

# St. Joseph Strategic Plan

2019-2024



Learn † Live † Model Christ

# Introduction

In the spring of 2019 The Advanced Ed Accreditation Team made the recommendation that our school develop a comprehensive strategic plan, to provide vision and intentional directives for the internal and external needs of our community. In the fall of 2019 we sought guidance from our faculty, our School Advisory Board, the Archdiocesan School Office, and formative surveys were sent to multiple stakeholders to help us begin the process. The feedback and information gained through the evaluation allowed us to identify future needs, trends, and priorities.

St. Joseph parish, faculty and parents are committed to the success of our school and ultimately the success of each individual student. There is a genuine care and concern for each member of our community; especially our youth and their own personal relationship with Christ.

As a Catholic faith-based institution, we have the privilege of teaching each student their inherent worth and dignity as a son or daughter of God, and equipping them in their walk with Christ. This document is meant to provide the framework for a strategic plan which will become an ongoing process of self evaluation and improvement. The plan is to help create an environment which embraces excellence, and is committed to helping students learn, live, and model Christ's teachings.

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# Mission and Vision

## MISSION

The St. Joseph School Community is dedicated to a Catholic environment where we realize our unique potentials while we **learn, live, and model** Christ's teachings preparing academically and spiritually for this life and the next.

## VISION

St Joseph Catholic School will remain a school of excellence with a strong focus on its Catholic identity and academic distinction-where our students will grow in faith to one day attain heaven. A dedicated and caring faculty will continue to be the hallmark of its academic excellence nurturing and sustaining the God- Given gifts of each and every child.

## Our Guiding Values

Rooted in Faith

Inspired to Academic  
Excellence

Called to Serve

Welcoming all in  
Community

A Legacy for Life

## Strategic Planning Stakeholders

- Father Scott Wallisch, Pastor
- Jodie Maddox, Principal
- Kelcey McCauley, Assistant Principal
- Kyle Hill, IT
- School Advisory Council
- Faculty and Staff of St. Joseph

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## Strategic Goal Overview

Joyfully Catholic	Diligently Achieving	Prudently Managed	Intentionally Self-Giving	Forwardly Thinking
Develop educated disciples through knowledge and understanding of our Catholic Faith while promoting the use of our gifts and talents to serve others.	Provide rigorous academic opportunities that instill a love of learning and discovery in each student.	Develop a comprehensive plan to help manage procedures, processes, and technology used on a daily basis for Educational and Business operations	Provide opportunities to help students grow in virtue and develop a sense of ownership in their own spiritual life and community.	Develop a plan for the ongoing sustainability of St. Joseph Catholic School.

## COVID 19 Addendum

During the 2019-2020 school year the COVID-19 pandemic closed the school in March of 2020. This prevented school from being open in a traditional manor. During the Spring semester, teachers taught remotely while students learned from home. State assessment and NWEA MAP data were unable to be collected at that time. School opened during the Fall of 2020 with face to face learning under strict guidelines, practices, and polices which prohibited many best practices and supports to continue. A small number of students and families opted for remote learning due to the pandemic. Classrooms were cohorted to create a safe learning environment. The timeline of the St. Joseph Strategic Plan has been adjusted to account for the COVID-19 pandemic.

# Joyfully Catholic

Develop educated disciples through knowledge and understanding of our Catholic Faith while promoting the use of our gifts and talents to serve others.

Goal	Cost	Person(s) Responsible	Dates	Measurement	Long Term Vision
Increase Sunday Mass attendance	None	Principal, Teachers, Pastor	2019-2024		
Send welcome cards to new babies baptized in the parish	\$0-100	Principal, Front Office, Pastor, Assigned Middle School Grade level	2019-2024	Parish to keep track of babies who were baptized and then enroll in the EEC and or School.	
Increase Vocation Support	None	Teachers, Vocation Office Person	2019-2024	Create a document and timeline of involvement by each grade level.	Grade Level involvement K-8
Include parent formation opportunities in our Weekly News Update	None	Youth Minister, Principal, Pastor Nurse, Counselor	2019-2024	Data analytics	
Expand Middle School Retreat Program	(May add fee at a later date)	Youth Minister, Principal, Pastor, Middle School Team	2020-2024		One per semester Off Campus Full Day Retreat Student leadership
Service Learning		Principal, Teachers, PTO	2019-2024	Service Projects	All School Serve Day

# Diligently Achieving

Provide rigorous academic opportunities that instill a love of learning and discovery in each student.

Goal	Cost	Person(s) Responsible	Dates	Measurement	Long Term Vision
Curriculum Review and Analysis	None	Principal, Assistant Principal Teachers, Stakeholders	2020 -2021 (COVID Delay)	Teacher Feedback, Teacher survey, Create a rubric for Curriculum Review	School-wide curriculum inventory and a timeline and review process put into place
Teacher created Pacing Guide that include scope and sequence to achieve outcomes.	None	Principal, Assistant Principal, Teachers	2019 -2021	Completed pacing guides	Quarterly Updates
Implement school wide process and for strategic lesson planning.	None	Principal, Assistant Principal Teachers	2019 -2024	Consistent elements for lesson plans across all grade levels	Lesson plans would include differentiated instruction aligned with collected data
Provide training for for teachers to analyze data gained from MAP testing to help differentiate instruction.		Principal, Assistant Principal Teachers		Student MAP proficiency	Used in Lesson Planning K-8
Implement state mandated Dyslexia standards and assessment.		Principal, Assistant Principal Teachers, Special Education Teacher			
Implement a state mandated individual plan of study for middle school students		Principal, Assistant Principal, Teachers		Each student will have an individual plan of study	
Design and implement a College and Career discernment program for middle school students		Administration, Middle School Team		Student Portfolios, CCD Curriculum, Student and parent survey	Student presentation to class or parent

## Prudently Managed

Develop a comprehensive plan to help manage procedures, processes, and technology used on a daily basis for Educational and Business operations

Goal	Cost	Person(s) Responsible	Dates	Measurement	Long Term Vision
Develop a mission statement to support our technology goals and needs		Principal, Pastor, IT, Teachers, Stakeholders	2019-2024	Inventory of classroom technology and student-use technology and yearly review process	
Develop an initiative to introduce a 1:1 Chromebook program to replace iPads		Principal, Pastor, IT	2020-2021	Each student will have a Chromebook	
Implement a technology fee to help support web based programs and current digital infrastructure	2020-2021: \$35 2021-2022: \$35 2022-2023: \$75	Principal, Pastor, IT		(Kyle to provide breakdown for how much it costs for 1:1 For each student)	Two Technology fees: Purchase device for K-4 use. Purchase device for 5th-8th grade use

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## Prudently Managed (cont)

Develop a comprehensive plan to help manage procedures, processes, and technology used on a daily basis for Educational and Business operations

Goal	Cost	Person(s) Responsible	Dates	Measurement	Long Term Vision
Review, Analyze, and Design an Admissions management process		Principal, Pastor, Front Office	2019-2024		
Review/decide on a Student Information System Program		Administration, IT, Business Office			
Create a committee to create a long term plan for technology					
Implement a System to help support and track needs for Substitute Teachers	\$1000-\$1500	Principal, Front Office	2019-2020		
Formalize PTO process, providing a system with checks and balance for all stakeholders		Principal, PTO Board	2020-2024	By-laws would be created	

# Intentionally Self Giving

Provide opportunities to help students grow in virtue and develop a sense of ownership in their own spiritual life and community and to foster a lifelong love of service

Goal	Cost	Person(s) Responsible	Dates	Outcome/ Measurement	Long Term Vision
Expand our Virtue Based Behavior program (VBF)		Administration, Teachers, Counselor	2020-2024	Buy Curriculum 2020-2021	
Formalize our Virtue Based Behavior Program		Administration, Teachers, Counselor	2020-2024	Virtue of the Month, Daily Team Huddle	
Provide opportunity for parent formation Family Huddle		Youth Minister, Pastor,		Family Huddle videos in Eupdate	
Expand Grace Family Program		Administration, Teachers, Counselor			GRACE Families and VBF work together to build a culture focused on virtue.
Give and Get		Principal, PTO Board			Vision statement that explains the process of Give and Get
Schoolwide VBF System (DOJO)		Administration, Teachers, Counselor		Tracking VBF data through DOJO system	Data to support virtuous behavior
Social Emotional Support		Administration, Teachers, Counselor		Team Huddle to address Social-Emotional needs daily	

# Forwardly Thinking

Develop a plan for the ongoing sustainability of St. Joseph Catholic School.

Goal	Cost	Person(s) Responsible	Dates	Measurement/Outcome	Long Term Vision
Create and implement a new weekly eUpdate to increase communication	\$500	Nurse, Counselor, Parent Formation, Principal	2019-2020	Data Analytics	Spotlight faculty and personal achievement
Develop a new school website with up to date information, media, and enrollment process	\$500		2020-2024	Data Analytics	Use data for admission purposes
Promote the good news and work of our community by utilizing social media (Facebook)	\$0	Principal, IT	2020-2024	Data Analytics	
Develop an active and engaged student leadership program	\$0	Administration, Teachers, Students	2020-2024	Student leaders in all grade levels involved with Grace Family, VBF, and CCD	Student training and planning during summer program
Increased New Family Enrollment		Principal, Pastor	2020-2024	Use data from website, business office, EEC to make decisions	10% Increase in new families

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Be compliant with all six categories of the Kansas Kindergarten Readiness Rubric		Administration, Teachers	2020-2024	1) Community Partnerships 2) Quality Evidence Based Learning 3) Quality Workforce 4) Health and Safety 5) Inclusions 6) Transition into Kindergarten	Receive Gold Star Recognition Level in all six categories of the Kansas Kindergarten Readiness Rubric.
Develop more opportunities to partner with the EEC		Principal, EEC	2020-2024	Partnerships formed with EEC and EEC families	
Create and Develop a study skills program to support Middle School students		Administration, Teachers	2020-2024	Study skills class at the middle school level	CCD program to have an app/program to support