



THE NAZARETH SCHOOL  
OF LIPA CITY, INC.

 **PEAC**  
PRIVATE EDUCATION ASSISTANCE COMMITTEE

# STRATEGIC PLAN

SY 2024-2025

*Engaging Parents in  
Our School's Future*



**DISCOVER YOUR MULTIPLE INTELLIGENCES!**

 Mahogany Road, Brgy. Dagatan, Lipa City  (043) 773-3916  
 The Nazareth School  [thenazarethschool.ph@gmail.com](mailto:thenazarethschool.ph@gmail.com)

# WHAT IS THE THEORY OF MULTIPLE INTELLIGENCES?

A theory by Dr. Howard Gardner, an American developmental psychologist, stating that there are 8 ways for people to learn and demonstrate their intelligence.

TNS integrates MI Theory in its curriculum and student development programs and activities. We provide a nurturing and empowering environment for every learner.



## WORD-SMART

Verbal-Linguistic  
Intelligence



## BODY-SMART

Bodily-  
Kinesthetic  
Intelligence



## MUSIC-SMART

Musical  
Intelligence



## PEOPLE-SMART

Interpersonal  
Intelligence



## NATURE-SMART

Naturalist  
Intelligence



## SELF-SMART

Intrapersonal  
Intelligence



## LOGIC-SMART

Logical-  
Mathematical  
Intelligence



## PICTURE-SMART

Visual-Spatial  
Intelligence



Message from the President  
**MR. ARNOLD R. CAPULOY**

Dear Nazareth School Community,

I am excited to share with you the Strategic Priorities for the coming school year at The Nazareth School. Over the past months, our school leaders have been diligently working on developing initiatives to guide our path forward.

Today, I am proud to share the goals and initiatives that we have under our strategic priorities on program excellence, employee development and financial sustainability. These are the result of collaborative discussions with our faculty and input from our community, reflecting our shared commitment to excellence.

In the coming months, you can expect to see concrete initiatives and actions being implemented to address these priorities. We will be focusing on attracting and retaining talented faculty and staff, enhancing our curriculum and multiple intelligences programs to meet the needs of our students, and implementing measures to ensure the financial health of our school.

I want to thank each and every one of you for your contributions to this process. Your input has been invaluable, and I am confident that together, we will achieve great things for The Nazareth School.

# LEADERSHIP TEAM

## BOARD OF TRUSTEES



**RUSTICO V. RECTO JR.**  
Chairman



**LYDIA M. RECTO**  
Director



**JUAN MIGUEL M. RECTO**  
Director



**RONALDO M. RECTO**  
Director



**VINCENT M. RECTO**  
Treasurer



# MEET OUR TEAM

# LEADERSHIP TEAM



**ARNOLD R. CAPULOY**  
President

## SCHOOL MANAGEMENT



**EUNICE R. RECTO**  
VP for Administration &  
Advancement



**VIOLETA D. RAMIREZ**  
Principal



**LIEZL B. CAGUIMBAL**  
Vice Principal



**ACADEMIC COUNCIL**

**ADMINISTRATION**

**MAINTENANCE**



**LOWER GRADE SCHOOL**

**UPPER GRADE SCHOOL**

**JUNIOR HIGH SCHOOL**

**SENIOR HIGH SCHOOL**



PRE-SCHOOL



GRADE SCHOOL



HIGH SCHOOL

## INTRODUCTION TO THE STRATEGIC PLAN

Since the acquisition of The Nazareth School by the new management in 2018, we have been guided by a vision of excellence. However, our journey has not been without its challenges, particularly with the unexpected impact of the global pandemic, which disrupted our plans and halted our momentum.

Today, our journey of transformation takes on a new significance — a testament to our unwavering commitment to the community we proudly serve.

At the beginning of the year, our school leaders initiated a strategic planning process, engaging parents, faculty, staff, and trustees to gather insights that helped establish our priorities and define our goals.

We have also introduced a Community Satisfaction Survey, aimed at gathering feedback to inform our decisions on an ongoing basis.

Through collaborative discussions, we have identified key goals and initiatives focusing on these three strategic priorities: enhancing the academic program while improving the student experience, attracting and retaining best-in-class faculty and staff, and ensuring long-term financial sustainability.

These strategic priorities reflect our dedication to fulfilling our mission and upholding our core values in everything that we do. As we embark on this journey of growth and improvement, we invite every member of The Nazareth School community to join us in achieving our shared goals.



# TNS STRATEGIC PRIORITIES



## 1 PROGRAM EXCELLENCE



## 2 FACULTY & STAFF DEVELOPMENT



## 3 FINANCIAL SUSTAINABILITY



## PROGRAM EXCELLENCE

Enhance the Academic Program while improving Student Experience

### 1. Enhance Curriculum & Multiple Intelligences Program Implementation

**Curriculum** - We aim to continuously review and refine our curriculum to ensure that it remains relevant and meets the evolving needs of our students. This includes incorporating innovative teaching methods and aligning our curriculum with the Department of Education's standards and best practices.

**Multiple Intelligences Program** - We are dedicated to enhancing the school's MI program to provide a rich and diverse learning experience for our students. This involves integrating MI principles across curriculum, extracurricular activities and school events, ensuring that each student has the opportunity to develop and express their unique strengths across multiple intelligences.





**Assessment** - We are committed to implementing an evaluation process to measure the effectiveness of the MI program and monitor student progress. This includes developing a comprehensive assessment framework that encompasses multiple intelligences and applying tools and methods to gather evidence of student learning and growth.

**Training** - We recognize the importance of equipping our educators with the knowledge and skills necessary to effectively implement the MI program. To support this, we will explore partnerships with MI pioneering institutions for best practice sharing and provide professional development opportunities, workshops, and training sessions focused on MI theory, assessment, and instructional strategies.



### 2. Strengthen Student Development Programs and Activities

- **Extracurricular Activities** - We seek to expand and diversify extracurricular programs to provide students with opportunities for personal growth and exploration outside of the classroom. This includes offering a wide range of clubs and school events that cater to students' interests, talents, and aspirations.
- **Sports Development Program** - We are committed to promoting physical wellness and sportsmanship among our students through a variety of sports programs. This includes offering a diverse range of sports teams, intramural leagues, and fitness classes that encourage participation, teamwork, and healthy competition.
- **Competitive Engagement** - We encourage students to actively participate in a variety of academic, artistic, athletic, and extracurricular competitions to demonstrate their talents, skills, and accomplishments. This includes dedicated training programs where experienced faculty members organize training sessions tailored to the specific requirements of different competitions, equipping students with the necessary knowledge and techniques to excel.
- **Community Engagement and Service Learning** - We encourage students to actively engage with their communities and make a positive impact through service-learning initiatives and community service projects. This includes partnering with local organizations, charities, and NGOs to provide students with meaningful opportunities to contribute to the community while developing empathy, compassion, and a sense of social responsibility.



### 3. Renovate and enhance essential facilities



Our **Home Economics and Livelihood Education (HELE) Laboratory** will undergo a comprehensive renovation to create a fully-equipped learning environment. Upgrades will include ceiling installation, indoor aesthetics, and procurement of new appliances and workstations to facilitate hands-on learning experiences for students.



The **Computer Laboratory** will be upgraded with the latest equipment to support digital literacy and proficiency among students. This includes the installation of new computers and increasing internet bandwidth to enrich learning opportunities in computer science and technology.



Our **Multi-Purpose Hall** will undergo enhancements to accommodate a variety of school activities and events. We plan to install a ceiling to enhance its functionality and provide shelter from the elements without compromising its open design and improve the overall experience for students, faculty, and guests.



A **new set of classrooms** will be constructed to address the growing needs of our student population. These classrooms will be equipped to create conducive learning environments for students and teachers.



Improvements will be made to our **comfort rooms** to ensure cleanliness, functionality, and accessibility for all users. Upgrades will include renovation of comfort rooms in Building C as well as necessary repairs and installations of new fixtures in all comfort rooms.





## FACULTY & STAFF DEVELOPMENT

Attract and retain best-in-class faculty and staff

### **1. Continuously improve the salary grade of faculty to be competitive with public school teachers' rates**

Acknowledging the existing gap in salary levels between private and public school teachers, we are committed to bridging this disparity and aligning our compensation with the rates of the Department of Education. Our goal is to reach at least 60% of the salary of public school teachers within the coming school year, with ongoing increases in subsequent years. To achieve this, we will develop and implement a structured plan that includes a thorough salary review and the establishment of clear salary grade levels for both faculty and staff.



## 2. Launch a learning & development program for faculty and staff

**Needs Assessment** - A comprehensive needs assessment will be conducted to identify the training and development needs of faculty and staff across different departments and roles. This assessment will involve gathering feedback through surveys, focus groups, and performance evaluations to determine the specific areas for improvement and skill development.

**Curriculum Development** - A customized training curriculum tailored to the identified needs and priorities of faculty and staff will be developed. This curriculum includes a combination of workshops, seminars, online courses, conferences, and on-the-job training opportunities to enhance professional skills, pedagogical knowledge, leadership capabilities, and technological proficiency.

**Training Delivery and Evaluation** - We will implement the training program using a variety of delivery methods, such as in-person sessions, virtual platforms, and self-paced modules, to accommodate diverse learning preferences and schedules. The effectiveness of these initiatives will be monitored and evaluated to ensure continuous improvement and relevance.



## FACULTY & STAFF DEVELOPMENT

Attract and retain best-in-class faculty and staff

### 3. Implement a new rewards and benefits scheme for personnel

#### Rewards and Recognition Program

We will establish a formal rewards and recognition program to acknowledge and celebrate the contributions and achievements of faculty and staff. This program will include incentives such as awards ceremonies and appreciation events to reinforce positive behaviors and outcomes as well as performance-based bonus.

#### Enhanced Benefits Package

We are committed to improving the benefits package provided to our personnel to better support their overall well-being and professional growth. This initiative will include expanding healthcare coverage and introducing new opportunities for continuing education scholarships, tailored to meet the diverse needs of our employees.





## FINANCIAL SUSTAINABILITY

Maximize enrollment and secure revenue streams beyond tuition

### 1. Increase student enrollment to expand our school community and enhance our impact on education.

**Marketing Campaigns** - Targeted marketing campaigns to attract new students and increase enrollment will be created. This will include launching our school's official website, developing engaging content and advertisements on our Facebook page, utilizing search engine optimization techniques to improve the school's online visibility and implementing offline marketing initiatives such as installing billboards and distributing brochures in strategic locations within the community.

THE NAZARETH SCHOOL  
OF LIPA CITY, INC.

**PRESCHOOL  
SIT-IN PROGRAM**

**FEBRUARY 19-MARCH 8, 2024**  
FACE-TO-FACE, MONDAY-FRIDAY

Nursery  
2.5 TO 3 YEARS OLD

Pre-Kinder  
3.5 TO 4 YEARS OLD

Kinder  
4.5 TO 5 YEARS OLD

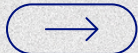
**FREE and LIMITED slots only!**  
**REGISTER NOW!**

FILL OUT THE GOOGLE FORM  
OR VISIT OUR REGISTRAR'S OFFICE.

The Nazareth School (043) 773-3996 thenazarethschool.ph@gmail.com

THE NAZARETH SCHOOL  
OF LIPA CITY, INC.

**Become a Blue Titan!**  
**Admissions Now Open for**  
**SY: 2024 - 2025!**





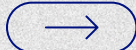
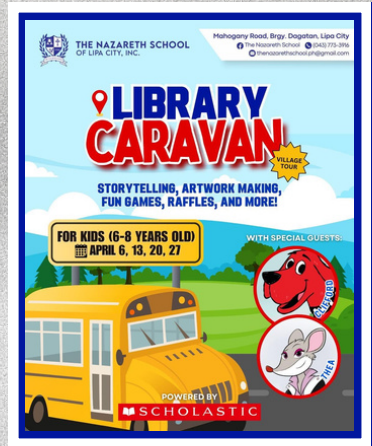
# FINANCIAL SUSTAINABILITY

Maximize enrollment and secure revenue streams beyond tuition

**Community Events** - We will be more engaged with the community. This includes hosting a Library Caravan in nearby subdivisions to promote literacy and education, participating in Lipa festivals and events to raise awareness about the school and foster connections with residents and community leaders.

**Summer Programs** - We will develop summer enrichment programs that offer academic, artistic, and recreational activities for students of all ages. This will provide opportunities for students to explore new interests, develop skills, and build friendships in a fun and supportive environment.

**Scholarship and Financial Aid Programs** - We will continue offering our scholarship and financial aid programs to make education more accessible for well-deserving students from diverse socioeconomic backgrounds.





## 2. Generate additional revenues and donations from new sources to support the school's financial sustainability and growth

- **Diversification of Revenue Streams** - We will develop new revenue streams beyond traditional tuition fees to generate additional income for the school. This includes offering fee-based services such as after class and weekend enrichment programs, facility rentals, school merchandise launch and a new play and learn toddler program.
- **Alumni Engagement** - We will strengthen engagement with alumni through targeted communication, networking events, and alumni giving campaigns to encourage their support and participation in fundraising efforts.
- **Fundraising Events** - We will partner with the school community in events to raise funds for specific projects or initiatives to improve our school facilities.





**THE NAZARETH SCHOOL  
OF LIPA CITY, INC.**

**“Anything that is worth teaching  
can be presented in many  
different ways. These multiple  
ways can make use of our  
multiple intelligences.”**

**–Howard Gardner**

# HOME OF MULTIPLE INTELLIGENCES

