle Gremillion, Graphics/Design



## THE PARENTS

The 250+ parents who completed the survey and participated in the in-person meetings

## OUR ALUMNI

For participating in the surveys, in-person meetings, and connecting remotely to give us feedback

## COMMUNITY PARTNERS

Mayor of St. George  
Councilmen  
Our Lady of Mercy  
St. Aloysius  
St. Jean Vianney













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