

## How will we get there?

After identifying some broad goals that address needs and/or build upon strengths, the MIT needs to decide how to address these goals. The general approaches taken to achieve goals have been termed **Strategies**. Each of your goals may give rise to one or more strategies.

For example, if your goal is to deepen the faith of your school community, you need to decide how you will attempt to do so. There may be many valid approaches to reaching this goal. One strategy may be to expand your student retreat program. Another may be to revise your religion curriculum. Others could include increasing opportunities for prayer during the school day, or enlisting parent support, or expanding your campus ministry resources. Which will you choose? Which will best help you attain your goal?

Perhaps following a single strategy will suffice; perhaps you will choose multiple strategies. Only your MIT, in consultation with your school community, can decide.

Strategies for meeting your goals should be included as part of your Four-Year Mission Integration Plan.



*How many goals should you have in your Four-Year Mission Integration Plan?*

*There is no single best answer to this question, no magic number. Only by beginning with a thoughtful assessment of where you are now as a source of Marianist Education can you realistically decide where you want to be in four years. How your needs may be best addressed and how your strengths may be best utilized should determine both the content and number of your goals.*

The other brochure in this series is:

*The Four-Year Plan:  
Making It Real*

If you have questions regarding the content of this brochure, please feel free to contact::



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Mission Integration  
Planning Process



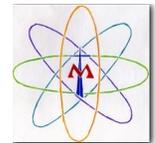
*First of Two*

## The Four-Year Plan: Charting a Course

Office of Sponsorship - Marianist Province of the United States

As the Mission Integration Team of a Marianist-sponsored school, you are charged with developing a Four-Year Mission Integration Plan designed to enhance the Marianist character of your school.

The brochures in this series outline a planning methodology, borrowing concepts and language from common planning models and adapting them to our purpose. We begin by addressing the initial big picture elements of the planning process, posing three critical questions for the planning team.



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## The Planning Process

The Office of Sponsorship of the Marianist Province of the U.S. initiated a four year cycle of planning and contact for Marianist-sponsored schools in 2009. Formerly, schools completed and submitted a Mission Integration Plan each year, outlining activities for only that year.

In moving from an annual plan to one that covers a longer period of time, we expect the plan to be a more significant means for growth of our schools in their Marianist character. An annual plan tends to focus on short range results realized by short term activities. The Four-Year Plan necessitates a more reflective process that asks your school to answer three questions:

Where are we now?

Where do we want to be in four years?

How will we get there?

These are not trivial questions. Answering them should not be a mere exercise to be completed in a single

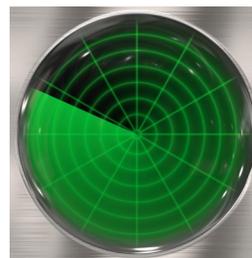


meeting, but rather a process which, if done thoroughly, should require at least a few months to complete. The product should be a well-articulated plan to move the school significantly forward as a vehicle for Marianist Education.

Developing the Four-Year Mission Integration Plan is the responsibility of your Mission Integration Team (MIT). However, meaningful answers to the above questions will require input from the broader school community. The completed Plan will require ownership by that community in order to be effectively realized.

### Where are we now?

Effective planning always requires some assessment of the current reality. You know generally where you want to go: you want your school to be more Marianist. You need to know where you are now in order to effectively plan your route.



As the planning process begins, your MIT addresses these questions within the context of the Characteristics of Marianist Education.

*What are the greatest areas of need in making our school more characteristically Marianist over the next four years?*

*What are our areas of strength upon which we can build over the next four years?*

How these questions are addressed is up to your MIT. Members of the team can draw on

their own understandings of the broader school community, consult directly with others, consider what past reports of Mission Integration Visits have suggested, and gather additional data. All of these and, perhaps, additional methods will probably be necessary to form a reasonably complete picture. It is important to remember that the completed plan will be a plan for your school community, not only for the MIT.

### Where do we want to be in four years?

As the needs and strengths of the school community become clear, some goals should begin to surface. As we are using the term, **Goals** represent broad general results to be achieved over the term of the plan.

At the broadest level, your goal is to enhance the Marianist character of your school. However, for the purposes of the planning process, being more specific will be more helpful. Some examples of the kind of language that goals could include:

- To deepen the faith of our school community
- To create a culture of caring among our students
- To expand our school's experience of Family Spirit

Goals should be included as part of your Four-Year Mission Integration Plan.

