

ST PATRICK



**CATHOLIC
SCHOOL**

*Embracing the Gospel, Transforming
Hearts and Minds*

**St. Patrick Catholic School
2017-2020 Strategic Plan
Revised June 2017**

St. Patrick Catholic School Strategic Plan 2017-2020

MISSION AND CATHOLIC IDENTITY											
Objective: The school leader / leadership team regularly calls together the school's various constituencies (including but not limited to faculty, staff, parents, students, alumni) to clarify , review, and renew the school's mission statement. (Benchmark 1.3)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
Mission and Ministry Faculty In-service Day led by administration/ Leadership Team to discuss mission, philosophy, vision, strategic plan (Jan. 15, 2018) and role in educational ministry of the Catholic Church	Admin. Leadership Team	8/14		NCI	N/A	Mission and Ministry In-service Day agendas and power point slides	X √	X √	X √	X	

BI – Budget Item (Indicate Line Item on Budget and Year)

NBI – Non-Budget Item (Indicate Source of Funding)

NCI – Non-Cost Item

MISSION AND CATHOLIC IDENTITY											
Objective: Faculty uses to lenses of Scripture and the Catholic intellectual tradition in all subjects to help students think critically and ethically about the world around them. (Benchmark 2.5)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
Teachers with content deficiency in the areas of Scripture and Catholic intellectual tradition will incorporate these topics into professional development goals	Faculty Admin.	8/14		NCI	N/A	Faculty professional growth plans	X √	X √	X	X	
Teachers will document use of lenses of Scripture and Catholic intellectual tradition in classroom instruction by documenting in unit plans and lesson plans. These include lectures, debates, and performance assessments.	Faculty Admin.	8/15		NCI	N/A	Lesson plans Acre results Student performance that gives evidence to understanding of the Catholic Intellectual tradition		X	X	X	
Teachers with these content deficiencies will incorporate needed growth into professional development plan improvement, attend/enroll in	Admin.	8/15		BI	Prof. Dev. 16/17 Budget	Faculty professional growth plans, certificate of CEUs earned from Dayton University		X √	X √	X	

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professional development to address needs (Dayton University)										
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MISSION AND CATHOLIC IDENTITY

Objective: Every student is offered timely, regular, and age-appropriate opportunities to reflect on life experiences and faith through retreats and other spiritual experiences. (Benchmark 3.2)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
Liturgy coordinator and classroom teachers coordinate and plan para-liturgical services for each grade level once per year	Liturgy Coord. Faculty	8/14		NCI	N/A	Calendar showing prayer services	X √	X √	X √	X	
Religion teachers use prayer services and daily practices offered in textbook on a regular basis. Teachers document these in lesson plans.	Religion Teachers	8/14		NCI	N/A	Lesson plans showing teaching and practice of liturgical prayer and other prayer forms, calendar showing prayer services	X √	X √	X	X	

MISSION AND CATHOLIC IDENTITY

Objective: Every student experiences model of faith and service for social justice among the administrators, faculty, and staff. (Benchmark 3.4)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
At faculty meetings during both semesters, administration / leadership team will present and encourage all faculty and staff to grow in areas of faith and service models (Jan. 15, 2017- Mission and Ministry Day)	Admin. Leader. Team	8/14		NCI	N/A	Faculty meeting agendas, power point slide show of meeting presentation material	X √	X √	X √	X	
During the 17-18 school year, published Faculty Expectations will include an increased presence as Models of Faith and Service among faculty	Admin.	8/15		NCI	N/A	Teacher Expectation Sheet 15-16 and 16-17		X	X	X	
During the 17-18 hiring process, the expectation for faculty/staff as Models of Faith and Service is a clear, well	Admin.	8/15		NCI	N/A	Job description to include emphasis on faith and service model		X	X	X	

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richness of all cultures represented in the school community in service of social justice.										
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GOVERNANCE AND LEADERSHIP

Objective: The governing body, representing the diversity of stakeholders, functions according to its approved constitution and bylaws. (Benchmark 5.1)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
SAC will conduct self-evaluations twice a year and adjust accordingly	SAC Executive Comm.	8/14		NCI	N/A	Copies of SAC self-evaluations, Progress report, special projects/committees updates	X √	X √	X	X	

GOVERNANCE AND LEADERSHIP

Objective: The governing body engages in formation and on-going training and self evaluation for itself and the leadership team to ensure the faithful execution of their respective responsibilities. (Benchmark 5.6)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
The SAC will attend the annual University of Dallas Ministry Conference School Advisory Council session	SAC	8/14		BI	Prof. Development	Attendance record of SAC members attending the UDMC	X √	X √	X √	X	
SAC will conduct self evaluations twice a year and adjust accordingly	SAC Exec. Comm.	8/14		NCI	N/A	Copies of SAC self-evaluations	X √	X √	X	X	

GOVERNANCE AND LEADERSHIP

Objective: The leader/leadership team takes responsibility for the development and oversight of personnel, including recruitment, professional growth, faith formation and formal assessment of faculty and staff in compliance with diocesan policies and/or religious congregation sponsorship policies. (Benchmark 6.3)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
The principal and assistant principals will implement the iObserve platform to complete walkthroughs/evaluations annually for all faculty members.	Admin.	8/14		NCI	N/A	Assessment data, both formative and evaluative	X √	X √	X √	X	

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The administration will utilize a formal evaluation process with documentation for all support staff that is linked to professional growth.	Admin	8/16		NCI	N/A	Yearly appraisal/assessment plans and procedures, formal yearly appraisal/assessment documents, professional growth plans for support staff that are linked to professional development.			X √	X	X
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GOVERNANCE AND LEADERSHIP

Objective: The leader/leadership team established and supports networks of collaboration at all levels within the school community to advance excellence(Benchmark 6.4)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
The administration along with the leadership team, working with the priests, parish staff, and PAC members, will facilitate a deeper understanding and wider support of the parish/school community and encourage and solicit more active membership in it.	Admin, Leadership Team, Parish Advisory Council, SAC	8/16		NCI	N/A	Flyers of events, Minutes from SAC and PAC meetings, Town Hall Meeting agendas			X √	X	X

GOVERNANCE AND LEADERSHIP

Objective: The leader/leadership team directs the development and continuous improvement of curriculum and instruction, and utilizes school-wide data to plan for continues and sustained academic excellence and growth. (Benchmark 6.5)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
The administration will develop a system for monitoring and documenting alignment of curriculum, instruction, & assessment. Teachers will utilize lesson planning worksheets which link curriculum standards/ objectives, instructional goals, and formative and summative assessment. These will be monitored weekly. Faculty will meet regularly to engage in vertical alignment.	Admin, Curriculum Assessment personnel, faculty	8/16		NCI	N/A	Lesson plans, administration feedback, archived lesson plans			X √	X	X

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ACADEMIC EXCELLENCE												
Objective: Curriculum and instruction for the 21 st century learning prepares students to become expert users of technology, able to create, publish, and critique digital products that reflect their understanding of the content and their technological skills. (Benchmark 7.4)								Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19	
Implement a one to one device program for junior high students (Microsoft Surface tablets)	Admin. Leadership Team, Technology Committee	8/15		BI	PATs Club, Church, Private Donations, Grants, Tech Fee	Technology plan Integration of technology in content areas		X √	X √	X		

ACADEMIC EXCELLENCE												
Objective: Classroom instruction is designed to intentionally address the affective dimensions of learning, such as intellectual and social dispositions, relationship building, and habits of mind. (Benchmark 7.5)								Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19	
The faculty will engage in professional development (presentations, book groups) to learn most current research and trends Summer 2014- <u>Mindset</u> ; Summer 2015 – <u>The Traveler’s Gift</u> ; Summer 2016 <u>The Energy Bus</u> and Summer 2017 <u>The Joy of the Gospel</u> faculty book groups	Admin. Leader Team	8/14		NBI	Prof. Development Region 10	Leadership team members with expertise in these areas lead book study Professional development for faculty and staff on topics such as non-academic barriers to learning, social, and emotional development of children.	X √	X √	X √	X		
Students in grades 5 and 7 will participate in Strengths Explorer and Strengths Finder to identify individual strengths and the effects of them on learning, relationships	Gr. 5-8 Teachers, Guidance Counselor	8/14		NBI	PATs Club	Leadership team members with expertise in these areas lead students in Strengths Explorers process	X √	X	X √	X		

ACADEMIC EXCELLENCE												
Objective: Classroom instruction is designed to engage and motivate all students, addressing the diverse needs and capabilities of each student and accommodating students with special needs as fully as possible. (Benchmark 7.6)								Year				

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Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/15	15/16	16/17	17/18	18/19
Faculty will increase use of differentiated instruction to include weekly small group instruction in all reading and math classes. Lesson plans will reflect this differentiation	Faculty Admin.	8/14		NCI	N/A	Lesson plans that note differentiation of instruction	X √	X √	X √	X	
All instructors will differentiate in content, interest or assessment within each unit of instruction. Lesson plans will reflect this differentiation	Faculty Admin.	8/14		NCI	N/A	Lesson plans that note differentiation of instruction and assessment	X √	X	X √	X	
Administration, Faculty, and staff will implement findings of 16-17 study of current Take Flight Dyslexia Intervention and Content Mastery programs to increase effectiveness and to grow areas within the special needs programs at SPS.	Admin. Leadership Team, Faculty, Staff	8/17		NCI	N/A	Web site, Student-Parent handbook,				X	

ACADEMIC EXCELLENCE

Objective: Faculty and staff engage in high quality professional development, including religious formation, and are accountable for implementation that supports student learning. (Benchmark 7.10)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/15	15/16	16/17	17/18	18/19
Faculty and administration will develop individual faculty professional development plans. Plans are based on administration input, data, and teacher self-evaluation.	Faculty Admin.	8/15		NCI	N/A	Individual professional development plans, surveys of faculty and staff, standardized test data, template for individual faculty goal setting	X √	X √	X √	X	
Faculty will engage in professional development to support professional development plan.	Faculty	8/15		BI	Prof. Development Region 10	Individual professional development plans, certificates from workshops attended, faculty staff retreats,		X √	X √	X	
Faculty members will be assessed on student learning outcomes based on the goals of professional development plans.	Faculty Admin.	8/15		NCI	N/A	Individual professional development plans, classroom observation records, faculty self-evaluations, records of		X √	X	X	X

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Assessment will include self-evaluation and administration evaluations.						change in practice as a result of professional development					
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ACADEMIC EXCELLENCE

Objective: Faculty collaborate in professional learning communities to monitor individual and class wide student learning through methods such as common assessments and rubrics. (Benchmark 8.5)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
PLCs (cohorts) will meet quarterly to discuss instructional topics such as differentiation, grade level goals, vertical alignment, assessment data, and subject area goals.	Faculty Admin.	8/14		NCI	N/A	Professional learning community rosters Minutes of notes from PLC meetings, Common rubrics PLC meeting schedule	X	X √	X √	X	
PLCs (cohorts) will establish goals and maintain notes from PLC meetings	Faculty Admin.	8/15		NCI	N/A	Minutes of notes from PLC meetings, PLC goals and objectives		X √	X √	X	

ACADEMIC EXCELLENCE

Objective: Guidance services, wellness programs, behavior management programs, and ancillary services programs provide necessary support for students to successfully complete the school program. (Benchmark 9.2)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
School counselor will present information about counseling program at Parent Orientation in August	Counselor	8/14		NCI	N/A	Parent Orientation Meeting Notes	X	X	X	X	
Administration will offer a refresher program on the discipline program at the PATs Club meeting	Admin.	8/14		NCI	N/A	PATs Club Meeting agendas, parent handouts, and printed power point slides	X √	X	X	X	
Increase guidance teacher position to full time	Admin./ SAC	8/18		BI	Compensation/Benefits	Full time employee in position for August 2018				X	X
Study and determine funding for Skylight student care inline program	Admin/ Guidance Counselor/ SAC	8/17		NCI – 2017 BI- 2018	Software/Licensing	SAC minutes, leadership meeting minutes				X	X

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ACADEMIC EXCELLENCE

Objective: Co-curricular and extra-curricular activities provide opportunities outside the classroom for students to further identify and develop their gifts and talents and to enhance their creative, aesthetic, social/emotional, physical, and spiritual capabilities. (Benchmark 9.3)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
Administration, faculty and Athletic Committee will implement recommendations from the 2016-2017 study of the athletic program to increase effectiveness and grow areas within the athletic program at SPS.	SAC, Admin, Athletic Director	8/17		NCI	N/A	Follow up surveys, minutes of Athletic Committee meetings				X	

OPERATIONAL VITALITY

Objective: Financial plans include the delineation of costs for key target areas such as instruction, tuition assistance, administration, professional development, facilities, equipment, technology, program enhancement/ expansion, capital projects, and other planned projects. (Benchmark 10.4)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
Implement, monitor, and update 3-5 year financial plan	Admin. SAC Special Designee	8/14		NCI	N/A	Financial planning documents Budgets Financial transaction records Cost analysis reports Financial meeting minutes	X	X	X	X	

OPERATIONAL VITALITY

Objective: Financial plans include educational materials for distribution to all members of the community explaining the total cost per child and how that cost is met by identifying the percentage of cost that is paid for by tuition and the remaining amount of cost that is supported by other sources of revenue. (Benchmark 10.7)							Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
Publication of a school wide annual report made available to all members of the school and parish community as well as members of our outside donor base.	Development Director, Admin	8/16		NCI	N/A	Printed annual report, feedback from donor base and stakeholders.			X	X	X

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OPERATIONAL VITALITY												
Objective: Human Resource policies ensure that competitive and just salaries, benefits, and professional growth opportunities are provided for all staff. (Benchmark 11.3)								Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19	
Seek to incorporate competitive benchmark salary, benefits, and professional development information into school's salary scale and benefits/compensation, and professional development package	Admin.	8/14		NCI	N/A	Salary scales/bands/ranges or other rubrics Salary and benefit package information Professional development records for all staff and school leadership Records or notices of professional growth opportunities offered Public school, or other Catholic school and educational nonprofit data related to salary, benefits and Profess. Devel.	X	X	X	X		
Continue to grow professional salary scale between 3%-5% annually to meet upcoming diocesan salary scale. This increase is reflected in annual budget and 3-5 year financial plan	Admin.	8/14		NCI	N/A	Salary scales/bands/ranges or other rubrics Salary and benefit package information Professional development records for all staff and school leadership Records or notices of professional growth opportunities offered Public school, or other Catholic school and educational nonprofit data related to salary, benefits and Profess. Devel.	X	X	X	X		

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OPERATIONAL VITALITY											
Objective: The school’s facilities, equipment, and technology plan includes objectives to support the delivery of the educational program of the school and accessibility to all students. (Benchmark 12.1)								Year			
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
A facilities and equipment management plan and a technology plan will be developed and implemented. Development should be a result of an inventory, needs assessment self – evaluation, and a study of plans at similar schools. Plans should consider the long range goals of a renovated early childhood learning area (including HVAC), a refurbished Art Room, and a renovated Science Lab. Plans should also consider long range capital improvement plan	SAC Admin. Special Designee	8/14		NCI	N/A	Facilities and equipment management plan and technology plan and documents Inventory Copies of self-evaluation Notes form visits to other schools Students accessibility need assessment School financial needs assessments and actual aid program documents	X	X	X √	X	
Installation of improvements to stairwells to improve visibility and accessibility for students	Admin,	8/17		NBI	PATS Club	successful implementation of improvements			X		

OPERATIONAL VITALITY											
Objective: The school’s budget supports facilities, equipment, and technology management with special funds for capital improvements, depreciation, and replacement. (Benchmark 12.2)								Year			
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19
With the development of the annual 15-16 budget and the development of the 3-5 year financial plan, the budget will account for capital improvements, depreciation, and replacement (See facilities, equipment, and technology management plan)	Admin., Business manager, SAC	8/14		NCI	N/A	School budgets, current and recent past /School financial plans including projected annual budget/Facilities and equipment and technology plans/Current asset assessments Comparison to best practices in other similar institutions	X	X	X	X	

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OPERATIONAL VITALITY												
Objective: The school's purchasing and physical and technological improvements are done by design, done in alignment with the mission and the school's planning and curricular goals and consistent with environmental stewardship. (Benchmark 12.3)								Year				
Measurable Activity/Strategy	Person Responsible	Start Date	End Date	Cost	Source of Funding	Evaluation	14/ 15	15/ 16	16/ 17	17/ 18	18/ 19	
Develop Master Plan for campus	Admin, SAC, Facilities Manager	8/15			SPS Fund, School budget, Private donations, grants	Completed feasibility study and development of long range (10 years) master facilities plan		X	X	X		
School roof replacement	Admin Parish admin. Facilities Manager	8/18			Bishop's 125 Campaign	Facilities and equipment management plan and technology plan and documents Records of planning meetings				X	X	
Refurbishment and renovation of Fine Arts spaces including auditorium to include improved sound and light systems and stage and art room to include display area, Smart board, drafting and design areas	Admin Facilities Manager	8/18			PATs Club, St. Patrick Church, Private Donations, Grants, SPS Fund	Facilities and equipment management plan and technology plan and documents Records of planning meetings					X	
Renovate Science Lab to reflect STEM standards.	Admin Facilities Manager	8/17			PATs Club, St. Patrick Church, Private Donation Grants, SPS Fund	Facilities and equipment management plan and technology plan and documents Records of planning meetings				X	X	
Update to gymnasium spaces including locker rooms, concession area, and main gym entrance	Admin Facilities Manager	8/18			PATs Club, St. Patrick Church, Private	Facilities and equipment management plan and technology plan and documents Records of planning meetings					X	

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					Donation Grants, SPS Fund						
Study, develop, and implement a one to one device program for junior high students (Microsoft Surface tablets)	Admin Facilities Manager	8/15			Church Donations, Tech. Fee, PATS Club	Technology plan and documents Technology committee minutes Notes from visits to other schools		X √	X √	X	
Develop and implement renovations for upstairs playground	Admins, Facilities manager				PATs Club, St. Patrick Church, Private Donation Grants, SPS Fund	Facilities and equipment management plan and technology plan and documents Records of planning meetings		X √	X		

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Measureable Activities/Strategies (M A/S) completed in the 2016-2017 school year:

Mission and Catholic Identity:

Objective: The school leader / leadership team regularly calls together the school's various constituencies (including but not limited to faculty, staff, parents, students, alumni) to clarify , review, and renew the school's mission statement. (Benchmark 1.3)

M A/S: Town Hall Meetings led by administration and School Advisory Council to discuss mission, philosophy, vision and strategic plan and receive feedback.

Governance and Leadership:

Objective: The leader/leadership team takes responsibility for the development and oversight of personnel, including recruitment, professional growth, faith formation and formal assessment of faculty and staff in compliance with diocesan policies and/or religious congregation sponsorship policies. (Benchmark 6.3)

M A/S: Faculty will engage in professional development to support professional development plan.

Academic Excellence:

Objective: Classroom instruction is designed to intentionally address the affective dimensions of learning, such as intellectual and social dispositions, relationship building, and habits of mind. (Benchmark 7.5)

M A/S: Faculty will have refresher course on Dr. Marvin Marshall discipline plan.

Objective: Classroom instruction is designed to engage and motivate all students, addressing the diverse needs and capabilities of each student and accommodating students with special needs as fully as possible. (Benchmark 7.6)

M A/S: Conduct study of current Take Flight Dyslexia Intervention and Content Mastery programs to review effectiveness and to determine areas for growth within the special needs programs at SPS.

Objective: Co-curricular and extra-curricular activities provide opportunities outside the classroom for students to further identify and develop their gifts and talents and to enhance their creative, aesthetic, social/emotional, physical, and spiritual capabilities. (Benchmark 9.3)

M A/S: The Athletic Committee on the SAC will conduct study of the athletic program at SPS to review its effectiveness and to determine areas for growth within the athletic program at SPS.

Operational Vitality:

Objective: The school's facilities, equipment, and technology plan includes objectives to support the delivery of the educational program of the school and accessibility to all students. (Benchmark 12.1)

M A/S: Installation of increased security features including improved outdoor lighting, security cameras, magnetic key systems and more secure entrances to campus buildings.

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Objective: The school's purchasing and physical and technological improvements are done by design, done in alignment with the mission and the school's planning and curricular goals and consistent with environmental stewardship. (Benchmark 12.3)

M A/S: Renovate Early Childhood Learning area to include HVAC.

Measureable Activities/Strategies (M A/S) completed in the 2015-2016 school year:

Mission and Catholic Identity:

Objective: Every Student participates in Christian service programs to promote the lived reality of action in service.

M A/S: Each grade level will choose a service agency or entity which it will adopt, learn about, and support throughout the school year with prayers, letters, and material support as appropriate. Each grade level will document and promote its service in terms of an understanding of Gospel values and Catholic Social Teachings.

Governance and Leadership:

Objective: The governing body, representing the diversity of stakeholders, functions according to its approved constitution and bylaws.

M A/S: School Advisory Council constitution/bylaws are published on the school website. This also includes an SAC roster and committee assignments and meeting minutes.

Objective: The governing body engages in formation and on-going training and self-evaluation for itself and the leadership team to ensure the faithful execution of their respective responsibilities.

M A/S: The SAC executive committee will hold an orientation for new members before the start of the school year.

Objective: The leader/leadership team takes responsibility for the development and oversight of personnel, including recruitment, professional growth, faith formation and formal assessment of faculty and staff in compliance with diocesan policies and/or religious congregation sponsorship policies.

M A/S: Faculty and administration will develop individual faculty professional development plans each spring for the coming year. Plans are based on administrative input, data, and teacher self-evaluation.

Academic Excellence:

Objective: Classroom instruction is designed to engage and motivate all students, addressing the diverse needs and capabilities of each student with specific needs as fully as possible.

M A/S: Conduct study of Talented and Gifted programs at other diocesan schools and local public schools.

M A/S: Develop and implement Talented and Gifted Program.

M A/S: Hire a TAG teacher.

M A/S: Hire part time Curriculum and Instruction administration position.

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Operational Vitality:

Objective: Financial plans include the delineation of costs for key target areas such as instruction, tuition assistance, administration, professional development, facilities, equipment, technology, program enhancement/expansion, capital projects, and other planned projects.

M A/S: Study and consult with financial experts to develop a three to five year financial plan that includes current and projected budgets. The plan should consider funds to support the growth of the areas of facilities, equipment, program enhancement/expansion, and capital projects demonstrated in the facilities, equipment, and technology management plan as well as long range capital improvement plan. It should account for depreciation.

Objective: The enrollment management plan requires the governing body to review and the school leader/leadership team to supervise annual and continuous measurement and analysis of both enrollment and retention patterns for all student groups.

M A/S: A written enrollment plan will be developed and implemented. It will allow for the continuous measurement and analysis of enrollment and retention. This data then informs decision making related to tuition, marketing, and communications.

Measureable Activities/Strategies (M A/S) completed in the 2014-2015 school year:

Mission and Catholic Identity:

Objective: Faculty uses the lenses of scripture and the Catholic intellectual tradition in all subjects to help students think critically and ethically about the world around them.

M A/S: Teachers will complete a self assessment on their use and understanding of the lenses of scripture/Catholic intellectual tradition

Objective: Every student is offered timely, regular, and age-appropriate opportunities to reflect on life experiences and faith through retreats and other spiritual experiences.

M A/S: Adoption of new religion textbook (*Finding God*, Loyola Press, 2013), gr. 1-8, which supports increased reflection on life experiences and increased spiritual experiences.

Objective: Every student participates in Christian service programs to promote the lived reality of action in service.

M A/S: All service projects currently in place will be intentionally reframed and publicized in an understanding of Gospel values and Catholic Social Teachings.

Objective: Every student experiences models of faith and service for social justice among the administrators, faculty, and staff.

M A/S: During Catholic Schools Week, faculty will be presented (bulletin Board) as Models of Faith and Service which will highlight roles in parish and service roles outside the school.

Academic Excellence:

Objective: Curriculum and instruction for 21st century learning prepares students to become expert users in technology, able to create, publish, and critique digital products that reflect their understanding of the content and their technological skills.

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M A/S: Study and develop a 1:1 device program for junior high students (Microsoft Surface tablets)

Objective: Classroom instruction is designed to intentionally address the affective dimensions of learning, such as intellectual and social dispositions, relationship building, and habits of the mind.

M A/S: Faculty will have a refresher course on Dr. Marvin Marshall's *Discipline without Stress* behavior management program.

Objective: Faculty collaborate in professional learning communities to monitor individual and class wide student learning through methods such as common assessments and rubrics.

M A/S: Professional learning communities will be defined and established during the 2014-2015 school year.

Objective: Guidance services, wellness programs, behavior management programs, and ancillary programs provide necessary support for students to successfully complete the school program.

M A/S: Beginning with the 2014-2015 school year, information regarding the guidance and counseling programs will be published on website. Also included will be information on how to access these services.

Operational Vitality:

Objective: The school's purchasing and physical and technological improvements are done by design, done in alignment with the mission and the school's planning and curricular goals and consistent with environmental stewardship.

M A/S: Renovate downstairs bathrooms near cafeteria.