

ST. MICHAEL CATHOLIC SCHOOL

STRATEGIC PLAN OUTCOMES 2022 - 2027

VISION STATEMENT

The vision of St. Michael Catholic School is to guide the mind, body, and spirit of the next generation of Catholic leaders to live the Gospel of Jesus Christ and to meet their full potential as people created in the image of God.

Mission Statement

To be friendly, respectful, responsible, and Christ-like.

PHILOSOPHY OF EDUCATION

St. Michael Catholic School was founded to assist parents in the education and spiritual formation of their children in a genuine spirit of Christian love and responsible freedom. The school's goal is to guide the child through spiritual, academic, intellectual, physical, and social growth so that each may share in the rights, privileges, obligations, and responsibilities of our democratic republic.

Each student is encouraged by all members of the school community to develop his/her talents by cultivating these characteristics: an inquiring mind; a love of truth and beauty; a friendly rapport with the elderly and people of other cultures; a profound respect for humanity; and above all, a desire to a personal commitment to Christ which should manifest itself in service to his/her family, neighbor, community country, and world.

St. Michael Catholic School, through daily religious instruction, the liturgy, and the sacraments, strives to provide opportunities and challenges for the development of well-integrated spiritual values by fostering growth in integrity, self-discipline, respect for others, and reverence for God.

This strategic plan was accepted by the School Advisory Council and recommended for approval by the Pastor on May 24, 2022.

AREAS OF FOCUS

1. Catholic Identity
2. Academic Programming
3. Leadership, Personnel, Governance
4. Marketing
5. Plant and Facilities
6. Finance

EXPLANATIONS

Goals: Each area of focus is defined by a specific goal that is a cornerstone of Catholic education at St. Michael Catholic School.

Objectives: Specific objectives, defined by the St. Michael Catholic School Strategic Planning Committee with support from faculty, School Advisory Council, Home and School Association members and other appointed community members, support and work toward the accomplishment of the identified goal.

Action Plans: These identify how each objective will be met and are broken down into key steps which track progress in accomplishing the area of focus. **There are two basic types of plans** – *sustain and improvement*. Sustain plans are used to ensure a program continues after it is in place and no changes are deemed necessary. An improvement plan typically involves evaluation and change to a current program/process.

Persons Responsible: The identification of a specific person or job title who is responsible for the completion of action plans and any support persons for this process.

Anticipated Costs: Estimated costs are given for each action plan to show the anticipated financial impact of the action. Actual cost will be reported in the progress review. In the early stages of the plan TBD may be indicated as estimated costs need to be determined. NA indicates no expected costs.

Progress Reviews: Dates for reporting the progress of each action plan are identified. Progress reviews include progress toward key steps, costs to date, benefits, concerns, and next steps. These reviews are reported by the person(s) responsible per the action plan.

% Completion of Action Plan Expected/Actual: This column allows a comparison of expected progress versus actual progress. Normally expected completion will be 100% by the end of the school year. However, this could be less than 100% if the action and key steps identified span over a period of two or more years. 100% completion shows that the action item is to be completed by the progress review date. If 100% completion is achieved, the action plan will be: ended and not repeated in subsequent years, replaced with a different plan which will define the next step(s), or changed from an *improvement plan* to a *sustain plan* for the following year(s).

Code: I = Improvement Plan; S= Sustain and track; N=not to be considered within the next 5 years

Area of Focus: Catholic Identity

Goal: Promote apostolic stewardship throughout the school community, as rooted in the Tradition of the Catholic faith.

Objective: Identify and promote areas that support our Catholic identity through specific practices within our school in order to be viable Christian witnesses in the community.

Action Plan		Action Plan Type	Persons Responsible	Anticipated Cost	Progress Review Dates	Completion: Plan/Actual
A.	Return to school-wide community service projects to increase visibility in the community and relate these to Catholic Social Teaching	S	Principal Teachers	\$250 - \$500	Quarterly Each Year: November, February, May	100% / 25%
B.	Continue devotions and rituals already being used (Rosary, Stations of the Cross, Wax Museum Saints, Adoration, Drive-thru Christmas Pageant)	S	Principal Teachers	NA	Quarterly Each Year: November, February, May	100% / 50%
C.	Increase student memorization of basic doctrines and beliefs of the Catholic Church	I	Principal Teachers	\$300	Quarterly Each Year: November, February, May	100% /25
D.	Increase the presence of students and their families at the weekend masses	I	Principal Pastor Teachers	NA	Quarterly Each Year: November, February, May	100% / 0

E.	Invite CCD students to participate in our school activities and encourage our students to interact with CCD students	I	Principal Teachers CCD Coordinator	NA	Quarterly Each Year: November, February, May	100% /50
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Area of Focus: Academic Programming

Goal: Provide structure and resources for quality academic programming for St. Michael Catholic School that meets all TCCB-ED requirements.

Objective: Encourage the implementation of educational programs that stress high academics, meet the needs of students, and promote high school readiness.

Action Plan		Action Plan Type	Persons Responsible	Anticipated Cost	Progress Review Dates	Completion: Plan/Actual
A.	Monitor educational progress throughout the school to ensure learning is taking place by charting the scaled scores for the DOV and campus approved standardized assessments, i.e. IOWA, STAR Reading, Math, and Early Literacy	S	Administration, Faculty	\$1,000 - \$1,500	Yearly: September, October, January, June	100% / 50
B.	Complete a vertical alignment of curriculum to identify academic “gaps”	I	Administration, Faculty, Workshop Facilitator	\$350	Yearly: August, November, January, March, May	100% /50
C.	Upgrade textbooks according to the DOV adoption schedule.	S	Administration, Textbook Committee	\$10,000 - \$15,000	Yearly: August, May	100% /0
D.	Implement Financial Literacy Program for Junior High Students	I	Math Teacher	\$500	Yearly: August, January, May	100% / 0
E.	Develop Teacher Collaboration across grade levels and subjects	I	Administration, Faculty	NA	Yearly: August, November, January, March, May	100% /50

Area of Focus: Leadership, Personnel, Governance

Goal: Provide a common vision, service, and leadership in supporting and maintaining academic excellence and commitment to Catholic education.

Objective: Provide clear consistent communication with all constituents that support St. Michael Catholic School to identify needs, develop and promote programs, and collaborate on resources.

Action Plan		Action Plan Type	Persons Responsible	Anticipated Cost	Progress Review Dates	Completion: Plan/Actual
A.	Improve transparency of the Home & School Association: Post the constitution and by-laws, ask for nominations for new members before appointing members	S	HSA, Website Admin.	\$100	Yearly: August, March	100% /100
B.	Schedule a social for new families to address school policies and procedures where new families and their mentors will become acquainted.	S	Principal, HSA, Parent Ambassador Committee	\$200	Yearly: July, September	100% /0
C.	Continue the “Brothers and Sisters in Christ” student mentoring program. (8 th graders mentor 5 th graders.)	S	8 th Grade Homeroom Teacher	NA	Monthly beginning August thru May	100% / 50
D.	Regular visits for Fr. Wayne to interact with students, faculty, and staff.	S	Pastor, Principal Teachers	NA	August, November, February, May	100% / 25
E.	Update the school website to be more user-friendly	I	Website Administrator	\$100	August, January, April	100% /0

Area of Focus: Marketing

Goal: Increase school enrollment by 2% each year.

Objective: Develop a marketing campaign to attract and retain students.

Action Plan		Action Plan Type	Persons Responsible	Anticipated Cost	Progress Review Dates	Completion: Plan/Actual
A.	Continue to make timely publications to the school website and social media. Utilize social media to advertise school events and reach a wider audience.	S	Principal, Teachers, Website Admin.	\$1,000 - \$2,000	Yearly on a Monthly Basis	100% / 50
B.	Create a SMCS Alumni group on Facebook to generate interest in school activities.	I	Website Admin.	\$250	Yearly on a Quarterly Basis: November, February, May	100% / 75
C.	Continue to find ways to promote the school: more articles and pictures in the newspaper, sell spirit shirts at ball games, yard signs, and decals to local businesses.	S	Principal Teachers	\$500	Yearly on a Monthly Basis	100% /25
D.	Make the Orline Maer Scholarship Fund more available to all of the parents. Increase awareness to promote donations	I	Principal Secretary	\$300	Yearly on a Monthly Basis	100% / 50
E.	Continue the Parent Ambassador Committee to promote the school through events and activities	S	Principal Parents	\$300	Quarterly: November, February, May	100% /25

Area of Focus: Plant and Facilities

Goal: Provide an efficient, safe, and secure school facility that provides for our current and future instructional and learning needs.

Objective: Improve school facilities.

Action Plan		Action Plan Type	Persons Responsible	Anticipated Cost	Progress Review Dates	Completion: Plan/Actual
A.	Complete a facility maintenance plan with a 5-year projection	I	Principal, Facilities and Grounds Committee	\$100	Yearly: October, January	100% / 0
B.	Support volunteers that keep up the grounds with equipment needs and student assistance	I	Administration, Faculty, Parents, Students	\$700	Yearly: August, January, May	100% /25
C.	Improve the safety of students by more effectively closing North Street in front of the school during school hours	S	Administration, SAC	NA	Yearly: August, May	100% /100
D.	Monitor the school campus for safety issues and maintain security protocols	I	Administration, Faculty, Students	\$1,000	Yearly: May, September, January	100% /25
E.	Investigate the feasibility of a Capital Campaign for building repair, equipment replacement, and maintenance	I	Administration, SAC	\$300	Yearly: August, January, May	100% / 0

Area of Focus: Finance

Goal: Meet current and future financial obligations to address academic programming, personnel, plant and facilities, and marketing.

Objective: Meet current financial obligations and determine ways to increase funding for improvements identified in the strategic plan.

Action Plan		Action Plan Type	Persons Responsible	Anticipated Cost	Progress Review Dates	Completion: Plan/Actual
A.	Create teacher incentives such as laptops, cell phone plan paid, gym membership, tuition discounts, etc.	I	Pastor, Principal, SAC	\$20,000	Yearly: October, April	100% / 25
B.	Include alumni in fund-raising, merchandising, and strategic positions to help	I	Principal, SAC, HSA, Parents	NA	Yearly: August, November, February, May	100% /25
C.	Create an effective revenue strategy through merchandising SMCS products such as shirts, hats, etc.	I	Principal, HSA, Parents	\$500	Yearly: August, May	100% /0
D.	Inform constituents of what money is being spent on: projects, Giving Campaign, cost to educate a child verses actual cost of tuition, etc.	S	Principal	NA	Yearly: Monthly	100% /25