

# **MNSA**



**St. Wenceslaus Catholic School**

**Long Range Strategic Plan**

**Spring 2017**

**(\*Revised Fall/Winter 2017)**



**(OBJECTIVE 1) Our school curriculum will provide a relevant experience for our 21st Century learners.**

**(STRATEGY 1) Infuse STEM education into the curriculum.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report- <i>When and what happened?</i></b>
<b>(Action Step 1)</b> 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	
<b>(Action Step 2)</b> Staff members will be given opportunities for new and ongoing STEM professional development.	2017-2018	Teaching Staff	
<b>(Action Step 3)</b> A STEM education/information evening will be developed to keep parents informed of STEM skills taught in the school.	2017-2018	Staff	
<b>(Action Step 4)</b> A curriculum scope and sequence will be developed across grade levels to highlight STEM skills.	2018-2019	Teaching Staff	
<b>(Action Step 5)</b> Our written curriculum will be updated to incorporate STEM initiatives.	2018-2019	Teaching Staff	
<b>(Action Step 6)</b> Materials and resources will be purchased to carry out advanced STEM programs.	2018-2019	Admin Staff and SAC	
<b>(Action Step 7)</b> Financial resources will be secured for continual enhancement of the STEM lab.	2019-2020	Members of SAC	
<b>(Action Step 8)</b> 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	
<b>(STRATEGY 2) Develop the faith of our students at a deeper level.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
(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	

<b>(STRATEGY 3) Review curriculum standards for quality programming.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> 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>
<b>(Action Step 2)</b> Testing will be reviewed to ensure the best measures of student growth.	2017-2018	Teaching Staff	
<b>(Action Step 3)</b> Teachers will meet one-on-one with students to set personal goals.	2017-2018	Teaching Staff	
<b>(Action Step 4)</b> PLC groups will communicate with each other about developing curriculum objectives.	2019-2020	Teaching staff and Principal	
<b>(Action Step 5)</b> In light of STEM focus, teachers will review and adopt state or national science standards.	2019-2020	Science teachers	
<b>(Action Step 6)</b> Teachers will develop more interdisciplinary lessons and projects within the curriculum linking STEM education to curriculum standards.	2020-2021	Teaching Staff	
<b>(Action Step 7)</b> 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	
<b>(STRATEGY 4) Meet a variety of diverse learning levels, interests, and needs with cutting edge curriculum goals.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Teachers will document a range of assessments to meet needs.	2018-2019	Teaching Staff	
<b>(Action Step 2)</b> Teachers will review teaching techniques to serve diverse learners.	2019-2020	Teaching Staff	

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



<b>(OBJECTIVE 2) Our school will meet diverse needs of all learners.</b>			
<b>(STRATEGY 1) Determine individualized plans for struggling students.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> 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	
<b>(Action Step 2)</b> A consistent method to communicate with parents about the needs of struggling students will be developed.	2017-2018	STAT Team	
<b>(Action Step 3)</b> Annual RTI training for all staff will take place.	2018-2019	STAT Team	
<b>(Action Step 4)</b> RTI guidelines and intervention logs will be made easily accessible.	2019-2020	STAT Team	
<b>(Action Step 5)</b> Multi-aged groupings will provide students opportunities for remediation and acceleration.	2020-2021	Teaching Staff	
<b>(STRATEGY 2) Provide additional resources to help meet the needs of students.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>

(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	
<b>(STRATEGY 3) Add additional programs to the school to meet the diverse interests of the students.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
(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.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> The strengths of the school will be promoted by improving social media communication.	2017-2018	Marketing and Enrollment Committee	
<b>(Action Step 2)</b> A formalized procedure for school tours will be developed.	2017-2018	Marketing and Enrollment Committee Principal	
<b>(Action Step 3)</b> A professional marketing video will be developed.	2017-2018	Marketing and Enrollment Committee	
<b>(Action Step 4)</b> Banners/signage will be created to advertise and identify the school and preschool.	2018-2019	Marketing and Enrollment Committee	
<b>(Action Step 5)</b> Develop a plan to market our school as a pre-K through 8 program.	2018-2019	Marketing and Enrollment Committee	
<b>(Action Step 6)</b> 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.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Recruitment of additional alumni to serve on alumni/endowment board of directors.	2017-2018	Alumni Committee	
<b>(Action Step 2)</b> Mailing to increase number of email addresses to be gathered for alumni.	2018-2019	Alumni Committee	
<b>(Action Step 3)</b> 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	
<b>(STRATEGY 3) Formulate and institute an outreach plan to all stakeholders and other benefactors.</b>			
(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	
<b>(STRATEGY 4) Create a plan to revise and manage school website.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
(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	



<b>(OBJECTIVE 4) Administrative structures will ensure that SWS is a growing and thriving school community for future generations of students.</b>			
<b>(STRATEGY 1) Increase active planning by the School Advisory Council .</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
(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	
<b>(STRATEGY 2) Set budgets to sustain goals for growth in enrollment, curricular development, and staff compensation.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
(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	

<b>(Action Step 3)</b> Finances will be sought to secure additional administrative support.	2020-21	Principal Members of SAC	
<b>(Action Step 4)</b> 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	



<b>(OBJECTIVE 5) The school will have a visionary technology plan.</b>			
<b>(STRATEGY 1) Sustain and refresh current technology and equipment.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> 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	
<b>(Action Step 2)</b> Funding sources will be investigated to support technology upkeep.	2018-2019	Technology Committee School Board	
<b>(STRATEGY 2) Develop financial sources for new and emerging technologies.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> STEM lab and ZSpace will be incorporated into the school.	2017-2018	Staff Principal	
<b>(Action Step 2)</b> Technology grants will be researched.	2018-2019	Technology Committee	

(Action Step 3) A grant writer will be designated.	2018-2019	Technology Committee	
<b>(STRATEGY 3) Train staff in areas of new technology.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
(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	