

**St. Catharine School Strategic Plan
Action Plan: 2016-2020**

Focus Area: Technology

Goal:

1. *Establish a comprehensive program that will prepare our students for higher education with the necessary skills and knowledge to achieve their highest potential.*

Objective	Resources Needed	Targeted Date of Completion	Date Completed
1a. Identify and evaluate the technology needs of the students for each grade level (prek-8)	Chromebook 1-to-1 Initiative (Grades 5-8) iPad Cart per grade level 1-4 Chromebook Cart for Grade 4 Project Lead The Way (PLTW) Migrate to Google Apps & Google Classroom	2016-17 (On-going)	Fall 2016
1b. Bring in a consultant to decide on the proper platform and equipment necessary for the students enhanced education	PLTH software only supports Windows Google Apps & Classroom support Chromebook Environment Tech Standards 8.1 & 8.2	2016-2017	Fall 2016

<p>1c. Establish a computer lab</p> <p><i>*Adjustment: Technology will be supported to continue to grow within all classrooms, making a traditional computer lab unnecessary. However, we would direct our efforts towards creating a learning lab for our students that is greatly supported by a wide variety of resources.</i></p>	<p>Increased technology resources and learning platforms for students</p>	<p>2018-2019</p>	
<p>1d. Train the students on best practice of utilizing the technology to enhance students computer skills to maximize the effectiveness of integrated learning.</p>	<p>On-line resources and subscription services Trained teachers</p>	<p>Ongoing</p>	<p>Ongoing</p>
<p>1e. Hire a computer teacher</p>	<p>Salary & Benefits</p>	<p>2016-2017</p>	<p>Fall 2016</p>
<p>1f. The current technology committee will provide updates/report to parents/teachers and staff.</p> <p><i>*Adjustment: School Administration will continue to collaborate with the technology committee, however the school administration will communicate updates/reports to the school community.</i></p>		<p>2016-2017</p>	<p>Addressed and Ongoing</p>

1g. Every classroom will have computers <i>*Adjustment: Every classroom will have devices (Chromebooks, iPads, etc) available to students</i>	WiFi, Bandwidth, Electrical Power	2017-2018	
1h. Place public access computers in the Media Center	WiFi, Bandwidth, Electrical Power	2017-2018	

St. Catharine School Strategic Plan 2016-2021

Focus Area: Curriculum

Goals:

1. *Develop a student centered curriculum which is rigorous, character driven, and spiritually enriching, which challenges each child to realize his or her potential; which is vertically and horizontally aligned; and which prepares all students for success in high school and beyond.*
2. *Provide an environment whereby achievement is a norm and is met through differentiated instruction and integration of curriculum.*
3. *Provide an adequate supply of current curriculum related materials, resources, and technology.*

Objective	Resources Needed	Targeted Date of Completion	Date Completed
1a. Schedule PD by textbook publishers to teach use of materials for teachers	Professional Development Days for Staff	Revisited and addressed on a yearly basis	Ongoing
1b. Identify Subject Chairs	Staff Stipends	2017-2018	
1c. Hire or appoint a Curriculum Coordinator <i>*Adjustment: The Principal will be designated as the Director of Curriculum</i>		2016-2017	Fall 2016

<p>1d. Provide professional development to ensure a differentiated curriculum</p>	<p>Increased amount of professional development days for staff.</p>	<p>Revisited and addressed on a yearly basis</p>	<p>Ongoing</p>
<p>1e. Utilize Google Classroom for delivery of instruction and improve communication among teachers, students, and parents.</p>	<p>Funding, student devices, multiple staff training</p>	<p>2018-2019</p>	
<p>1f. Develop a five year curriculum review/plan schedule</p>		<p>2016-2017</p>	
<p>1g. Create a resource room for students with individual services plans</p> <p><i>*Adjustment: Educational research supports moving towards the most inclusive environment possible for all students. We currently have a resource room for students when deemed necessary. We will continue to explore and implement new ways to support all learners in an inclusive setting.</i></p>	<p>Staff professional development</p>	<p>Revisited and addressed on a yearly basis</p>	<p>Ongoing</p>
<p>2a. Implement a newly developed reading curriculum and continue assessment standards.</p>	<p>Funding and staff professional development</p>	<p>2018-2019</p>	

2b. Develop a schedule of evaluations of faculty to ensure curriculum objectives are met.		2016-2017	Fall 2016
3a. Ensure that all children have textbooks for each of their classes	Curriculum audit/resource inventory	2016-2017	
3b. Leverage current technology to implement curriculum	Staff training/professional development days	Revisited and addressed on a yearly basis	Ongoing

St. Catharine School Strategic Plan 2016-2021

Focus Area: Personnel

Goals:

1. *Expand the present staff to include certified (in discipline), qualified, and talented staff who are motivated to continually advance their professional knowledge for the benefit of student learning.*
2. *Align staff PD goals and evaluations with bonuses/teacher incentives*
3. *Provide opportunities for current teachers and staff to professional development and enhance their present knowledge with new methodology in teaching*

Objective	Resources Needed	Targeted Date of Completion	Date Completed
1a. Any staff member not currently certified (in discipline) must immediately begin process and be certified by June 2019.		2019	
1b. Attract new staff by establishing partnerships with area colleges (practicum, student teaching) and attend		2016-2017	Ongoing

college career fairs			
1c. Evaluate teacher salary guide; so that it is competitive with area school district salaries.		2016-2017	Currently addressed and to be revisited on a yearly basis.
1d. Develop substitute teacher list of potential candidates for future positions		2016-2017	2016 To be updated on a yearly basis
2a. Establish evaluation criteria (expectations, # of evaluations per year)		2016-2017	Fall 2016
2b. Provide mentor/coaching to implement PD goals		2017-2018	
3a. Establish a professional development series geared towards the needs of all students.	Professional Development days for staff	2017-2018	
3b. Administrative follow-up of PD series implementation and align competency with bonuses/teacher incentives.		Revisited and addressed on a yearly basis	Ongoing

St. Catharine School Strategic Plan 2016-2021

Focus Area: Communication

Goals:

1. *Provide relevant, timely, consistent communication to the school community*
2. *Maximize available technology to improve school communication*

Objective	Resources Needed	Targeted Date of Completion	Date Completed
1a. Assign specific administration responsibility for communication		2016-2017	Fall 2016
1b. Mode of parent communication driven by priority of message content		2016-2017	Fall 2016
1c. Administration-run Facebook, Instagram, Twitter, using Hootsuite for updates. <i>*Adjustment: Administration will utilize social media as another means of communicating to the school community</i>		2016-2017	Fall 2016
1d. Regular updates to website		Addressed on a yearly basis	Ongoing

2a. New and improved parent-friendly website, that incorporates responsive design	Funding and staff training	2018-2019	Fall 2016 with ongoing updates
2b. Utilize school media platforms for marketing and parent updates	Staff training	2016-2017	
2c. Implement text communications	Technology platform/school app to connect with parents	2018-2019	
2d. Explore utilization of RSS Feed		2018-2019	
2e. Unified and consistent teacher website with standard format.	New website and staff training	2017-2018	
2f. Professional development for communication technology	Professional Development days for staff	2016-2017	

St. Catharine School Strategic Plan 2016-2021

Focus Area: Climate/Culture

Goals:

1. *Establish St. Catharine School as the educational cornerstone for the Parish and community that provides vast enrichment opportunities for the student body.*

2. *Build increased brand awareness for St. Catharine School as the premier blue ribbon school in the archdiocese.*

<i>Objective</i>	<i>Resources Needed</i>	<i>Targeted Date of Completion</i>	<i>Date Completed</i>
<p>1a. Expand athletic opportunities within the school for all grade levels (PreK-8) via intramural and club sport programs</p> <ul style="list-style-type: none"> ● Implement Winter and Spring sports program ● Implement program into all seasonal sports ● Propose program to surrounding Archdiocese and public schools in an attempt to develop program as a feeding 	Coaches, administrative supervision, sports equipment, referees, and medical personnel	2019-2020	

ground for organized school sports programs			
1b. Enhance/Deepen Spiritual retreat opportunities, both in-house and offsite. Provide opportunity for all students to take part in a grade appropriate spiritual experience.	Funding, busing, chaperones.	<i>2019-2020</i>	
1c. Establish monthly homebound Parishioner Program, where students would drop off seasonal themed items to homebound parishioners.	Supply donations and volunteers I	<i>2019-2020</i>	
1d. Enhance community service programs by implementing grade level appropriate project based assignments that are designed to give back to the surrounding community.		<i>2019-2020</i>	
2a. Revamp how we market SCS.		<i>Revisited and addressed on a yearly basis</i>	Ongoing
2b. Establish core team responsible for developing a communication strategy and then blanket all media and social outlets with positive PR news items.	Public relations coordinator and team members	<i>2017-2018</i>	

<p>2c. Work with local media outlets to establish a positive rapport that fosters increased coverage for SCS.</p>		<p>2016-2017</p>	<p>Ongoing</p>
<p>2d. Investigate and utilize opportunities that will shine a positive light on SCS and then press release everything.</p>		<p>2016-2017</p>	<p>Ongoing</p>
<p>2e. Leverage SCS website as the gold standard for promoting all facets of the school and its academic and athletic activities</p>		<p>2017-2018</p>	
<p>2f. Promote the long-standing history and academic excellence that the school stands for.</p>		<p>2016-2017</p>	<p>Ongoing</p>
<p>2g. Implement an Alumni section as a means to cultivate continued connection with SCS and as a means to generate Alumni contributions. (revamp)</p>		<p>2017-2018</p>	