



SAINT SOPHIA

UKRAINIAN ORTHODOX SEMINARY

Final Draft Spiritual Formation and Academic Excellence Strategic Goal and Action Plan

(7-17-25)

Bill Marianes



STEWARDSHIP
CALLING

Spiritual Formation and Academic Excellence S.M.A.R.T. Goal

We will research, develop, and implement a best practices and effective **Spiritual Formation and Academic Excellence** (the “SFAE”) with a comprehensive communications plan that will achieve the following “SFAE Excellence Targets” within 24 months:

- (a) Within 6 months develop “SFAE Excellence Metrics” for all current St. Sophia degree and certificate programs and assess current programs against excellence metrics;**
- (b) Within 1 year, research and develop best in class and effective curriculum and programs for each degree and certificate program (“Enrolled Student Programs”) based on SFAE Excellence Metrics;**
- (c) Within 6 months develop best in class and effective supplemental “Enhanced Skills Content” in the areas of: (i) Spiritual Formation (human, spiritual, intellectual, pastoral, etc.), (ii) practical and church operational soft skills (“Management Skills”), and (iii) servant leadership, and ensure mastery in all Enhanced Skills Content by 100% of Enrolled Students within 1 year of development;**
- (d) Within 1 year, develop and implement a comprehensive robust evaluation personnel and professional program for 100% of faculty, Enrolled Students, staff, Board, and all other personnel (“Professional Evaluation Program”) and take appropriate remediation where necessary;**
- (e) Within 6 month, develop Clergy Continuing Professional Development (“CCPD”) programs that within 12 months thereafter 100% of UOC of USA ordained clergy will complete. And each year thereafter, 100% of ordained clergy will complete the new CCPD programs produced annually;**
- (f) Within 6 months, create a preeminent “Seminary Publication” with best-in-class content.**

Spiritual Formation & Academic Excellence (“SFAE”)

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 1: Research the most effective IIO Ministries within 4 months			
1. Form Spiritual Formation and Academic Excellence (“SFAE”) Team (“SFAET”).	SFAET Co-Captains	1 month after Start Date	SFAET members agree to serve
2. Research from at least 3 different successful seminaries effective best practices and programs in each of : (a) Spiritual Formation and Academic Excellence (“SFAE Excellence Metrics”); (b) curriculum and programs for each all degree and certificate program (“Enrolled Student Programs”); (c) Spiritual Formation, Management Skills and Servant Leadership (“Enhanced Skills Content”); (d) “Professional Evaluation Program” for all faculty, Enrolled Students, staff, Board of Directors, and all other personnel; (e) comprehensive Clergy Continuing Professional Development (“CCPD”) program; and (f) Seminary Publication. All the above are collectively the “SFAE Programs”	SFAET	3 months after step 1	Specific research is completed and documented for each of the SFAE Programs
3. Analyze all the research from step 2 regarding the SFAE Programs and create at least two alternative options to implement each of the SFAE Programs.	SFAET	Simultaneous with step 2	Analysis of all step 2 research is complete and alternatives for each SFAE Program are developed

Spiritual Formation & Academic Excellence (“SFAE”)

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 2: Develop and implement most effective SFAET Programs within 3 months			
4. Finalize and determine final best: (a) SFAE Metrics will be used to assess all Enrolled Student Programs; (b) Enrolled Student Programs; (c) Enhanced Skills Content all Enrolled Students will complete; (d) Professional Evaluation Program will be used to assess all people; (e) CCPD programs for all clergy; (f) all Seminary Publication guidelines.	SFAET	3 months after step 3	SFAE Metrics, Enhanced Skills Content, Professional Evaluation Program, CCPD programs, and Seminary Publication guidelines are finalized and determined
Interim Goal 3: Begin to Implement SFAET Programs within 3 months			
5. Complete development of best in class and effective Enrolled Student Programs and CCPD programs based on SFAE Metrics and ensure appropriate faculty are trained to deliver such content.	SFAET	3 months after step 4	Development is completed on Enrolled Student Programs and CCPD programs based on SFAE Metrics and faculty training is complete.
6. Initiate publication of preeminent Seminary Publication and complete first round of Professional Evaluation Program assessments.	SFAET	Simultaneous with step 5	First Seminary Publication is released, and first round of Professional Evaluation assessments are completed

Spiritual Formation & Academic Excellence (“SFAE”)

<u>Actions Steps</u>	<u>Responsible Party</u>	<u>Deadline</u>	<u>Completion Test</u>
Interim Goal 4: Execution SFAET Programs to achieve the SFAE Targets within 12 months			
7. Complete full year deployment of new Enrolled Student Programs, Enhanced Skills Content, CCPD programs, Professional Evaluation Program and at least two Seminary Publication editions are issued.	SFAET	<u>12</u> months after steps 5 and 6	Enrolled Student Programs, Enhanced Skills Content, CCPD programs, Professional Evaluation Program and two Seminary Publications are completed.
Interim Goal 5: Compile and assess the results of the SFAET Programs and make necessary improvements within 2 months			
8. Obtain and compile qualitative and quantitative data and determine effectiveness and success of all Enrolled Student Programs, Enhanced Skills Content, Professional Evaluation Program and CCPD programs, Seminary Publication, and identify areas for improvement and plans for the next year’s version of all such programs. Finalize and deliver assessment analysis report, and make all refinements necessary to improve SFAET Programs and next three years goals are established.	SFAET	<u>2</u> months after step 7	Assessment of past Enrolled Student Programs, Enhanced Skills Content, Professional Evaluation Program and CCPD programs, Seminary Publication is complete and improvements are finalized for next cycle

Spiritual Formation & Academic Excellence (“SFAE”)

<u>Lead Measure Action</u>	<u>Deadline Date</u>	<u>% Complete and Date</u>
1. Form Spiritual Formation & Academic Excellence Team		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		



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