

St. Michael the Archangel Catholic School Strategic Plan
(January 2015 – January 2018, updated 4/14/16)

School Mission: To live, love, learn and go forth to serve like Jesus.

School Goal: St. Michael the Archangel Catholic School will offer a Christ-centered learning environment that allows students to achieve academic excellence, respect themselves and others and gain an understanding of and closeness to the Catholic faith.

Objectives	Strategies	Tactics	Responsibility
<p>1. Create and maintain a Christ-like environment that fosters a sense of responsibility, respect for others and virtue-based behavior.</p>	<p>1. Provide classroom instruction about the Catholic faith and incorporate Catholic values in all subject areas.</p> <p>2. Emphasize the Mass (Eucharist/Liturgy), Reconciliation and the Sacraments as central to Catholic spirituality</p> <p>3. Cultivate an active prayer life at school, within Parish, and at home</p>	<p>a. Infuse Catholic values into lesson plans every day</p> <p>b. Create school calendar that offers opportunities for faith formation of the staff</p> <p>c. Award the “Christ’s light Recognition Award”, once a month, to students in each grade who illustrate Christ-like behavior</p> <p>a. Teach the components of Mass as part of Religion class</p> <p>b. Provide two weekly school-day Masses and Reconciliation once a quarter for all students</p> <p>c. Ensure each student has one opportunity each year to participate in planning Mass</p> <p>a. Incorporate prayer in school every day</p> <p>b. Send all students home with ways for families to pray together (Prayer Journal, Vocations Crucifix, Faith Family extensions, etc...)</p> <p>c. Send family prayer suggestions home with students once a month and around religious holidays via school newsletter or Educonnect</p> <p>d. Continue Faith Families quarterly</p>	<p>Teachers</p> <p>Principal</p> <p>Principal, Teachers</p> <p>Teachers</p> <p>Parish Priests, Principal</p> <p>Priests, Principal, Teachers, VSL</p> <p>Priests, Principal, Teachers</p> <p>Principal, Teachers</p> <p>Teachers</p> <p>Principal, Teachers</p>

<p>2. Foster the joy of learning, the confidence to excel and ensure academic excellence.</p>	<p>4. Partner with Parish to emphasize the Church's call to serve by providing age-appropriate opportunities for students</p> <p>5. Raise awareness of religious vocations with students</p> <p>6. Teach and consistently enforce the Code of Conduct</p> <p>1. Update and review the School Improvement Plan</p>	<p>a. Host service projects four times a year in which classes participate</p> <p>b. Adopt Our Lady of Unity as a sister school</p> <p>c. Develop opportunities for families in the Parish to serve together</p> <p>d. Continue implementation of "Go Forth to Serve" Project</p> <p>a. Schedule priest visits to each class once a year to discuss vocations</p> <p>b. Send all students home with symbolic Cross for instructions for praying for religious vocations once a year</p> <p>c. Maintain Vocations Club for 7th & 8th graders.</p> <p>a. Annually review and refine the Code with discipline plans by grade level</p> <p>b. Plan Anti-Bullying/emotional wellness activities for teachers, parents, and students through new Virtue Committee.</p> <p>c. Meet with teachers, students, and parents once a year to ensure all have a clear understanding of and commitment to Code</p> <p>d. Create St. Michael's Pledge</p> <p>e. Post Code on Educonnect in addition to Parent Handbook</p> <p>a. Principal to give updates to SAC quarterly; discuss plan progress and any needed revisions</p>	<p>Defender Delegates, Faculty Sponsors, Community Service Outreach (CSO), Teachers, VSL (all responsible for Tactics a, b, and c)</p> <p>Principal, Teachers, Go Forth To Serve Committee</p> <p>Principal, Priests, Teachers</p> <p>Principal, Priests, Teachers</p> <p>Priests, Youth Ministers</p> <p>Principal, Teachers</p> <p>Principal</p> <p>Principal</p> <p>Principal, Virtue Committee, Pastor Principal</p> <p>Principal</p>
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<p>3. Maintain a community of faculty, administration and staff who embody a love of Christ, children, teaching and learning.</p>	<p>2. Ensure school parents understand and have access to special academic needs through Blue Valley School District, both for struggling students and for those who are higher-level learners</p> <p>3. Keep technologically up to date to enhance student and teacher educational experience within budget constraints</p> <p>4. Offer extracurricular activities and experiences that support academics and broaden the learning experience</p> <p>5. For junior high students, foster the idea that enjoying certain liberties is coupled with displaying responsibility</p> <p>1. Recruit, hire, and retain staff that excels in the basics, incorporates innovative teaching methods, and has a strong religious foundation</p>	<p>a. Review Handbook with parents yearly to ensure it sufficiently communicates special needs resources</p> <p>b. Discuss resources at all new parent meetings</p> <p>c. Meet with Learning Specialist quarterly to evaluate needs and ensure support</p> <p>d. Implement differentiated instruction for grades K – 8 in math and reading</p> <p>a. Continue Smartboard use</p> <p>b. Add e-learning devices (Surface tablets, etc...)</p> <p>c. Ensure that teachers are trained on the most effective way to use all technology using Blended Learning techniques</p> <p>a. Evaluate existing academic/athletic extracurricular activities annually to determine interest</p> <p>b. Research new opportunities once a year through parent questionnaire</p> <p>a. Expect junior high students to fulfill individual responsibilities, like wiping down cafeteria tables</p> <p>b. Teach junior high students to behave respectfully, responsibly, and productively, including use of social media, with lessening teacher interference as the year goes on</p> <p>a. Obtain student teachers via annually renewed relationships with local universities, including St. Mary's Professional Development School</p> <p>b. Update Teacher Spotlight display at the beginning of each year</p> <p>c. During Teacher Appreciation Week, invite students and their families to write thank you notes to teachers</p>	<p>Principal</p> <p>Principal, Learning Specialist</p> <p>Principal, Teachers</p> <p>Teachers Principal</p> <p>Principal, Teachers Principal</p> <p>Principal</p> <p>Principal, Teachers, Parish Athletic Director</p> <p>Principal, SAC</p> <p>Principal, Teachers</p> <p>Principal, Teachers</p> <p>Principal</p> <p>Principal</p> <p>Principal</p>
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<p>4. Encourage parental support of the school philosophy, activities and teachers</p>	<p>2. Give teachers opportunities to excel and grow through professional development</p> <p>1. Review and improve communication between students, parents, principal and teachers to ensure consistency and clarity</p>	<p>d. Continue high school and 8th Grader classroom visits</p> <p>a. Offer teachers professional development opportunities (NCEA Convention annually and Faith Formation days)</p> <p>b. Continue to offer common planning time for teachers and review monthly to ensure it is being used effectively</p> <p>c. Include training to assist teachers in relating to difficult behavior and incivility</p> <p>d. Maintain staff development committee</p> <p>a. Include pertinent school news in Parish bulletin weekly</p> <p>b. Once a year, host back-to-school information sessions and activities as part of Orientation</p> <p>c. Continue to send weekly emails to parents directing them to use of Educonnect</p> <p>d. Work with teachers to guarantee consistent age appropriate in-class parent participation</p> <p>e. Ensure that parents are aware immediately of academic or social/.behavioral disruptions involving their child/ren</p> <p>f. At back-to-school session, make parents aware of best way to contact/communicate with teachers. Take SMA Pledge</p>	<p>Principal</p> <p>Principal</p> <p>Principal</p> <p>Principal</p> <p>Principal</p> <p>Principal</p> <p>Principal, Teachers</p> <p>Principal, Teachers</p> <p>Principal</p> <p>Principal, Teachers</p> <p>Principal, Teachers</p>
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<p>5. Maintain school enrollment with class sizes of 18-20 for K – 2, and 26-27 for Grades 3 – 8.</p>	<p>2. Recruit and maximize volunteers to support needs of school</p>	<p>a. Use Parish bulletin, website and Educonnect to solicit volunteers during Time and Talent Appeal</p> <p>b. Conduct one in-service a year to educate volunteers on duties, school policies and confidentiality agreement</p> <p>c. Implement thank you letter from principal and Parish priest to all volunteers in School Newsletter/Educonnect and in the Parish bulletin twice a year</p> <p>d. Convey VIRTUS requirement information to ensure that parents are prepared to participate at school</p> <p>e. Hold meeting with VSL and administration</p>	<p>Principal, VSL, PR Chair</p> <p>Principal, VSL Chair</p> <p>Principal, Priest</p> <p>Priest, Principal, Teachers</p> <p>Principal, VSL</p>
	<p>1. Work with Catholic Schools Office template to develop an integrated and multidimensional marketing plan, with budget and funding sources</p>	<p>a. Continue interaction with Marketing Committee</p> <p>b. Conduct market research with parents to determine opinions of Catholic education and St. Michael's specifically</p> <p>c. Continue to promote the use of school website and marketing materials</p> <p>d. Document retention rates and reasons for defections, and take corrective action to improve retention if warranted</p> <p>e. Update SAC on applicable defections and reasons</p> <p>f. Implement presence of school representatives at St. Michael Preschool functions</p> <p>g. Create a SMA Alumni Association</p> <p>h. Continue holding Open House in conjunction with Catholic Schools Week</p>	<p>Principal, Marketing Committee</p> <p>Marketing Committee, SAC</p> <p>Principal, Teachers</p> <p>Principal</p> <p>Principal</p> <p>Principal</p> <p>Priest, Principal, Marketing Committee</p> <p>Principal, Teachers, Marketing Committee</p>
	<p>2. Support parish in its efforts to complete school facilities</p>	<p>a. As updates occur, communicate progress to Phase 3 (kitchen) to school families and parish, including costs and timeline via bulletin or special mailings</p>	<p>Parish Administrator, Priest</p>

<p>6. Ensure financial stability of school and parish</p>	<p>1. Maintain the commitment to stewardship education</p> <p>2. Ensure an administrator succession plan is established</p>	<p>a. Communicate the importance of stewardship through the annual school registration process</p> <p>a. Write plan when creating yearly budget update</p> <p>a. Hire and retain staff members qualified to serve as administrators</p>	<p>Parish Administrator, Priest</p> <p>Principal</p> <p>Principal</p>
<p>7. Ensure a connection between students and teachers in the parish school and the religious education programs</p>	<p>1. Conduct shared sacramental celebrations between Religious Ed and Parish School</p> <p>2. Promote participation in parish functions targeted at youth to both school and non-school families</p>	<p>a. Structure Reconciliation, First Communion, and Confirmation services as shared celebrations</p> <p>b. Inform parents of the need to attend mandatory meetings in preparation for receipt of sacraments</p> <p>a. Regularly invite students to youth activities in the parish via Newsletter (Chosen, FLOCK, etc..)</p>	<p>Principal, Teachers, Religious Education Director</p> <p>Principal, Teacher, Religious Education Director</p> <p>Priest, Principal</p>
<p>8. Ensure the school stays focused and accountable to its mission and goals</p>	<p>1. Monitor the Strategic Plan in its entirety on an annual basis</p> <p>2. Gain involvement from key constituents to update the Strategic Plan every 3 years</p>	<p>a. Form SAC subcommittee at the beginning of each school year to serve as monitors of the Strategic Plan</p> <p>b. Provide updates for certain identified sections of the Strategic Plan on a quarterly basis</p> <p>a. Include Priest, Principal, and Teacher representatives into the formulation of the revised Strategic Plan</p> <p>b. Incorporate Parent Survey data into revised plan</p> <p>c. Report updates to the entire SAC committee during monthly meetings</p> <p>d. Write condensed version of entire Strategic Plan; post it and full copy on website by Fall, 2015</p>	<p>Principal, SAC Chair</p> <p>Principal, SAC Subcommittee</p> <p>SAC Subcommittee</p> <p>SAC Subcommittee</p> <p>SAC Subcommittee</p> <p>SAC Subcommittee</p>

