

Saints Peter and Paul Catholic School
Strategic Initiatives 2014-2017

1. Catholic Identity of Saints Peter and Paul Catholic School

The school will create and maintain a culture that emphasizes our Catholic identity, and where our core virtues are lived on a daily basis by everyone associated with the school. The school is perceived as a vital ministry of the parish. The parish supports the school through interest, involvement, and financial investment. Currently, the school community is blessed to celebrate weekly mass and has opportunities for faculty and students to receive reconciliation twice per year. We have a coordinated approach to preparation of our second graders for the Sacraments of Reconciliation and First Communion between the school and the parish. We have implemented spiritual retreats for the middle school. We believe the formation of our students in the Catholic faith is our primary mission and what distinguishes us from any other school in our community.

Goal No. 1: Graduate students who are well formed in our Catholic faith.

Objective	Action	Timeline	Staffing	Budget	Facilities
Establish faith formation goals for each grade level.	Form standing committees to define and codify specific formational goals for each grade level.	2014-2017	Principal, campus Religion Coordinator, Curriculum Director, teachers, parents	0	N/A

Objective	Action	Timeline	Staffing	Budget	Facilities
Assess the effectiveness of our faith formation and religious education program per our defined goals and use this data to refine our	1) Determine the most appropriate way to assess our program 2) Perform the assessment (ACRE test and other assessments deemed	2014-2017	Principal, campus Religion Coordinator, Curriculum Coordinator, Teachers	0	N/A

religion instruction.	appropriate) 3)Analyze the data and refine program as needed.				
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Note: Our committee has concerns about the ACRE test for grades 5-8. Is this a required test? It was felt that many of the social situations presented in the ACRE test were beyond the experience of our student body and not appropriate. In addition, teachers report not receiving test results.

Goal #2: Provide students with experiences that teach them how to live the faith.

Objective	Action	Timeline	Staffing	Budget	Facilities
Establish age appropriate service learning at each grade level.	1) Define a service learning component within the faith formation goals for each grade level 2) Consider graduated service hour requirements for 6 th , 7 th , and 8 th grades	2014-2017	Principal, campus Religion Coordinator, Curriculum Coordinator, Development Director, Teachers (The faith formation committees described above.)	\$750	N/A

Goal #3: Provide families, faculty and staff with opportunities to nurture their faith.

Objective	Action	Timeline	Staffing	Budget	Facilities
Develop a deliberate program for faculty and staff to receive spiritual sustenance within their daily schedule.	Create a committee to devise a meaningful plan for giving faculty and staff opportunities to pray for and with each other, have Bible study, fellowship, etc.	2014-2016	Assistant Principal, committee of selected faculty and staff	0	TBD (could include use of Adoration Chapel, classroom space during off periods, teachers' lounge)

Objective	Action	Timeline	Staffing	Budget	Facilities
Create opportunities to evangelize our families within our calendar of events.	Given the already full calendar, make evangelization of families a sub-goal of each event. For example, adding a speaker to a PTC event, having RCIA ministry included in Spring Festival, themes for Family Fun Nights, claiming a Saint to be the patron for a specific event, etc.) Utilize all our	2014-2015	Principal, Parish Priest, PTC, School Council, Booster Club, Development Director	0	N/A

	communications with families as a way to evangelize our families.				
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Note: The Principal's Corner in the Tuesday Tidings is a great example of utilizing our communications to evangelize families.

Objective	Action	Timeline	Staffing	Budget	Facilities
Facilitate members of our school community accessing appropriate resources and ministries within the parish.	Develop a system for referring people to the parish priest or deacons for spiritual direction, counseling.	2014-2017	Principal, Assistant Principal, Counselor, Parish Priest and Deacons	0	N/A
	Educate our school community about the various ministries supported by our parish, for example ACTS retreats, support groups.	2014-2017	School Council, PTC, Development Director		

2. Faculty

Our commitment to hiring, nurturing, and retaining high quality faculty is paramount. We recognize our plans for the school cannot come to fruition without the hard work and dedication of our faculty. We currently operate with a retention goal of 80% of our faculty from year to year. Our school population has increased

rapidly over the past three years. This had brought myriad new challenges to our faculty. We must support them during this time if we hope to maintain the continuity of our programs and the stability of our culture.

Goal #4: Develop the capacity of faculty to meet the challenges of our growing population, especially with respect to classroom management, differentiation of instruction for diverse learning styles and abilities, and accommodating those with learning challenges.

Objective	Action	Timeline	Staffing	Budget	Facilities
Mentor new teachers	1. Assign mentor teachers for new faculty members 2. Provide a framework that defines a minimum number of mentoring sessions and gives guidance on what should be addressed during these sessions.	2014-2015	Academic Director	Resources allocated through salary	Office space for Academic Director

Objective	Action	Timeline	Staffing	Budget	Facilities
Give teachers more tools for effective classroom management.	Provide CHAMPS training for all faculty, either through a formal training program or as a campus wide study.	2014-2015	Principal, Assistant Principal, Curriculum Directors, Teachers, Dr. Kenney to facilitate	\$300	Family Room at Church

Objective	Action	Timeline	Staffing	Budget	Facilities
Provide teachers with more resources for differentiated instruction	Arrange for faculty to attend training on differentiated instruction (through Education Service Centers, local universities, or Archdiocese)	2015-2016	Curriculum Directors	\$2000	TBD

Goal #5: Increase pay for teachers.

Objective	Action	Timeline	Staffing	Budget	Facilities
Develop a compensation plan that provides financial incentives for the retention of highly qualified teachers and increases our ability to recruit.	<ol style="list-style-type: none"> 1. Explore ways to increase teacher compensation (increasing overall pay scale, paying stipends). 2. Explore possibility of tuition reduction reciprocity with John Paul II CHS. 	2014-2017	Principal, Assistant Principal, School Council	\$30,000-40,000 for adjusting the pay scale; \$15,000 for reciprocity agreement	N/A

*Note: We currently give teachers credit for all years of teaching experience.

Goal #6: Hire additional faculty necessary to meet the demands of our population.

Objective	Action	Timeline	Staffing	Budget	Facilities
Increase our capacity to serve our student population through adding appropriate support staff.	1. Expand the Challenge Lab teacher position to a full time assignment.	2014-2015	Principal	\$9000	N/A
	2. Analyze staffing needs and hire additional staff as necessary.	2014-2017		\$75,000	N/A

3. Facilities

We are straining the limits of our current facilities and have specific facilities needs to support our expanding curricular and extra-curricular offerings. Managing this issue is our most pressing need. In addition, the additional wear and tear on the building is compounding maintenance issues around campus.

Goal #7: Define the upper limit of the population we can effectively serve in our current facilities for the pre-kindergarten program, the School of Grammar, and the School of Logic.

Goal #8: Develop a facilities utilization plan to meet current needs.

Objective	Action	Timeline	Staffing	Budget	Facilities
Maximize our current facilities	1. Conduct a professional study of our current facilities, define the number of students we can serve in our current facilities, obtain recommendations	2014-2015	Pastor, Principal, School Council, ad hoc committees	\$2500	School Campus

	<p>for how to optimize our space usage to meet curricular goals, and develop a plan to proceed.</p> <p>2. Retool our current facilities to make them more suitable to optimum usage.</p> <p>3. Set additional priorities for space usage after curricular needs are addressed.</p>				
				\$70,000 (Technology Lab move and outfitting.)	

Goal #9: Outline a specific plan for meeting the facilities needs of our expanding population and extra-curricular programs.

Objective	Action	Timeline	Staffing	Budget	Facilities
Determine how we wish to proceed as a school community as we reach the limits of our space.	Form a committee to explore and define our options, including but not limited to capping enrollment, building on our property, acquiring new property, moving the School of Logic to facilities at John Paul II.	2014-2016	Pastor, Principal, Assistant Principal, School Council, committee members from the parish and school communities (parishioners, parents, faculty)	0	N/A

Goal #10: Review relationships with the Trust Fund, Thrift Store, and Parish with regard to funding school activities and projects to define how best to utilize these funding sources.

Objective	Action	Timeline	Staffing	Budget	Facilities
Develop a directed plan for when, how, and how much to request from these entities and how best to use the funds we receive.	Establish a committee to reconcile our strategic goals and the realities of the relationships with these entities with to best determine how to use these funds.	2014-2015	Principal, School Council, Parish Priest, ad hoc committee	0	N/A

4. Extra-curricular Activities

We have greatly expanded our extra-curricular offerings such that we have a full slate of sports, cheer, One Act Play, PSIA, Robotics, Choir, and Student Government. We have taken significant steps in making our sports programs self-sustaining. Our all-sports Booster Club is an invaluable asset to our community. The goals below reflect our desire to shore up the offerings we currently have and provide more opportunities in fine arts and student leadership.

Goal #11: Secure practice space for sports and the One Act Play program.

Objective	Action	Timeline	Staffing	Budget	Facilities
Obtain access to practice spaces for our sports and One Act Play program.	Identify community partners (for example, the Knights of Columbus, John Paul II, YMCA) and secure agreements for usage of	2014-2017	Athletic Director, Booster Club, One Act Play sponsors, Development Director, Principal	\$30,000 raised outside of the operating budget	TBD

	practice fields and theater space.				
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Goal #12: Increase participation in PSIA Fine Arts competitions and clubs driven by student interest.

Objective	Action	Timeline	Staffing	Budget	Facilities
1. Enhance our art program with opportunities for students to compete in art contests.	1. Advertise, the art contests, recruit artists, and train students for competition.	2014-2017	Faculty, Principal	0	N/A
2. Increase club offerings in response to student interest.	2. Create time in the schedule for clubs to meet and invite students to found clubs and seek out teacher advisors.				

Goal #13: Determine the interest in and feasibility of creating a band program.

Objective	Action	Timeline	Staffing	Budget	Facilities
Decide if we want to commit to a band program and determine how to proceed.	1. Conduct an interest and feasibility study. (Does our community want this activity and can we support it?)	2014-2016	Principal, School Council, Development Director, PTC	0	N/A

	2. Explore the option of sharing a band program with John Paul II CHS.				
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Goal #14: Bring Junior National Honor Society to our campus.

Objective	Action	Timeline	Staffing	Budget	Facilities
Offer our students the opportunity to earn the distinction of membership in JNHS	Apply to the program and name a faculty advisor and 5 member faculty council	2014-2015	Principal, faculty advisor, 5 member faculty council	\$125	classroom

Goal #15: Explore alternatives to PSIA that are more in line with our Catholic faith and values.

Objective	Action	Timeline	Staffing	Budget	Facilities
Research and recommend faith based or specifically Catholic alternatives to PSIA.	Assign PSIA coordinator to lead a search into potential alternatives to PSIA.	2015-2017	PSIA coordinator, faculty, and staff	\$0 for researching options; would reallocate PSIA funding to new program	N/A

5. Academics

In recent years, our school has adopted a Pre-Kindergarten-School of Grammar (grades K-5)-School of Logic (grades 6-8) model. We have introduced a series of curricular changes in the School of Grammar, the latest in response to the Archdiocese's move toward the Common Core curriculum. We have added Latin in the School of Logic and have redesigned how we offer Art, Music, Technology, Physical Education, and Spanish classes. Our School of Logic students now participate in academic goal setting and student led parent-teacher conferences.

Approved July 2014

The number of students we serve who have identified learning challenges has increased dramatically and we still do not do all we would like to do to offer enrichment activities for our students who meet and exceed our curricular goals.

Goal #16: Develop a five-year curricular update plan to ensure our materials are up to date across the curriculum and at all grade levels.

Objective	Action	Timeline	Staffing	Budget	Facilities
Establish a five year cycle for updating curricular materials in each subject area.	Inventory current materials across grade levels and subject areas and write the curriculum update plan to address those with the oldest materials first.	2014-2016	Curriculum Directors	0; textbooks budgeted for annually	N/A

Goal #17: Develop individualized academic goals for students annually such that each student demonstrates an upward performance trajectory toward the ultimate goal of high school readiness upon graduation.

Objective	Action	Timeline	Staffing	Budget	Facilities
Utilize standardized test data (STAR tests, ITBS) and classroom performance to set individualized academic goals for students.	Establish a committee to devise a plan to set individualized goals, track, and report progress.	2014-2017	Principal, Assistant Principal, Curriculum Directors, teachers, parents	0	N/A

Goal #18: Codify the vertical alignment of curricula in core subject areas and establish vertical teams to meet at least twice per year to collaborate.

Objective	Action	Timeline	Staffing	Budget	Facilities
Clearly define the knowledge and skills being built at each grade level with high school readiness at graduation as the ultimate goal.	<p>Delineate the vertical teams and have each team set the curricular goals (knowledge and skills) per subject area per grade level.</p> <p>Conduct the twice annual team meetings to collaborate, evaluate, and refocus as necessary.</p> <p>Continue to send middle school representatives to John Paul II vertical team meetings.</p>	2014-2016	Academic Director, faculty, Principal, Assistant Principal	\$3000 for substitute teachers	N/A

Goal #19: Develop an overall technology plan that aligns with curricular goals at each grade level.

Objective	Action	Timeline	Staffing	Budget	Facilities
Align technology plan with curricular goals per grade level.	1. Identify at each grade level those curricular goals that will need to	2014-2015	Technology Committee, faculty, Curriculum Directors, Principal, Assistant	The planning itself incurs no additional cost. Will use this	

	be supported with technology and use this to drive allocation of technology resources.		Principal	plan to decide how to spend budgeted technology Dollars.	
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Note: We will use technology in service to classroom instruction rather than allowing technology to drive classroom instruction.

Goal #20: Create enrichment opportunities for students who have met or exceeded curricular goals.

Objective	Action	Timeline	Staffing	Budget	Facilities
Allow students who have met or exceeded curricular goals the opportunity to expand their learning through more challenging instruction, special course offerings, and enrichment activities.	<ol style="list-style-type: none"> 1. Train teachers in differentiated instruction. 2. Seek out model enrichment programs to guide our planning. 3. Collaborate with John Paul II to allow our middle schools students to come on to the JP2 campus participate in appropriate enrichment activities. (for example: 	2014-201	Academic Director, Principal, Assistant Principal	\$14,000 (+ the \$2000 listed for this training under Goal #4.)	REACH Lab

	<p>science labs, art projects, yearbook design, community newspaper, etc.)</p> <p>4. Rethink our elementary Spanish and technology offerings as enrichment opportunities.</p> <p>5. Encourage student leadership by allowing students to identify special projects they would like to develop (perhaps a credit earning opportunity).</p> <p>6. Identify special interest, off campus activities our students can participate in, like Seton Hospital Mock Surgery Day.</p>				
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** It is not our intent to label students as "GT" and create a "GT" program per se, but rather to allow students the chance to develop their God given talents. Students would*

be identified for these opportunities based on their individual interests, abilities, and needs.

Goal #21: Define the scope of academic services we can effectively provide families who would like Catholic education for their children.

Objective	Action	Timeline	Staffing	Budget	Facilities
Create a product description, detailing what a family can expect to receive for their tuition money.	Form a committee to develop this description.	2014-2016	Pastor, Principal, School Council	0	N/A

Objective	Action	Timeline	Staffing	Budget	Facilities
Determine if a tiered tuition structure is appropriate for meeting the needs of our student population.	Research examples of tiered tuition structures used in other schools, and use the gathered information to inform our decision making.	2014-2016	Pastor, Principal, Assistant Principal, School Council	0	N/A

**It is our mission to provide a superior Catholic education to families who wish it for their children. However, we need to define not only how many children we can serve but also what academic services we can provide given the constraints of our resources. Services for those who require additional educational support to meet curricular goals and those who require a challenge beyond our curricular offerings require greater input of resources from families and the parish community. Sts. Peter & Paul will not be the right fit for every student, but we should be able to communicate what we can*

and can't do for students so parents are fully informed about our product and what additional inputs of time, money, etc. will be required should the family still want to enroll their child at SPP for a Catholic education.