

MNSA



St. Wenceslaus Catholic School

Long Range Strategic Plan

**Spring 2017
(Revised Fall 2017)**



(OBJECTIVE 1) Our school curriculum will provide a relevant experience for our 21st Century learners.			
(STRATEGY 1) Infuse STEM education into the curriculum.			
	Timeline	Responsibility	Progress Report- <i>When and what happened?</i>
(Action Step 1) A mentoring program will be set up for STEM certified teachers to team up those who are not certified to share STEM techniques and knowledge.	2017-2018	STEM staff	
(Action Step 2) Staff members will be given opportunities for new and ongoing STEM professional development.	2017-2018	Teaching Staff	
(Action Step 3) A STEM education/information evening will be developed to keep parents informed of STEM skills taught in the school.	2017-2018	Staff	
(Action Step 4) A curriculum scope and sequence will be developed across grade levels to highlight STEM skills.	2018-2019	Teaching Staff	
(Action Step 5) Our written curriculum will be updated to incorporate STEM initiatives.	2018-2019	Teaching Staff	
(Action Step 6) Materials and resources will be purchased to carry out advanced STEM programs.	2018-2019	Admin Staff and SAC	
(Action Step 7) Financial resources will be secured for continual enhancement of the STEM lab.	2019-2020	Members of SAC	
(Action Step 8) A long-range technology upgrade plan will be developed.	2020-2021	Technology committee	

(Action Step 9) Financial resources will be developed for technology upgrades.	2020-2021	Technology committee Members of SAC	
(Action Step 10) Habits of Mind will be used to set direction for STEM curriculum.	2021-2022	Teaching Staff	
(STRATEGY 2) Develop the faith of our students at a deeper level.			
	Timeline	Responsibility	Progress Report
(Action Step 1) The IFG self-assessment/ACRE test will be incorporated into the annual evaluation of faith development for staff and students.	2017-2018	Principal	
(Action Step 2) The staff will evaluate the way formal prayers are taught and how students are held accountable for learning them.	2018-2019	Teachers	
(Action Step 3) Personal or small group prayer opportunities will be expanded for students.	2018-2019	Religion teachers	
(Action Step 4) Leadership roles will be added for students in preparation and participation of liturgies.	2019-2020	Staff and Priests	
(Action Step 5) Opportunities for students to connect their faith to real world situations will be added to the curriculum.	2019-2020	Religion teachers	
(Action Step 6) A school wide service learning plan will be developed.	2020-2021	Teaching Staff	
(Action Step 7) Implement and expand opportunities for service learning for younger grades, possibly alongside the older students.	2021-2022	Teaching Staff	

(STRATEGY 3) Review curriculum standards for quality programming.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Teachers will update and coordinate curriculum standards across grade levels using assessment data as a guideline.	2017-2018	Teaching Staff	<i>When and what happened?</i>
(Action Step 2) Testing will be reviewed to ensure the best measures of student growth.	2017-2018	Teaching Staff	
(Action Step 3) Teachers will meet one-on-one with students to set personal goals.	2017-2018	Teaching Staff	
(Action Step 4) PLC groups will communicate with each other about developing curriculum objectives.	2019-2020	Teaching staff and Principal	
(Action Step 5) In light of STEM focus, teachers will review and adopt state or national science standards.	2019-2020	Science teachers	
(Action Step 6) Teachers will develop more interdisciplinary lessons and projects within the curriculum linking STEM education to curriculum standards.	2020-2021	Teaching Staff	
(Action Step 7) A list of supplies and resources in the STEM lab will be developed so that materials can be shared across grade levels.	2021-2022	Staff	
(STRATEGY 4) Meet a variety of diverse learning levels, interests, and needs with cutting edge curriculum goals.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Teachers will document a range of assessments to meet needs.	2018-2019	Teaching Staff	
(Action Step 2) Teachers will review teaching techniques to serve diverse learners.	2019-2020	Teaching Staff	

(Action Step 3) Teachers will participate in professional development to ensure that best practices are used within the school.	2019-2020	Teaching Staff	
(Action Step 4) Staff will research multi-age classrooms and their impact on curriculum decisions if enrollment requires it.	2022-2023	Teaching Staff	
(STRATEGY 5) Develop the students into responsible citizens through the curriculum.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Encourage environmentally conscious citizens through Laudato Si and other programs.	2017-2018	Teaching Staff and Principal	
(Action Step 2) Implement an annual year-long service learning plan with a focus on a charitable organization or social issue.	2019-2020	Teaching Staff and Principal	
(Action Step 3) Instill a growth mindset in our learners through STEM strategies.	2021-2022	Teaching Staff	



(OBJECTIVE 2) Our school will meet diverse needs of all learners.

(STRATEGY 1) Determine individualized plans for struggling students.

	Timeline	Responsibility	Progress Report
(Action Step 1) Teachers will develop a formalized process to consistently communicate the needs of struggling students during a school year and from year to year. Plans will be distributed during workshop week.	2017-2018	STAT Team	
(Action Step 2) A consistent method to communicate with parents about the needs of struggling students will be developed.	2017-2018	STAT Team	
(Action Step 3) Annual RTI training for all staff will take place.	2018-2019	STAT Team	
(Action Step 4) RTI guidelines and intervention logs will be made easily accessible.	2019-2020	STAT Team	
(Action Step 5) Multi-aged groupings will provide students opportunities for remediation and acceleration.	2020-2021	Teaching Staff	

(STRATEGY 2) Provide additional resources to help meet the needs of students.

	Timeline	Responsibility	Progress Report
(Action Step 1) Staff members will participate in training on how to make accommodations for students with special needs.	2017-2018	Principal and Staff	

(Action Step 2) Provide competent special education staff to meet the needs of special education students at the middle school level.	2017-2018	Principal/Middle School Staff/District Special Education	
(Action Step 3) We will explore the possibility of providing academic specialists.	2021-2022	Staff	
(STRATEGY 3) Add additional programs to the school to meet the diverse interests of the students.			
	Timeline	Responsibility	Progress Report
(Action Step 1) A STEM lab and Genius Hour will be added for use within our STEM focus areas.	2017-2018	Principal	
(Action Step 2) A world language program will be explored.	2019-2020	Principal	
(Action Step 3) Examine our current elective program for the middle school.	2020-2021	Middle School Teachers	
(Action Step 4) Consider after school clubs.	2021-2022	Staff/Parents	



(OBJECTIVE 3) St. Wenceslaus School will attract students and benefactors to our school community.			
(STRATEGY 1) Develop a plan to increase enrollment.			
	Timeline	Responsibility	Progress Report
(Action Step 1) The strengths of the school will be promoted by improving social media communication.	2017-2018	Marketing and Enrollment Committee	
(Action Step 2) A formalized procedure for school tours will be developed.	2017-2018	Marketing and Enrollment Committee Principal	
(Action Step 3) A professional marketing video will be developed.	2017-2018	Marketing and Enrollment Committee	
(Action Step 4) Banners/signage will be created to advertise and identify the school and preschool.	2018-2019	Marketing and Enrollment Committee	
(Action Step 5) Develop a plan to market our school as a pre-K through 8 program.	2018-2019	Marketing and Enrollment Committee	
(Action Step 6) A virtual tour of the school will be available on the website.	2022-2023	Faculty Marketing and Enrollment committee	
(STRATEGY 2) Formulate and institute an alumni outreach plan.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Recruitment of additional alumni to serve on alumni/endowment board of directors.	2017-2018	Alumni Committee	
(Action Step 2) Mailing to increase number of email addresses to be gathered for alumni.	2018-2019	Alumni Committee	
(Action Step 3) Alumni will be invited/informed of school activities.	2018-2019	Principal Staff	

(Action Step 4) Outreach to alumni for financial support and endowment funds will advance.	2020-2021	Alumni Committee	
(Action Step 5) Communications with alumni on the needs of the school will be developed.	2020-2021	Principal SAC members	
(STRATEGY 3) Formulate and institute an outreach plan to all stakeholders and other benefactors.			
(Action Step 1) An annual written report to stakeholders will be provided on the school website.	2017-2018	School Advisory Council	
(Action Step 2) A formal development plan will be created..	2018-2019	School Advisory Council	
(Action Step 3) In cooperation with the SWS endowment trustees, steadily build an endowment that will provide increased revenue for many years to come.	2018-2019	Alumni Endowment Board	
(STRATEGY 4) Create a plan to revise and manage school website.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Compare other school websites from the Archdiocese.	2017-2018	Technology and Marketing Committees	
(Action Step 2) Explore possible website development from a professional web builder.	2017-2018	Technology Committee	
(Action Step 3) The school will add a section to the website to showcase our STEM implementation.	2018-2019	Marketing Committee, Faculty	
(Action Step 4) The preschool link/page will be reviewed and revised.	2018-2019	Marketing Committee Preschool Staff	
(Action Step 5) The school will add a “meet the staff” section to our school website.	2019-2020	Marketing Committee Faculty	

(Action Step 6) A link for alumni to submit contact information online will be added to the webpage.	2019-2020	Technology Committee	
(Action Step 7) School website pages/links will be reviewed and updated.	2020-2021	Marketing Committee Faculty	



(OBJECTIVE 4) Administrative structures will ensure that SWS is a growing and thriving school community for future generations of students.			
(STRATEGY 1) Increase active planning by the School Advisory Council .			
	Timeline	Responsibility	Progress Report
(Action Step 1) Annual orientation sessions will be attended by SAC members.	2017-2018 Annually in August	Members of the SAC	
(Action Step 2) Subcommittees of the SAC will set goals for committee involvement and future directions.	2017-2018 Annually in September	Members of the SAC	
(Action Step 3) Parents will be informed of SAC activities and goals.	2017-2018 Annually in February	Members of the SAC	
(STRATEGY 2) Set budgets to sustain goals for growth in enrollment, curricular development, and staff compensation.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Tuition and fundraising structures will be studied to creatively increase financial outcomes.	2018-2019	Members of the SAC	

(Action Step 2) Enrollment will be increased to maximize fiscal staff potential.	2020-2021	Members of the SAC	
(Action Step 3) New funding sources will be sought through alumni and school supporters.	2020-2021	Members of the SAC	
(Action Step 4) A long range plan for staff salary and compensation will be developed.	2020-2021	Members of the SAC	
(STRATEGY 3) Provide professional development opportunities for staff.			
	Timeline	Responsibility	Progress Report
(Action Step 1) School staff will conduct productive annual reviews based on goals for growth.	2017-2018 annually	Principal	
(Action Step 2) Peer professional learning communities will be prioritized in the weekly schedule.	2017-2018 Annually	Principal	
(Action Step 3) Teachers will develop professional goals for improvement and action plans for self-improvement.	2017-2018	Teachers	
(Action Step 4) Revise and update the existing staff professional development plan.	2018-19	Principal and Teachers	
(Action Step 5) Financial support will provide for staff development in the priority curriculum areas.	2018-2019	Principal	
(STRATEGY 4) Enhance administrative support.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Staff schedules will be reconfigured to cover administrative duties.	2018-2019	Principal Staff	
(Action Step 2) A list of administrative functions that can be delegated to current school staff will be developed.	2019-2020	Principal Staff	

(Action Step 3) Finances will be sought to secure additional administrative support.	2020-21	Principal Members of SAC	
(Action Step 4) Additional administrative support will be hired to lead predetermined areas of administrative duties such as fundraising, marketing, curriculum development, alumni relations, endowment growth, etc.	2021-2022	Principal Members of SAC	



(OBJECTIVE 5) The school will have a visionary technology plan.			
(STRATEGY 1) Sustain and refresh current technology and equipment.			
	Timeline	Responsibility	Progress Report
(Action Step 1) A five year plan will be developed pinpointing which pieces of equipment will be scheduled for refresh along a five year timeline.	2017-2018	Technology Committee	
(Action Step 2) Funding sources will be investigated to support technology upkeep.	2018-2019	Technology Committee School Board	
(STRATEGY 2) Develop financial sources for new and emerging technologies.			
	Timeline	Responsibility	Progress Report
(Action Step 1) STEM lab and ZSpace will be incorporated into the school.	2017-2018	Staff Principal	
(Action Step 2) Technology grants will be researched.	2018-2019	Technology Committee	

(Action Step 3) A grant writer will be designated.	2018-2019	Technology Committee	
(STRATEGY 3) Train staff in areas of new technology.			
	Timeline	Responsibility	Progress Report
(Action Step 1) STEM teachers will mentor other staff members.	2017-2018	Teaching Staff	
(Action Step 2) Staff will participate in continuing education as available through CSCOE, Tierney Bros, the local school district and others.	2017-2018	Teaching Staff	
(Action Step 3) The school budget will allow for ongoing training needs of staff in the areas of technology.	2019-2020	Principal Technology Committee	