

OBJECTIVE 1: Create a learning environment which is based on best practice and meets the needs of every student.

Strategy 1: Use NWEA Testing results to identify primary areas in which to focus.

	Timeline	Responsibility	Progress Report
Action Step 1: Create grade level professional learning communities to evaluate NWEA results.	Fall '19	Grade level teachers, Principal	<i>19-20 Created grade level PLC's. Assigned time for teachers to meet and evaluate NWEA results.</i>
Action Step 2: Create specialist professional learning communities to evaluate NWEA results.	Spring '20	Specialist teachers, Principal	<i>19-20 Created specialist PLC's. Assigned time for teachers to meet and evaluate NWEA results.</i>
Action Step 3: Create a NWEA assessment team to look at school success and areas for growth.	Fall '20 Fall '21	Team of teachers, Principal	<i>20-21 Continued to utilize PLC's to look at successes at the individual grade levels. Grade level teachers presented successes and areas for growth. Moved creation of assessment team to Fall' 21.</i>
Action Step 4: Compare benefits and challenges of adding a third NWEA testing window.	Spring '21	NWEA assessment team	<i>20-21 Decided against adding another testing window. Most agreed testing two times a year is adequate.</i>
Action Step 5: Compare benefits and challenges of adding a NWEA science test.	Fall '22	NWEA assessment team	

Strategy 2: Enhance curriculum to provide better instruction to our students who need acceleration or remediation.

	Timeline	Responsibility	Progress Report
Action Step 1: Create a curriculum review committee.	Fall '19	Teachers, Principal	<i>19-20 Created a curriculum review. Committee met and discussed how ongoing review will be happen across all curricular areas. A curriculum review cycle was adopted.</i>
Action Step 2: Research a volunteer program to meet with small groups of students in both math and reading.	Spring '20 '21	Principal	<i>19-20 Moved to Spring of '21 due to distance learning. 20-21 Created a base of volunteers to meet in small groups for math and reading. Looking to add to the volunteer base.</i>
Action Step 3: Create a written process for the evaluation and development of curriculum standards, instructional strategies and assessment practices across all subject areas.	Spring '20 cont'd	Principal, Curriculum review committee	<i>19-20 Created a curriculum review. Committee identified all state standards and how they are currently being met within the current curricular areas. More work to be done in this area due to distance learning.</i>
Action Step 4: Create a curriculum review cycle.	Spring '20	Curriculum review committee	<i>19-20 Created a curriculum review. Committee vetted and adopted a curriculum review cycle. Committee met to discuss how ongoing review will be happen across all curricular areas.</i>
Action Step 5: Review gifted and talented curriculum options.	Spring '21 Spring '22	Curriculum review committee, STAR committee	

	Action Step 6: Investigate program options for remedial curriculum for struggling students.	Fall '21	Curriculum review committee	
Strategy 3: Create a professional development model that provides opportunities for staff professional development which is linked to our strategic plan.				
		Timeline	Responsibility	Progress Report
	Action Step 1: Create a professional development committee.	Fall '19	Principal	<i>19-20 Created a professional development committee. Allotted time for the committee to meet and discuss professional development opportunities and staff priorities.</i>
	Action Step 2: Develop a professional development plan in alignment with our mission and vision.	Spring '20	Professional development committee	<i>19-20 Created a professional development committee. Allotted time for the committee to meet and discuss professional development opportunities and staff priorities. At this time the committee continues to desire all staff members to attend responsive classroom.</i>
	Action Step 3: Have all classroom teachers trained in Responsive Classroom.	Fall '22	Professional development committee	
	Action Step 4: Investigate methods to increase professional development funds.	Spring '23	Professional development committee	
	Action Step 5: Investigate other methods to offer all components of teacher licensure professional development requirements.	Fall '23	Professional development committee	
Strategy 4: Integrate technology within the curricular areas.				
		Timeline	Responsibility	Progress Report
	Action Step 1: Investigate methods to increase technology funds.	Spring '20 Spring '21	Tech coordinator, Principal	<i>19-20 Moved to Spring '21 due to distance learning</i> <i>20-21 Used or annual gala's fund-a-need to increase funds. GEER funds, (EANS funds) became available to non-public schools in 2021 as well.</i>
	Action Step 2: Create an orientation program to train new teachers in necessary technology.	Fall '20 Fall '21	Tech coordinator, Principal	<i>20-21 Moved to '21-22 due to COVID</i>
	Action Step 3: Create a survey for teachers to determine teacher technology comfort level.	Spring '21 Spring '22	Tech coordinator	<i>20-21 Moved to '21-22 due to COVID</i>
	Action Step 4: Create long term technology plan.	Fall '21	Tech coordinator	

OBJECTIVE 2: Seek to enhance the St. Peter's Catholic School facility.

Strategy 1: Create a utilization plan of the facility.				
		Timeline	Responsibility	Progress Report

	Action Step 1: Discuss ways to arrange classrooms to accommodate the older students.	Fall '19	Principal and teachers	<i>19-20 Created a working middle school model of classrooms. Middle school teachers were given a shared office space to work during prep times.</i>
	Action Step 2: Discuss long-range classroom usage plan.	Fall '20 Fall '21	Principal and teachers	<i>20-21 Created two new middle school classrooms out of old office space. Will need to revisit in 21-22 because of enrollment growth.</i>
	Action Step 3: Evaluate other locations for Extended day to be held.	Fall '20 Fall '21	Principal and Extended day teachers	
	Action Step 4: Evaluate summer options for Extended day.	Fall '21	Principal and Extended day teachers	<i>20-21 Decided to hold a summer extended day program in summer 2020 and summer 2021.</i>

Strategy 2: Improve outside appeal of the school building.

		Timeline	Responsibility	Progress Report
	Action Step 1: Raise funds for new entrance to the school with better signage.	Fall '19	Principal	<i>19-20 Offered a fund-a-need opportunity at our annual gala. Raised \$50K. Looking for a developer/Contractor to do the work.</i>
	Action Step 2: Update play space for older students and play structures for younger students.	Fall '21	Principal and Maintenance	
	Action Step 3: Replace sidewalks and drainage around the building.	Fall '22	Principal and Maintenance	

Strategy 3: Create and maintain a sustainable facility budget.

		Timeline	Responsibility	Progress Report
	Action Step 1: Investigate various models of employee compensation/PTO models/Incentive pay.	Fall '20	Principal, Pastor and Business Administrator	<i>20-21 Investigated local school districts and other catholic school's pay structure, work schedules, PTO model and incentive pay. Continued work to be done in order to stay competitive.</i>
	Action Step 2: Research other archdiocesan parish school subsidy levels.	Spring '21	Principal	<i>20-21 Surveyed other Catholic Schools in comparison. Found no consistency in the school subsidy levels.</i>
	Action Step 3: Research other school tuition amounts and evaluate our model.	Spring '21	Principal	<i>20-21 Surveyed other Catholic Schools in comparison. St. Peter's is on the lower end in regards to average tuition.</i>
	Action Step 4: Evaluate our long-range sustainability report.	Fall '22	Principal, Business administrator	

Strategy 4: Employ the latest models of safety and security within schools.

		Timeline	Responsibility	Progress Report
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	Action Step 1: Create a building safety committee.	Fall '19 Fall '20	Principal, Teachers, Maintenance dept.	<i>19-20 Moved to Fall of '20 due to change in personnel and distance learning.</i>
	Action Step 2: Investigate school safety best practices.	Fall '20 Fall '21	Building safety committee	<i>20-21 Moved to '21-22 due to COVID</i>
	Action Step 3: Enclose the entrance to the school to force visitors to stop in the office.	Fall '22	Principal, Maintenance dept.	
	Action Step 4: Install video cameras in all hallways.	Fall '23	Principal, Building safety committee	
	Action step 5: Create long range safety and security plan for upgrades.	Fall '24	Principal, Building safety committee	

OBJECTIVE 3: Improve communication with the community to increase visibility, enrollment, and collaboration.

Strategy 1: Add ways in which we communicate via social media and the school website.

		Timeline	Responsibility	Progress Report
	Action Step 1: Investigate ways in which other schools use social media.	Spring '20	Principal, Development director	<i>19-20 Development director worked closely with social media mentoring team to increase visibility via social media.</i>
	Action Step 2: Attend workshops on how to better use social media.	Fall '20	Development director	<i>20-21 Development director attended multiple social media meetings. Meetings were held virtually via zoom.</i>
	Action Step 3: Use analytics to find out how our community uses social media most often.	Spring '21	Technology coordinator	<i>20-21 Used a company called "Niche". They provide a quarterly report in regards to the effectiveness.</i>

Strategy 2: Educate our parents on how to use our student information system.

		Timeline	Responsibility	Progress Report
	Action Step 1: Create procedures for our new family buddy system to answer student information system questions.	Fall '19	Principal, Technology coordinator	<i>19-20 Called and surveyed our new families about how the new family buddy system can work better for the families. Advancement team has decided to survey new families each year.</i>
	Action Step 2: Establish teacher criteria for updating the student information system.	Fall '20 Fall '21	Principal	<i>20-21 Moved to '21-22 due to COVID</i>
	Action Step 3: Create a tutorial video for our parents to learn our student information system.	Fall '21 Fall '22	Technology coordinator	<i>20-21 Moved to '21-22 due to COVID</i>

Strategy 3: Connect the parish community to our school.

		Timeline	Responsibility	Progress Report
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	Action Step 1: Create procedures to better communicate volunteer opportunities via social media.	Fall '20 Fall '21	Development director	<i>20-21 Moved to fall '21 due to COVID pandemic.</i>
	Action Step 2: Discuss feasibility of offering community education courses on-site.	Fall '21	Principal, Technology coordinator	
	Action Step 3: Investigate ways to connect school service projects with the parish community.	Fall '22	Principal	
Strategy 4: Increase student enrollment.				
		Timeline	Responsibility	Progress Report
	Action Step 1: Research best practices for marketing via social media.	Fall '19	Marketing director	<i>19-20 Marketing and Development director worked closely with social media mentoring team to increase visibility via social media.</i>
	Action Step 2: Create an exit survey for all families leaving our school.	Spring '20 Spring '21	Principal, Marketing director	<i>19-20 Moved to Spring '21 due to furloughed employees and distance learning 20-21 Created a method of calling and surveying any families that are leaving our school.</i>
	Action Step 3: Investigate ways to better affiliate with area preschools, increase kindergarten enrollment.	Fall '21	Marketing director	
	Action Step 4: Investigate ways to better publicize scholarship opportunities to attend St. Peter's.	Fall '21	Principal, Marketing director	
	Action Step 5: Improve signage in local area, increased awareness.	Fall '22	Principal	

Objective 4: Increase Catholic Identity within the school.

Strategy 1: Investigate meaningful staff retreats.				
		Timeline	Responsibility	Progress Report
	Action Step 1: On-site staff faith development, mini retreats at monthly meetings.	Fall '20 Fall '21	Principal, Religion teachers	<i>20-21 Moved to '21-22 due to COVID</i>
	Action Step 2: Create a retreat schedule to include parish and school.	Fall '21	Principal, Religion teachers	
	Action Step 3: Create a schedule of off-campus retreat opportunities with vibrant Catholic speakers.	Fall '22	Principal, Religion teachers	
Strategy 2: Increase Catholicism within the school.				
		Timeline	Responsibility	Progress Report

	Action Step 1: Create schedule of religious to speak to our students about religious vocations.	Fall '20	Principal, Religion teachers	<i>20-21 Pastor and associate pastor visited classrooms to talk to the students. Continue to look for opportunities to invite religious.</i>
	Action Step 2: Discuss feasibility of teacher discount at St. Peter's bookstore.	Fall '20 Fall '21	Principal, Pastor	<i>20-21 Moved to '21-22 due to COVID</i>
	Action Step 3: Create posters with grade specific prayers displayed on classroom walls.	Fall '20	Classroom teachers	<i>20-21 Posters were created and hung in classrooms.</i>
	Action Step 4: Create a religion budget for classroom teachers.	Fall '22	Principal, Pastor	
	Action Step 5: Create scheduled monthly all-school devotions (rosary).	Fall '22	Principal, Religion teachers	

Strategy 3: Continue to find ways in which teachers can infuse Catholic teachings into all curricular areas.

		Timeline	Responsibility	Progress Report
	Action Step 1: Identify ways to model and reward virtues to good behavior	Fall '19	Classroom teachers	<i>19-20 Implemented a "note from teacher" post card to be used with positive student behaviors. Closely aligned our student of the month criteria to match the Virtues.</i>
	Action Step 2: Update and enhance the religion curriculum	Fall '20	Principal, Pastor, Religion teachers	<i>20-21 Pastor met with religion teachers regarding the curriculum and supplemental materials.</i>
	Action Step 3: Identify hands-on learning lessons for teachers dealing with our faith	Fall '20 Fall '21	Principal, Religion teachers	<i>20-21 Moved to '21-22 due to COVID</i>
	Action Step 4: Identify curriculum or a program to focus on virtue of the month – school wide	Fall '22	Principal, all teachers	

Objective 4: Expand network of resources for new members of St. Peter School Community

Strategy 1: Be sure new staff members and school advisory members are acclimated to the St. Peter's way.

		Timeline	Responsibility	Progress Report
	Action Step 1: Update and implement Staff Orientation process	Spring '20 Spring '21 Spring '22	Principal, Staff	<i>19-20 Moved to Spring '21 due to distance learning 20-21 Moved to '21-22 due to COVID</i>
	Action Step 2: Staff mentorship	Fall '20 Fall '21	Principal, Staff	<i>20-21 Moved to '21-22 due to COVID</i>
	Action Step 3: Create a School Advisory Council Orientation process	Fall '20 Fall '21	Principal, School Advisory Council	<i>20-21 Moved to '21-22 due to COVID</i>

Strategy 2: Be sure new students are acclimated to the St. Peter's way.

		Timeline	Responsibility	Progress Report
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	Action Step 1: update and implement a “new student” orientation process	Spring '20 Spring '21 Spring '22	Principal, Student Council	<i>19-20 Moved to Spring '21 due to distance learning</i> <i>20-21 Moved to '21-22 due to COVID</i>
	Action Step 2: Investigate a “new student” buddy program for K-8 students	Fall '20	Principal, Student Council	<i>20-21 Created a buddy program for students, matched by similar interests.</i>