

Objective 1:

IMPLEMENT A PLAN TO ENSURE THE LONGEVITY OF THE SCHOOL

Strategy A: Develop & Implement a long range Tuition Plan

Actions Steps:

- A-1 Archdiocese to in-service parish leadership by June 2006
- A-2 Research & tour/meet schools using Needs Based/Cost Based by October 2006
- A-3 Re-define "tuition setting" process to follow parish financial calendar by July 2005
- A-4 Communicate plan to the school community by January 2007
- A-5 Investigate alternate ways to increase funds for the tuition plan by July 2005 and ongoing

Responsible Parties:

Principal, School Committee, and Parish Business Administrator

Progress/Report: A-1 through A-3 has been accomplished as per the timeline above. See documentation from School Advisory Minutes and Finance Committee Agenda. There really is no need for A-4 because we plan to stay with our current model. A-5 has been successful in that we are in the process of making plans for marketing/alternate ways to keep tuition at a reasonable level. For the 2006-2007 budget we put in \$30,000 to raise in revenue through an "adopt-a-student" program, alumni efforts, other funding options. Implementation of some of these plans will begin this next school year.

Strategy B: Provide Additional Space and Maintain Present Facilities

Action Steps:

- B-1 Continue with support and work with Capital Campaign for Phase II+ (which is currently underway & ongoing) which includes four classrooms for the school. Possible completion in January of 2006
- B-2 Support and encouragement for the next Capital Campaign for Phase III which would be the remainder of the school moved to the parish campus. Ongoing into the future with the possibility of beginning a Campaign by 2009.
- B-3 Increase funds for the CIP Budget
- B-4 Continual collaboration between Faith Formation and the School for present facilities and as we plan for the future needs. Parish needs to see a total education picture.

Responsible Parties:

Business Administrator, Faith Formation Director, Facilities Expansion Committee, Principal, and Pastor

Progress/Report: B-1 is nearing completion! We will be moving Kdgn. and Preschool to Phase II classrooms in August. B-2 is still on the horizon but now definite strategy/plan has been put in writing. The 2009 date is still reasonable. B-3 has not been accomplished and the School Committee and Finance Committee to tackle this in 06/07 school year. B-4 is going well with the newly formed Catholic Education Formation Ministry Commission. This commission has met 3-4 times this year, has an established chairperson along with five other active members along with staff members.

Strategy C: Increase the Endowment Fund

Action Steps:

- C-1 Use the Endowment Board more effectively by having consistent meetings beginning with the 2005-2006 school year.
- C-2 Explore alternate ways of funding the Endowment Fund – Spring 2006
- C-3 Further develop ways to use the Spring Fling event to increase Endowment – Spring 2006

Responsible Parties:

School Committee, Deacon, Accountant, Business Administrator and Principal

Progress/Report: C-1 has not transpired this year and the goal would be to have it accomplished by June 2007. A member of the Finance Committee whose term is done is ready to chair this Endowment Fund Committee. C-2 success will follow once this committee gets going. It was discussed at the Finance Committee level to make a policy that all donations to the parish which are not given for any specific purpose that 1/3 of it goes into the endowment fund. Final action on this has not yet happened. Also, the Endowment fund is now an option on the funeral memorial envelopes. C-3...It was approved by the School Advisory Committee in the Spring of 2005 to put ½ of Spring Fling earnings into the fund instead of the set amount of \$15,000 each year. Last year we put in approximately \$28,000 and this year we put in \$31,000.

Strategy D: Establish an Alumni Organization

Action Steps:

- D-1 Investigate effective alumni programs – Summer 2004
- D-2 Establish a 5 year alumni plan that includes communication/ events/timeline by December 2005
- D-3 Establish a leader to carry out alumni endeavors by Spring 2005

Responsible Parties:

School Committee, Principal, and Alumni Leader

Progress/Report: None of this has been accomplished. The School Committee will re-look at this, make new goal dates, and have it be a priority for the 2006-2007 school year at it's June meeting.

Reviewed by School Advisory Committee and submitted to MNSAA – June 2006

Objective 2:

DEVELOP AN EFFECTIVE STUDENT ASSESSMENT PLAN

Strategy A: Research alternative forms of assessment & develop an assessment philosophy

Actions Steps:

- A-1 Provide time to investigate during the 2004-2005 school year
- A-2 Create a realistic plan for implementation during the 2005/2006 school year
- A-3 Evaluate progress of alternative assessments after implementation (06/07)
- A-4 Educate parents on alternative forms of assessment to begin during the 2005/2006 school year

Responsible Parties:

Principal and Teachers (designated team to begin & then all teachers)

Progress/Report: We are on target with these actions steps. We have an assessment Team which currently consists of two teachers and the Principal. All three have been trained through the Archdiocese Assessment Learning Teams during the 2004-2005 school year. This past school year (05/06) was devoted to reviewing the information and making a tentative plan for staff development for the 06/07 school year. A-3 action step will most likely need to be pushed into the 07/08 school year. A-4 has begun by revising the K-2 report cards to reflect standards being met. Teachers, in general, are beginning to inform parents during P/T conferences.

Strategy B: Implement a plan to track long term student growth in Language Arts

Action Steps:

- B-1 Provide meeting time to discuss – 2004/2005 school year
- B-2 Write goals and objectives for tracking growth during the 2005/2006 school year
- B-3 Give students opportunities for self assessment beginning in the 2004/2005 school year and increasing every year thereafter.
- B-4 Create checklist that specifies what to track – 2005/2006 school year
- B-5 Plan for storage of data – 2005/2006 school year
- B-6 Evaluate progress and effectiveness – each year informally and formally in February of 2009
- B-7 Investigate Six Trait +1 Writing beginning in the 2005/2006 school year with Lead Language Arts Teacher and then inservice all teachers in the Fall of 2006/2007 school year.

Responsible Parties:

Lead Language Arts Teacher, Language Arts Curriculum Committee, Principal, and all teachers

Progress/Report: We have provided time to discuss (B-1) but the rest of the actions steps B-2 through B-6 have not adequately been met according to the timeline. We did include a writing sample (chosen by the student) to be passed on K-8 for review by student, teacher, parents to show growth. This will become a goal for the Language Arts Lead Teacher and the curriculum team to accomplish during the 2006-2007 school year. We have successfully improved Curriculum Mapping in the LA area by inputting the McRel Standards into the maps and by developing a systematic format for all maps for all teachers. B-7 has been successfully accomplished and will continue to be reviewed and enhanced.

Strategy C: Use Standardized Test Results in a Purposeful and Consistent Manner

Action Steps:

- C-1 Form an Assessment Team by the beginning of the 2006/2007 school year.
- C-2 Use results to help check continuity of the curriculum – ongoing and more purposeful beginning in January of 2007 (Fall MAT8 tests results)

Responsible Parties:

Assessment Coordinator, designated teachers (2) from Strategy A above, newly formed Assessment Team, and Principal

Progress/Report: This is in progress as per the timeline. We plan to be a pilot school for the new Harcourt Learnia Assessment in the Fall of 2006. This past school year we did not have an interested teacher to take on the Lead Teacher position for Assessment (Assessment Coordinator) which didn't help. For next year we have that person and she went to some training for being the pilot school on 6/16/06.

Reviewed by School Advisory Committee and submitted to MNSAA – June 2006

Objective 3:

USE A VARIETY OF INSTRUCTIONAL METHODS TO ACCOMMODATE ALL LEARNERS

Strategy A: Investigate Best Practices

Actions Steps:

- A-1 Provide time to research best practices and to visit school beginning in August 2006.
- A-2 Establish Focus Study Groups – January 2007
- A-3 Explore the topic of “Flexible Grouping” of students – begin in January 2007
- A-4 Find ways to compensate staff for extra time when necessary – when budgeting for the 07/08 school year
- A-5 Provide time to reflect, share and discuss – Inservice dates 2007/2008 school year

Responsible Parties:

Principal, Teachers, School Committee/Finance Commission

Progress/Report: This is yet to happen and is being incorporated into the Staff Development days for next year.

Strategy B: Develop a Multi-Year Staff Development Plan

Action Steps:

- B-1 Form a Staff Development Committee for the 2006/2007 school year (March of 2006)
- B-2 Design and implement a three-year staff development plan taking into consideration Strategy A above – April 2006
- B-3 Include reflective practice/staff discussion and professional networking beginning in the 2006/2007 school year and ongoing thereafter.

Responsible Parties:

Principal, Lead Teachers/Advisory Council, newly formed Staff Development Committee

Progress/Report: The Staff Development Committee has not been formed according to schedule above but will be formed by September 2007. Beginning conversations were held with the Lead Teacher/Advisory Council this past year. There was support for a long range plan with flexibility for teachers as to what they are working towards – more of an individual plan in conjunction with whole staff time as well.

Strategy C: Implement Best Practice For Instructional Methods

Action Steps:

- C-1 Budget the monies necessary for human and material resource for 2007/2008 school year (budget time January 2007).
- C-2 Provide time to plan and implement within the scheduled day – 2007/2008 school year
- C-3 Re-define the space to accommodate student needs beginning in 2006/2007 when Phase II is completed and ongoing thereafter.
- C-4 Reflect, discuss, and evaluate May 2008 and May 2009

Responsible Parties:

Principal, Lead Teachers/Advisory Council, newly formed Staff Development Committee, and School Committee/Finance Commission

Progress/Report: Action step C-3 has begun. We are able to provide a music room (instead of the teacher being “on wheels” going into each classroom. This strategy will be on the “front burner” beginning this year.

Objective 4:

PROVIDE STUDENTS WITH ADDITIONAL OPPORTUNITIES TO ENHANCE LEARNING

Strategy A: Investigate After School Programs

Actions Steps:

- A-1 Create a parent survey to determine interest and/or need by April 2007
- A-2 Research enrichment and remedial opportunities in June and July 2007
- A-3 Research cost and personnel needs – August – December 2007
- A-4 Make decision for budgeting purposes in March 2008

Responsible Parties:

Principal, School Committee (Strategic Planning Sub-Committee)

Progress/Report: This will be happening beginning this year.

Strategy B: Hire Additional Staff Members and Organize Volunteers With Specific Areas of Expertise

Action Steps:

- B-1 Research financial aspect of hiring additional staff members and/or providing more time for current staff members – in the areas of
 - Art – for the 2006-2007 school year (begin in Dec. 2005)
 - Technology – for the 2007-2008 school year (begin in Dec. 2006)
 - Gifted/Talented/Special Needs – for the 2007-2008 school year (begin in Dec. 2006)
 - Assistant Principal – for the 2006-2007 school year (begin in Dec.2005)
- B-2 Investigate volunteer opportunities to help with the above needs – ongoing with the timeframe above.

Responsible Parties:

Principal, School Committee (Strategic Planning Sub-Committee), Lead Teachers/Advisory Council, Parish Business Administrator & Finance Commission

Progress/Report: This was NOT begun in December of 2005 as stated for some action steps above – we'll need to move all them to December of 2006. Preliminary conversations with the Pastor re: an Assistant Principal were done this school year between the Principal and Pastor.

Strategy C: Improve Technological Opportunities

Action Steps:

- C-1 Create a timeline for updating equipment during the first half of 2007-2008 school year
- C-2 Install equipment in classrooms during the 2nd half of 2007/08 and into 08/09.

Responsible Parties:

Principal, Technology Coordinator, Technology Committee, School Committee (Strategic Planning Sub-Committee), and IT Provider

Progress/Report: This is yet to happen but should be on target.