

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 successes 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> <i>21-22 Teachers work with the partner teacher, PLC, and the literacy specialist to identify successes and areas for growth.</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	<i>22-23 Committee decided the NWEA science test was not worth the time and money.</i>
	Action Step 6: Create and maintain a literacy team.	Fall '23	Literacy team	
	Action Step 7: Identify best practices for Literacy in the early grades.	Spring '24	Literacy team	
	Action Step 8: Compare and identify a social studies curriculum for grades K-8.	Spring '23	Curriculum committee	<i>22-23 Committee decided to adopt a social studies curriculum that meets the needs of all grade levels.</i>
	Action Step 9: Compare and identify a science curriculum for grades K-8.	Spring '24	Curriculum committee	
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>

	<b>Action Step 2: Research a volunteer program to meet with small groups of students in both math and reading.</b>	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. 21-22 Assigned a "teacher on special assignment" for 2022-23 to work as a literacy specialist and volunteer coordinator. This teacher will create small group settings for both remediation and acceleration.</i>
	<b>Action Step 3: Create a written process for the evaluation and development of curriculum standards, instructional strategies, and assessment practices across all subject areas.</b>	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>
	<b>Action Step 4: Create a curriculum review cycle.</b>	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>
	<b>Action Step 5: Review gifted and talented curriculum options.</b>	Spring '24 Spring '22	Curriculum review committee, STAR committee	<i>21-22 Assigned a "teacher on special assignment" for 2022-23 to work as a literacy specialist and volunteer coordinator. This teacher will create small group settings for both remediation and acceleration.</i>
	<b>Action Step 6: Investigate program options for remedial curriculum for struggling students.</b>	Fall '21	Curriculum review committee	<i>21-22 Assigned a "teacher on special assignment" for 2022-23 to work as a literacy specialist and volunteer coordinator. This teacher will create small group settings for both remediation and acceleration.</i>
	<b>Action Step 7: Investigate online options for curriculum enrichment.</b>	Fall '23	Curriculum review committee	
	<b>Action Step 8: Investigate online options for curriculum remediation.</b>	Fall '23	Curriculum review committee	
	<b>Action Step 9: Identify curricula that would align with NWEA strands showing strengths and weaknesses</b>	Fall '24	Curriculum review committee	
<b>Strategy 3: Create a professional development model that provides opportunities for staff professional development which is linked to our strategic plan.</b>				
		<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
	<b>Action Step 1: Create a professional development committee.</b>	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>
	<b>Action Step 2: Develop a professional development plan in alignment with our mission and vision.</b>	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>
	<b>Action Step 3: Have all classroom teachers trained in Responsive Classroom.</b>	Fall '22	Professional development committee	<i>21-22 Sent three more teachers to be trained in responsive classroom. We will continue to encourage all teachers to be trained in responsive classroom. This will be an ongoing process.</i>

	<b>Action Step 4: Investigate methods to increase professional development funds.</b>	Spring '23	Professional development committee	<i>22-23 Covid catch-up money will be used for professional development needs.</i>
	<b>Action Step 5: Investigate other methods to offer all components of teacher licensure professional development requirements.</b>	Fall '23	Professional development committee	
<b>Strategy 4: Integrate technology within the curricular areas.</b>				
		<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
	<b>Action Step 1: Investigate methods to increase technology funds.</b>	<del>Spring '20</del> 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>
	<b>Action Step 2: Create an orientation program to train new teachers in necessary technology.</b>	<del>Fall '20</del> Fall '21	Tech coordinator, Principal	<i>20-21 Moved to '21-22 due to COVID</i> <i>21-22 Tech coordinator worked with teachers to implement more technology in the classroom. Classroom carts of Chromebooks were purchased for each classroom.</i>
	<b>Action Step 3: Create a survey for teachers to determine teacher technology comfort level.</b>	<del>Spring '21</del> Spring '22	Tech coordinator	<i>20-21 Moved to '21-22 due to COVID</i> <i>21-22 Teachers were surveyed at a staff meeting and the general feel was teachers were comfortable with classroom technology.</i>
	<b>Action Step 4: Create long term technology plan.</b>	<del>Fall '21</del> Winter '23	Tech coordinator	<i>21-22 It was decided to wait until Winter '23 to create tech plan.</i>
	<b>Action Step 5: Create a feasibility study to bring a Chromebook lab and printer into each classroom.</b>	Fall '22	Tech coordinator	<i>22-23 It was decided to use EANS funds to purchase Chromebook carts and printers for every classroom.</i>
	<b>Action Step 6: Create and maintain a working Technology committee</b>	Winter '23	Tech coordinator	

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

<b>Strategy 1: Create a utilization plan of the facility.</b>				
		<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
	<b>Action Step 1: Discuss ways to arrange classrooms to accommodate the older students.</b>	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>
	<b>Action Step 2: Discuss long-range classroom usage plan.</b>	<del>Fall '20</del> 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> <i>21-22 Assigned classrooms worked well. It was decided to leave the classrooms, although a little crowded in some rooms.</i>
	<b>Action Step 3: Evaluate other locations for Extended day to be held.</b>	<del>Fall '20</del> Fall '21	Principal and Extended day teachers	<i>21-22 Extended day will be shared between four classrooms during the summer and 2 classrooms during the school year.</i>

	<b>Action Step 4: Evaluate summer options for Extended day.</b>	Fall '21	Principal and Extended day teachers	<i>20-21 Decided to hold a summer extended day program in summer 2020 and summer 2021. 21-22 A summer program was created and was very popular. The program has 40 students for the summer of 2022.</i>
	<b>Action Step 5: Create, maintain and review a building utilization plan.</b>	Fall '23	Principal, Pastor, Business admin	
	<b>Action Step 6: Identify feasibility of building expansion.</b>	Fall '24	Principal, Pastor, Business admin	
<b>Strategy 2: Improve outside appeal of the school building.</b>				
		<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
	<b>Action Step 1: Raise funds for new entrance to the school with better signage.</b>	<del>Fall '19</del> Summer '22	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. 21-22 The bid for this project came in much higher than expected. We continued to collect donations for this project and currently have \$100K. We are now ready to move forward with this project. 22-23 The new entrance was completed.</i>
	<b>Action Step 2: Update play space for older students and play structures for younger students.</b>	Fall '21	Principal and Maintenance	<i>21-22 A group of teachers met to discuss the aging play structures and a plan to replace the structure. The scheduled timeline for replacement is summer '23. 22-23 The play structure project was presented at our annual Golden gala as the fund-a-need project. Enough money was raised to move forward.</i>
	<b>Action Step 3: Replace sidewalks and drainage around the building.</b>	Fall '22	Principal and Maintenance	<i>22-23 The sidewalks and drainage was taken care of in the completion of the new entrance project.</i>
	<b>Action Step 4: Identify type of signage to enhance curb appeal.</b>	Fall '23	Principal and Maintenance	
<b>Strategy 3: Create and maintain a sustainable facility budget.</b>				
		<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
	<b>Action Step 1: Investigate various models of employee compensation/PTO models/Incentive pay.</b>	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. 21-22 Increased school enrollment has allowed for much needed compensation adjustments. More adjustment will be necessary and we will continue to look for other means.</i>
	<b>Action Step 2: Research other archdiocesan parish school subsidy levels.</b>	Spring '21	Principal	<i>20-21 Surveyed other Catholic Schools in comparison. Found no consistency in the school subsidy levels.</i>
	<b>Action Step 3: Research other school tuition amounts and evaluate our model.</b>	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. 21-22 Adjusted tuition slightly to help meet operating expenses.</i>

	Action Step 4: Evaluate our long-range sustainability report.	Fall '22	Principal, Business administrator	<i>22-23</i> The 2023-24 enrollment provides strong budget sustainability.
<b>Strategy 4: Employ the latest models of safety and security within schools.</b>				
		<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
	Action Step 1: Create a building safety committee.	Fall '19 Fall '20	Principal, Teachers, Maintenance dept.	<i>19-20</i> Moved to Fall of '20 due to change in personnel and distance learning. <i>21-22</i> A building safety committee was formed.
	Action Step 2: Investigate school safety best practices.	Fall '20 Fall '21 Winter '23	Building safety committee	<i>20-21</i> Moved to '21-22 due to COVID <i>21-22</i> A plan of best practices is being researched. We had to move the completion of the plan to Winter '23.
	Action Step 3: Enclose the entrance to the school to force visitors to stop in the office.	Fall '22	Principal, Maintenance dept.	<i>22-23</i> The new entranceway has been completed.
	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.

		<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
	Action Step 1: Investigate ways in which other schools use social media.	Spring '20	Principal, Development director	<i>19-20</i> Development director worked closely with social media mentoring team to increase visibility via social media.
	Action Step 2: Attend workshops on how to better use social media.	Fall '20	Development director	<i>20-21</i> Development director attended multiple social media meetings. Meetings were held virtually via zoom.
	Action Step 3: Use analytics to find out how our community uses social media most often.	Spring '21	Technology coordinator	<i>20-21</i> Used a company called "Niche". They provide a quarterly report with regard to the effectiveness.
	Action Step 4: Find ways in which we can incorporate the new Archdiocesan school's logo.	Spring '24	Technology coordinator	
	Action Step 3: Find ways to partner with the Archdiocese to increase our school's visibility.	Fall '24	Principal	

#### 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.	<del>Fall '20</del> Fall '21	Principal	<i>20-21 Moved to '21-22 due to COVID</i> <i>21-22 Assigned criteria for teachers to update the SIS.</i>
Action Step 3: Create a tutorial video for our parents to learn our student information system.	<del>Fall '21</del> <del>Fall '22</del> Fall '23	Technology coordinator	<i>20-21 Moved to '21-22 due to COVID</i> <i>21-22 Moved to Fall '23.</i>

**Strategy 3: Connect the parish community to our school.**

	Timeline	Responsibility	Progress Report
Action Step 1: Create procedures to better communicate volunteer opportunities via social media.	<del>Fall '20</del> Fall '21	Development director	<i>20-21 Moved to fall '21 due to COVID pandemic.</i> <i>21-22 Development director continues to use social media accounts to announce upcoming events and opportunities.</i>
Action Step 2: Discuss feasibility of offering community education courses on-site.	<del>Fall '21</del> Fall '23	Principal, Technology coordinator	<i>21-22 Moved to Fall '23 due to loss of tech coordinator.</i>
Action Step 3: Investigate ways to connect school service projects with the parish community.	<del>Fall '22</del> Fall '23	Principal	<i>22-23 Moved to Fall of '23.</i>

**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.	<del>Spring '20</del> Spring '21	Principal, Marketing director	<i>19-20 Moved to Spring '21 due to furloughed employees and distance learning</i> <i>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	<i>21-22 Held events during the year to market to preschool and kindergarten aged students.</i>
Action Step 4: Investigate ways to better publicize scholarship opportunities to attend St. Peter's.	Fall '21	Principal, Marketing director	<i>21-22 Held events during the year to market to preschool and kindergarten aged students. Materials outlined scholarship opportunities.</i>
Action Step 5: Improve signage in local area, increased awareness.	Fall '22	Principal	<i>22-23 The new entrance signage is moved to another action step.</i>

**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.	<del>Fall '20</del> Fall '21	Principal, Religion teachers	<del>20-21</del> Moved to '21-22 due to COVID 21-22Held bi-monthly staff meeting during the year with prayer intentions.
	Action Step 2: Create a retreat schedule to include parish and school.	<del>Fall '21</del> Fall '23	Principal, Religion teachers	21-22Moved to Fall '23
	Action Step 3: Create a schedule of off-campus retreat opportunities with vibrant Catholic speakers.	<del>Fall '22</del> Fall '23	Principal, Religion teachers	22-23The committee decided to wait until Fall '23.
<b>Strategy 2: Increase Catholicism within the school.</b>				
		Timeline	Responsibility	Progress Report
	Action Step 1: Create schedule of religious to speak to our students about religious vocations.	Fall '20	Principal, Religion teachers	20-21Pastor and associate pastor visited classrooms to talk to the students. Continue to look for opportunities to invite religious.
	Action Step 2: Discuss feasibility of teacher discount at St. Peter's bookstore.	<del>Fall '20</del> <del>Fall '21</del> Fall '23	Principal, Pastor	<del>20-21</del> Moved to '21-22 due to COVID 21-22Moved to Fall '23
	Action Step 3: Create posters with grade specific prayers displayed on classroom walls.	Fall '20	Classroom teachers	20-21Posters were created and hung in classrooms.
	Action Step 4: Create a religion budget for classroom teachers.	Fall '22	Principal, Pastor	22-23The student activity dollars may be used for religion articles for the classroom.
	Action Step 5: Create scheduled monthly all-school devotions (rosary).	<del>Fall '22</del> Fall '23	Principal, Religion teachers	22-23Added virtue of the month. Considering adding prayers to the morning announcements.
<b>Strategy 3: Continue to find ways in which teachers can infuse Catholic teachings into all curricular areas.</b>				
		Timeline	Responsibility	Progress Report
	Action Step 1: Identify ways to model and reward virtues to good behavior	Fall '19	Classroom teachers	19-20Implemented 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.
	Action Step 2: Update and enhance the religion curriculum	Fall '20	Principal, Pastor, Religion teachers	20-21Pastor met with religion teachers regarding the curriculum and supplemental materials.
	Action Step 3: Identify hands-on learning lessons for teachers dealing with our faith	<del>Fall '20</del> Fall '21	Principal, Religion teachers	<del>20-21</del> Moved to '21-22 due to COVID 21-22Teachers used creative ways to teach our Catholic faith using hands-on lessons.
	Action Step 4: Identify curriculum or a program to focus on virtue of the month – school wide	Fall '22	Principal, all teachers	22-23Added virtue of the month. Considering adding prayers to the morning announcements.

## Objective 5: 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</i> <i>20-21 Moved to '21-22 due to COVID</i> <i>21-22 Updated staff handbook. Created an orientation process for new staff members.</i>
Action Step 2: Staff mentorship	Fall '20 Fall '21	Principal, Staff	<i>20-21 Moved to '21-22 due to COVID</i> <i>21-22 Asking teachers to act as mentors for new staff.</i>
Action Step 3: Create a School Advisory Council Orientation process	Fall '20 Fall '21 Fall '23	Principal, School Advisory Council	<i>20-21 Moved to '21-22 due to COVID</i> <i>21-22 Moved to Fall '23</i>

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

	Timeline	Responsibility	Progress Report
Action Step 1: update and implement a "new student" orientation process	Spring '20 Spring '21 Spring '23	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> <i>21-22 Moved to Fall '23</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>