

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-levelled learners</p>	<p>a. Review Handbook with parents yearly to ensure it sufficiently communicates special needs resources b. Discuss resources at all new parent meetings c. Meet with Learning Specialist quarterly to evaluate needs and ensure support d. Implement differentiated instruction for grades K – 8 in math and reading</p>	<p>Principal Principal, Learning Specialist Principal, Teachers Teachers Principal</p>
	<p>3. Keep technologically up to date to enhance student and teacher educational experience within budget constraints</p>	<p>a. Continue Smartboard use b. Add e-learning devices (Surface tablets, etc...) c. Ensure that teachers are trained on the most effective way to use all technology using Blended Learning techniques</p>	<p>Principal, Teachers Principal Principal</p>
	<p>4. Offer extracurricular activities and experiences that support academics and broaden the learning experience</p>	<p>a. Evaluate existing academic/athletic extracurricular activities annually to determine interest b. Research new opportunities once a year through parent questionnaire</p>	<p>Principal, Teachers, Parish Athletic Director Principal, SAC</p>
	<p>5. For junior high students, foster the idea that enjoying certain liberties is coupled with displaying responsibility</p>	<p>a. Expect junior high students to fulfill individual responsibilities, like wiping down cafeteria tables 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>Principal, Teachers Principal, Teachers</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. Obtain student teachers via annually renewed relationships with local universities, including St. Mary's Professional Development School b. Update Teacher Spotlight display at the beginning of each year c. During Teacher Appreciation Week, invite students and their families to write thank you notes to teachers</p>	<p>Principal Principal Principal</p>

<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>

