



**STRATEGIC PLAN FOR HOLY CROSS CATHOLIC SCHOOL, 2021-2028**

<b>(Objective 1) Holy Cross Catholic School will maintain and improve financial viability and sustainability.</b>			
<b>(STRATEGY 1) Increase participation in preschool by creating programs for children younger than 33 months.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Complete a child care needs assessment (survey) of the parishes and broader community.	Summer 2021	Principal School Board Priests Parents	
<b>(Action Step 2)</b> Research competitive programs in the area.	Summer, 2021	School Board Parent Committee Preschool Faculty	
<b>(Action Step 3)</b> Review research and survey results to determine feasibility of a child care program.	Summer 2021	School Board Parent Committee Preschool Faculty Principal Priests	
<b>(Action Step 4)</b> Review DHS licensure requirements.	Fall 2021	Preschool Faculty Principal	
<b>(Action Step 5)</b> Review facility needs and limitations.	Fall 2021	School Board Preschool Faculty Principal Priests	
<b>(Action Step 6)</b> Set target date for opening and begin marketing campaign.	Winter 2022	School Board Preschool Faculty Principal Priests Parent Committee Marketing Team	
<b>(Action Step 7)</b> Search out and secure funding for equipment and supplies.	Winter 2022	School Board Principal Priests Parent Committee Marketing Team	
<b>(Action Step 8)</b> Hire staff.	Spring 2022	Principal Priests	
<b>(Action Step 9)</b> Complete DHS licensing process.	Summer 2022	Preschool Faculty Principal	

**(STRATEGY 2) Increase effectiveness of fundraising through a detailed fundraising plan.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Survey parents for feedback on fundraising and timing of events.	Fall 2022	Principal	
<b>(Action Step 2)</b> Review survey results with school board and marketing/development team.	Fall 2022	Principal Priests School Board Marketing/Development Team	
<b>(Action Step 3)</b> Develop a new fundraising plan and communicate new fundraising activities and expectations to stakeholders .	Winter 2023	Principal Priests School Board Marketing/Development Team	
<b>(Action Step 4)</b> Implement the revised plan.	Spring 2023	Marketing/Development Team	
<b>(Action Step 5)</b> Evaluate the revised plan at the end of the next school year.	Spring 2024	Principal Priests School Board	

**(STRATEGY 3) Examine current revenue and expenditures to balance the need for competitive faculty/staff salaries and affordable tuition.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Review the tuition and fee structure to address the needs of the school.	Winter 2022	School Board Priests Principal	
<b>(Action Step 2)</b> Review current compensation structure and research faculty and staff compensation at other local schools.	Winter 2022	School Board	
<b>(Action Step 3)</b> Improve faculty and staff compensation to be more competitive and comparable to other local schools.	Spring 2022	School Board	

(Objective 2) **Holy Cross Catholic School will increase stakeholder trust and confidence in its performance through improved communications and meaningful participation.**

**(STRATEGY 1) Update volunteer opportunities and requirements.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Review and evaluate current volunteer requirements and opportunities.	Spring 2023	School Board Principal CPO	
<b>(Action Step 2)</b> Survey parents for feedback on volunteering.	Spring 2023	School Board CPO	
<b>(Action Step 3)</b> Use survey results to formulate new volunteer requirements and opportunities.	Summer 2023	Principal School Board CPO	
<b>(Action Step 4)</b> Communicate new volunteer plan/policy to stakeholders.	Fall 2023	Principal CPO	

**(STRATEGY 2) Develop communication procedures to be followed by faculty and staff .**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Survey or focus group with parents on communication needs between parents and teachers, and between home and school.	Winter 2024	Principal School Board Priests CPO	
<b>(Action Step 2)</b> Focus group with teachers for input on communication between parents and teacher.	Winter 2024	Principal Priests	
<b>(Action Step 3)</b> Use results from both groups to write a communication plan for faculty and school.	Winter 2024	School Board Principal CPO	
<b>(Action Step 4)</b> Communicate with teachers and stakeholders about the plan.	Spring 2024	Principal Marketing/Development Team	
<b>(Action Step 5)</b> Monitor compliance with the plan.	Fall 2024	Principal School Board	

**(Objective 3) Holy Cross Catholic School will ensure a high quality, academic excellence program to meet the needs of every student.**

**(Strategy 1) Establish an enrichment program that enhances the school's curriculum and ability to meet the needs of above grade level learners.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Establish an enrichment committee.	Winter 2024	Principal Faculty	
<b>(Action Step 2)</b> Review existing enrichment opportunities in terms of participation level, support of curriculum and effectiveness of such programs, and brainstorm ways to enhance our current enrichment opportunities with faculty.	Winter 2024	Enrichment committee	
<b>(Action Step 3)</b> Research enrichment models at other schools of similar size.	Winter 2024	Enrichment committee	
<b>(Action Step 4)</b> Develop and implement a plan for new enrichment program.	Summer 2024	Enrichment committee	
<b>(Action Step 5)</b> Evaluate effectiveness of enrichment plan.	Spring 2025	Enrichment committee	

**(STRATEGY 2) Investigate specialist offerings as an effort to promote and enhance student learning beyond core content areas.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> A committee of administrators, staff and parents will review current offerings and propose future offerings. This may include both in school and extra curricular offerings.	Fall 2024	Principal Priests School Board Parents Staff	
<b>(Action Step 2)</b> Survey stakeholders about current and future specialist offerings.	Fall 2024	Principal School Board	
<b>(Action Step 3)</b> Using survey results, develop an implementation plan and strategy.	Winter 2025	Principal Priests School Board Parents	
<b>(Action Step 4)</b> Implement the plan.	Summer 2025	Principal	
<b>(Action Step 5)</b> Evaluate the plan.	Spring 2026	Principal Canonical Admin. School Board	

		Parents	
<b>(STRATEGY 3) Holy Cross Catholic School will enhance professional development of faculty and staff.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Survey faculty and staff about their professional development wants/needs. school.	Fall 2021	Faculty Staff Principal	
<b>(Action Step 2)</b> Use survey results to develop a school wide professional development plan.	Fall 2021	Faculty Staff Principal	
<b>(Action Step 3)</b> Implement the new plan.	Winter 2022	Faculty Staff Principal	
<b>(OBJECTIVE 4) At Holy Cross Catholic School our Catholic identity will be a source of strength.</b>			
<b>(STRATEGY 1) Holy Cross Catholic School will strengthen and enhance the spiritual growth and Catholic identity for the faith formation of staff .</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Survey faculty and staff to identify needs/suggestions for faith formation.	Winter 2023	Principal Faculty Staff	
<b>(Action Step 2)</b> Review survey findings and assessment results to determine strengths and challenges of staff.	Spring 2023	Principal Priests	
<b>(Action Step 3)</b> Develop and implement a faith formation plan around survey results.	Summer 2023	Principal Priests	
<b>(Action Step 4)</b> Evaluate the plan and make recommendations for continuation.	Summer 2024	Principal Priests	
<b>(STRATEGY 2) Holy Cross Catholic School will strengthen and enhance the spiritual growth and Catholic identity for the faith formation of students.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Establish a faith formation committee to determine strengths and challenges of faith formation of students.	Spring 2022	Principal Priests Faculty	

<b>(Action Step 2)</b> Committee will review results of ACRE testing, religion curriculum and textbooks to identify strengths and weaknesses.	Summer 2022	Principal Priests Faculty	
<b>(Action Step 3)</b> Committee will develop a plan for enhanced student faith formation.	Summer 2022	Principal Priests Faculty	
<b>(Action Step 4)</b> Implement the plan.	Fall 2022	Principal Faculty	
<b>(Action Step 5)</b> Evaluate the plan.	Spring 2023	Principal Priests	

**(Objective 5) Holy Cross Catholic School will provide a safe and healthy environment that is conducive to learning.**

**(STRATEGY 1) Develop an effective emergency plan.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Review existing plan with team of administrators, faculty and staff.	Summer 2025	Principal Faculty Staff	
<b>(Action Step 2)</b> Propose revisions, omissions and additions and rewrite the plan.	Summer 2025	Principal Faculty Staff	
<b>(Action Step 3)</b> Review the revised plan with county emergency personnel, priests, and school board.	Fall 2025	Principal Priests School Board Emergency personnel	
<b>(Action Step 4)</b> Train faculty and staff on new plan and communicate updated plan to stakeholders.	Fall 2025	Principal Marketing/Development Team	
<b>(Action Step 5)</b> Instruct students on plan practices and strategies	Winter 2026	Principal Faculty	

**(STRATEGY 2) Increase security around buildings and grounds.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Survey existing security measures and devices and review findings with school	Fall	School Board LNMV CEC Board	

board.	2027		
<b>(Action Step 2)</b> Contact security vendors to determine what additional security needs are recommended.	Fall 2027	School Board LNMV CEC Board	
<b>(Action Step 3)</b> Seek out sources of funding to purchase security needs.	Winter 2028	Marketing/ Development Team School Board LNMV CEC Board	
<b>(Action Step 4)</b> Purchase and install new security equipment and implement new security measures.	Summer 2028	Principal School Board LNMV CEC Board	