



# THE STRATEGIC PLAN

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FOR REGIS HIGH SCHOOL

*Regis Implements the First Strategic Plan in School History*



# Dear Friends,

In the fall of 2017 we undertook the first comprehensive strategic plan in the history of Regis High School. Having celebrated our Centennial in grand style, we knew it was important to seriously consider what the future of Regis could best be.

Assembling a diverse group of over 125 faculty and staff, alumni, parents, alumni parents, Jesuits, and friends of Regis, we formed eight Task Teams which met over the course of three months.

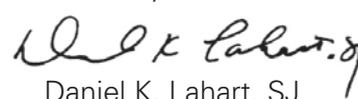
- Academic Life & Technology
- Admissions & Enrollment
- Facilities
- Financial Affairs & Engagement
- Global Citizenship
- REACH
- Spiritual Life
- Student Life

During the fall we also held Town Hall meetings for our various constituency groups—alumni, parents, alumni parents, students, and faculty and staff. Additionally, we sent out an electronic survey which over 3,000 people completed in a week's time. The input from these sources flowed back to the Task Teams who completed their work in December.

The Steering Committee, consisting of the chairs and co-chairs of these Task Teams along with the Regis principal, Dr. Gary Tocchet, and us, continued to meet in order to synthesize the work of the Task Teams. The result of that work follows.

We are grateful to the thousands who participated in this process, especially those on the Task Teams. We are confident that the good work accomplished will have a lasting impact on this school which we love so much, and which we hold in trust for generations of young men who, like those who have gone before them, are the beneficiaries of the gifts of the Foundress and her family. We are confident that the Foundress and Father Hearn would be proud of who Regis is today, and share our excitement about her future.

Sincerely,



Daniel K. Lahart, SJ  
*President*



Peter Labbat '83  
*Chair, Board of Trustees*

# Preamble

Founded on the inspired generosity of one woman over a century ago, and sustained by gifts from thousands of alumni and parents today, Regis High School is the only tuition-free Catholic, Jesuit school in the country. Since 1914, Regis has offered a rigorous college preparatory program to academically promising Catholic boys across the socioeconomic spectrum. Simultaneously, Regis has sought to ignite an Ignatian conversion in our students, transforming them into Men for Others and enabling them to become principled leaders in society and in the Church.

As we look ahead to our second century, Regis aspires to aim even higher. Five centuries ago, the first Jesuits left Europe and journeyed to the edges of their known world. Guided by their mission to live the Gospels, these Jesuits were inspired by an Ignatian vision to “set the world on fire.”

Similarly, today, we observe a world that is rapidly changing. We live in a world of great promise and progress, but also beset by injustice and inequality. We are citizens of a global society that is highly interconnected and increasingly complex. Given the pace of exponential change across the fields of computing technology, artificial intelligence, robotics and medicine, today more than ever before, the world needs Jesuit-inspired expeditionaries who possess both the knowledge to push the boundaries of what is achievable and the wisdom to do so responsibly and ethically. Based on a legacy of selfless generosity and a commitment to excellence, Regians are uniquely equipped to explore this evolving landscape and help shape a more just world.

In a recent comprehensive curricular review, faculty members outlined and affirmed the six core pillars that

should define a Regis education in the 21st century. We seek to educate and form:

- Curious Learners
- Creative Thinkers
- Socially Responsible Global Citizens
- Servant Leaders
- Men of Faith
- Balanced and Integrated Young Men

As we blaze a path forward with these pillars as our pedagogical foundation, Regis is committed to:

- Delivering the highest standards of academic excellence for secondary education. Regis will accomplish this, in part, by leveraging, in new and different ways, both the unique resources of New York City and the broad access to information afforded by technology. In this way, Regis will explore the potential benefits posed by alliances with universities, businesses, government agencies and charitable institutions whereby Regians can participate in higher-level courses, projects and learning experiences.



- Inspiring a spiritual awakening in our students, emboldening a renewed commitment to social justice and preparing them to use their unique talents to transform the world no matter their choice of profession. Regis aims to expose our students to a broad vision of service and instill within them a readiness for anything that may be demanded of them towards the betterment of society.
- Bringing together students and faculty representative of the great multiculturalism and wide-ranging demographics evidenced in the New York City population. Doing so enriches our classroom dialogue by forming students to be become aware of, and collaborate with, others who hold a variety of perspectives. That dynamic teaches us and strengthens who we are.
- Through programs such as REACH, establishing ourselves as the academic and spiritual gateway for the economically disadvantaged segment of the middle school population in our community. Regis can provide a recognized, replicable model for achieving outstanding academic performance and creating a sense of hope and upward mobility among the disenfranchised.

Our students will face many opportunities and challenges, and the world needs daring young leaders truly ready to aid it. We strive to equip our students to lead, impact, and transform the worlds of today and tomorrow. We also strive to form young men of conscience and character, defined by our Ignatian values.

The Strategic Plan for Regis High School outlines and drives us towards a brighter future for our students, faculty, and broader community. We will build on an enduring tradition and dare to embrace new opportunities and challenges. The Plan identifies initiatives that will ensure Regis's continued excellence. In 2024, we will possess an even stronger financial foundation, updated facilities, a rigorous and modernized curriculum, increased support for student success, and expanded opportunities for faculty development. These initiatives will be critical and transformative as we continue to educate a diverse group of exceptional Catholic young men to use their talents consistent with St. Ignatius' charge to "set the world on fire."



# Magis

## Invest in a second century of academic excellence and service to and with others

The Ignatian idea of “magis”—oriented towards becoming more—inspires the school to strive higher. For its students to excel, Regis must provide them the very best resources. The school, as it enters its second century, will take up the challenge of constructing a strong, sustainable, and state-of-the-art institution. By doing so it will ensure that its program continues to prepare faithful servant leaders capable of effectively engaging today’s world.

- Expand our **science and technology** curricula while preserving our strong humanities core
- Explore the merits of **partnerships** with other secondary schools and universities as well as virtual access to educational content through technology partnerships in order to provide the finest academic experience to our students
- Build a sustainable and balanced, long-term **financial foundation**
- Re-envision and upgrade our **physical facilities** to appropriately support our programs and mission

### STRATEGIC PLAN TIMELINE

**Summer, 2017** The school board hired a consultant, defined the eight task teams that would later deliberate on what recommendations to give, and recruited a Steering Committee.

**September 12, 2017** The Steering Committee held its first meeting. Here, they formulated a vision statement for the project and formally created the eight task teams.



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**“Strong,  
sustainable, and  
state-of-the-art:**

I cannot think of more exciting and worthwhile goals for Regis’s second century. Our academic program is characterized by rigor, a value that will continue to guide us as we develop our curricula. Continuing to build the Regis endowment will help ensure our ability to provide tuition-free education. Our building is beautiful and beloved—this plan guides us to make thoughtful and useful improvements. The strategic plan will help Regis continue to pursue its important mission, into our second century and beyond.”

—James Kennedy '02  
*Director of Development*

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## **“For many New York City families**

the promise of a Jesuit education can seem like an unscalable wall. The insurmountable tuition, an unfamiliar culture, a social scene far removed from the poor, and an educational system in which financial means and academic success correlate.

These factors all directly contribute to homogeneous student bodies at many elite schools. REACH is uniquely built to address this exclusion.”

— *Fr. Mario Powell, SJ*  
*Director, REACH Program*

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# Mission-Driven Community

Identify, attract, and inspire exceptional and diverse students and faculty

The heart of Regis is its community. Going forward, the school will strengthen its ability to seek out and attract exceptional Catholic young men from across the region. To remain true to its founding vision, Regis will invest more in identifying underserved students and pave the way for their enrollment and success during their four years at Regis. Moreover, the school will continue to recruit and develop an accomplished, mission-driven faculty that can successfully support this diverse, dynamic student body.

- Creatively expand our admissions efforts to ensure access to the most promising students, especially those who cannot afford a Catholic education
- Enhance the REACH program as a gateway to and for gifted youth from challenging and diverse socio-economic backgrounds
- Invest in faculty development—both professional and spiritual—to inspire and optimize our most critical resource

## STRATEGIC PLAN TIMELINE

**October 10, 2017** The task teams met for the first time. They devised a series of objectives, and discussed the state of Regis Today, and how it can be improved.

**October 11-November 13, 2017** Town Hall meetings, organized by various constituency groups, were held. There were two for alumni, one for faculty and staff, one for current students, one for parents, and one for alumni parents. Additionally, an electronic survey was sent out to alumni to produce a wider representation of opinions, responses, and suggestions. Over 3,000 people completed the survey.

# Cura Personalis

## Support student success

In admitting a young man to Regis, the school makes an investment in a person with unique gifts and needs and commits to challenging him to become the person God made him to be. Regis must work to provide equal opportunity for student success and growth by being able to customize its support for each individual according to his own abilities and needs.

- Provide appropriate **academic support** for all students in its rigorous academic environment
- Offer additional **financial assistance**, as appropriate, so all students may experience Regis's opportunities
- Ensure a broad **range of activities** (athletic, extracurricular, spiritual and social) for the health and well-being of its students

### STRATEGIC PLAN TIMELINE

**November 14, 2017** The Steering Committee held its second meeting to hear results of the survey, Town Hall meetings, and first round of task team meetings. Additionally, the task teams met for the second time to discuss input from surveys, revisit the vision statement, and begin to prioritize ideas and formulate recommendations.

**December 13, 2017** The Steering Committee and task team met again. In the task team's final meeting, they confirmed the recommendations they would be delivering to the Steering Committee and the leadership team.



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**“I see the  
education and  
formation of  
our students**

at Regis to be very much about this: giving glory to God in bringing out the best in our students intellectually, physically, emotionally and spiritually.”

—*Rev. Anthony D. Andreassi, CO  
Interim Principal*

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**“By compassionately engaging the other,**

especially the difficult stranger, we are called to a courage and even a heroism that stretches us to be Christ in our world. A deeper reading of the phrase *Men for Others* views service not as largesse from our surplus, but self-giving for mutual enrichment. By giving of our self to the need of the other we create that depth to receive graces we could not achieve on our own.”

—Rev. Mark Lane, CO  
Director of Campus Ministry

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# Men for Others

## Cultivate Catholic leaders committed to social justice

A graduate of Regis High School should possess not only the skills and knowledge necessary for success but also a vision of success that is rooted in service. To continue sending forth men for others, Regis will enliven and integrate its programs to inspire a deeper commitment to Catholic and Ignatian values.

- Create a more transformative and integrated spiritual development program rooted in the **Ignatian values** of gratitude and generosity
- Establish a more **interdisciplinary curriculum** that reflects our interconnected society and prepares students to address contemporary problems
- Educate **global citizens** who understand their obligation to serve and unite a diverse, multi-cultural world, building bridges of reconciliation amongst God's created world

### STRATEGIC PLAN TIMELINE

**January 9, 2018** The task teams presented their recommendations to the Steering Committee and leadership team. Following this, the leadership team looked for points of overlap among the task team recommendations, and designed the thematic Strategic Plan—the four headings you have in front of you now.

**February 10, 2018**  
The board held a retreat to reflect on and corroborate the Strategic Plan.

**May, 2018**  
Regis began implementation of the Strategic Plan, and formulated the Capital Campaign.



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# Implementing The Strategic Plan— The Work Has Already Begun

- In July, 2018, Regis hired a Director of Graduate Support for the REACH Program.
- The school formed a Financial Assistance Committee to help support students in need. The Guidance Department will add a third college guidance counselor next year.
- During the summer of 2018, three classrooms were renovated, each with different features. The classrooms will be used to ascertain what types of renovations will be most effective to promote a conducive learning environment.
- The Facilities Committee has hired architectural firm PBDW to partner with the school in conducting a programming study and needs assessment. The firm will ultimately develop a master plan for the building.
- Freshman orientation has been expanded to include more time for spiritual formation. In the past, only freshman and sophomores were required to make retreats. As of this year, members of the senior class are now required to attend a retreat as well. Retreats are available and optional for juniors.

While much progress has been made already, much more will take place soon. The school has conducted a curriculum review and will implement strategic academic changes, as well as cultivate partnerships in the city and with other Jesuit schools. The above bullet points only represent a small fraction of the Strategic Plan's ambitious undertaking—there is still work to do.



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# The Regis Mission

Founded in 1914 by an anonymous benefactor and supported by the generosity of her family, its alumni and friends, Regis High School offers a tuition free Jesuit college preparatory education to Roman Catholic young men from the New York metropolitan area who demonstrate superior intellectual and leadership potential. In the admissions process, special consideration is given to those who cannot otherwise afford a Catholic education.

As a Jesuit school Regis is committed to both academic excellence and fostering a spirit of generosity and service to those in need. With an emphasis on academic rigor and Catholic formation, the school's program is designed to promote each student's intellectual and spiritual growth grounded in a deepening relationship with Jesus Christ. Regis seeks to inspire and train the ethnically diverse young men in its care to become imaginative leaders committed to promoting justice and exerting leadership in the Church, in the civic community, and in their chosen profession.



DEO ET PATRIAE  
PIETAS CHRISTIANA EREXIT

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AD MAJOREM DEI GLORIAM