

SAINT MARK'S —CATHOLIC SCHOOL—

2017-18 | STRATEGIC PLAN



VISION

St Mark's Catholic School is dedicated to educating student disciples in body, mind and spirit, through the collaboration of families, community and the Church.

MISSION

St. Mark's Catholic School is a ministry of St. Mark's Catholic Community that fosters academic excellence. rooted in the Catholic faith, and Christian values.

CORE VALUES

Catholic Faith

Academic Excellence

Service

Integrity

Community

FOCUS AREAS AND GOALS

Focus Area: Catholic Education, Faith Formation and Enrichment for Students

Goal #1: St. Mark's Catholic School Student Disciples are provided daily classroom instruction and Sacramental opportunities which inform and enrich their lives. The faith formation of students is central to the mission of our school.

Colossians 3:24 "So, as those who have been chosen of God, Holy and beloved, put on a heart of compassion, kindness, humility, gentleness and patience."

Focus Area: Academic Excellence

Goal #2: St. Mark's Catholic School provides a challenging, nurturing learning environment that encourages the student to identify available resources and through collaboration with their teachers and peers achieve their fullest potential.

Romans 12:2 "Do not conform to the pattern of this world, but be transformed by the renewing of your mind."

Focus Area: Student Expectations

Goal #3: St. Mark's Catholic School students are aware of their role as active members of the Christian community through their daily experiences and interactions. We encourage them to use their gifts and talents to achieve academic success, form and develop healthy relationships, and help others through service.

Psalms 119:66 "Teach me knowledge and good judgment, for I trust your commands."

FOCUS AREAS AND GOALS (continued)

Focus Area: Building and Enriching our School Community

Goal #4: St. Mark's Catholic School is a welcoming community focused on learning, where we grow in our faith, respect and value relationships, invite others to participate, and serve one another by sharing the love of Christ.

Matthew 18:20 "For where two or three gather in my name there am I with them."

Focus Area: Faculty and Staff Development

Goal #5: The faculty and staff work collaboratively with the principal and pastor to identify and achieve spiritual development, academic, technical, individual and learning goals.

Colossians 3:16 "Let the message of Christ dwell among you richly as you teach..."

Focus Area: Financial, Organizational Effectiveness, and Facility Improvements

Goal #6: St. Mark's Catholic School leadership, including the Pastor, the Principal, and the School Board, focus on organizational effectiveness including fiscal responsibility and facility improvement.

Corinthians 15:58 "Therefore my beloved, be steadfast, immovable always excelling in the work of the Lord, because you know that in the Lord your labor is not in vain."

Focus Area: Communication

Goal #7: St. Mark's Catholic School effectively informs families through the development and implementation of a clear communication plan.

Hebrews 10:24 "Rouse one another to love and good works."

FOCUS AREAS, GOALS, AND STRATEGIES

Focus Area: Catholic Education, Faith Formation and Enrichment for Students

Goal #1: St. Mark's Catholic School Student Disciples are provided daily classroom instruction and Sacramental opportunities which inform and enrich their lives. The faith formation of students is central to the mission of our school.

Colossians 3:24 "So, as those who have been chosen of God, Holy and beloved, put on a heart of compassion, kindness, humility, gentleness and patience."

Strategies:

- 1.1 Review and analyze data collected from various sources over the last year regarding the current status of the Catholic Education and Faith Formation needs of the students.
- 1.2 Create an annual enrichment plan to incorporate the faith formation needs of all students, in alignment with Diocesan guidelines and in cooperation with parish faith formation
- 1.3 Implement a plan which provides resources and support for St. Mark's Catholic School families in the faith formation of their children.

FOCUS AREAS, GOALS, AND STRATEGIES (cont.)

Focus Area: Academic Excellence

Goal #2: St. Mark's Catholic School provides a challenging, nurturing learning environment that encourages the student to identify available resources and through collaboration with their teachers and peers achieve their fullest potential.

Romans 12:2 "Do not conform to the pattern of this world, but be transformed by the renewing of your mind."

Strategies:

- 2.1 Identify and encourage professional development opportunities which empower faculty to guide students in achieving their highest potential as children of God.
- 2.2 Teachers provide clearly communicated lesson objectives in the daily classroom environment which provide students with defined expectations.
- 2.3 Conduct regular review of testing data to determine areas of opportunity for improvement in curriculum to continue to identify and meet the needs of students.
 - 2.3.1 Provide resources for students whose results indicate enhanced curricular needs.
- 2.4 Ensure relevance of all academic programs through ongoing curriculum development and program review
- 2.5 Build a collaborative working environment which fosters teacher leadership and empowers faculty to increased involvement and ownership of school wide change to improve student learning.
- 2.6 Enhance student access to the arts and humanities by providing extra-curricular enrichment opportunities.

FOCUS AREAS, GOALS, AND STRATEGIES (cont.)

Focus Area: Student Expectations

Goal #3: St. Mark's Catholic School students are aware of their role as active members of the Christian community through their daily experiences and interactions. We encourage them to use their gifts and talents to achieve academic success, form and develop healthy relationships, and help others through service.

Psalm 119:66 "Teach me knowledge and good judgment, for I trust your commands."

Strategies:

3.1 Identify the Profile of a 'St. Mark's Catholic School Student Disciple', outlining the academic and spiritual expectations of students.

3.1.1 Determine the behaviors embedded in the Profile and implement the School-wide positive behavioral support system

3.1.2 Develop, implement, and communicate "St. Mark's Catholic School Student Disciple" profile to the parish and community

3.2 Identify academic, spiritual and technological metrics for the betterment of a 'St. Mark's Catholic School Student Disciple' that can be used by students, faculty, and parents to improve student learning. Create a student expectations list with a rubric for success measurement.

FOCUS AREAS, GOALS, AND STRATEGIES (cont.)

Focus Area: Building and Enriching our School Community

Goal #4: St. Mark's Catholic School is a welcoming community focused on learning, where we grow in our faith, respect and value relationships, invite others to participate, and serve one another by sharing the love of Christ.

Matthew 18:20 "For where two or three gather in my name there am I with them."

Strategies:

- 4.1 Define the constructive and positive behaviors (culture) of a 'St. Mark's Catholic School Student Disciple', faculty, staff, and parents. Communicate these expected norms and enforce them through policy and reward them through positive recognition.
 - 4.1.1 Parish employee and school employee
 - 4.1.2 Parents, Students and Faculty/Staff
- 4.2 Empower parents to create and lead additional social events and service opportunities for students that meet the needs of the community and create occasions for building relationships, being mindful of the importance of fostering the relationships between parish and school employees, students, parents and staff.
- 4.3 Create a list of currently supported socials, family-building opportunities and youth activities that build community. Evaluate their efficacy toward meeting the needs of the school/parish connection.
- 4.4 Identify those parish ministries involved in internal outreach, needs they are addressing for school families and students, and identify those that can be modified to include the school family.
- 4.5 Further develop and implement additional community service options for students; recognize and reward students for the service they provide.

FOCUS AREAS, GOALS, AND STRATEGIES (cont.)

Focus Area: Professional and Spiritual Development

Goal #5: The faculty and staff work collaboratively with the principal and pastor to identify and achieve spiritual development, academic, technical, individual and learning goals.

Colossians 3:16 “Let the message of Christ dwell among you richly as you teach...”

Strategies:

- 5.1 Each faculty and staff member at St. Mark’s Catholic School will participate with the principal in the development of current professional job descriptions that consider academic content, behavioral management, leadership, and responsibility for ensuring academic excellence and delivery of the school strategic plan goals as well as an accreditation action plan.
- 5.2 School principal to determine and communicate content for weekly staff collaboration/development meetings which promote professional development and opportunities for clear communication of expectations for school faculty.
- 5.3 Under the direction of the Pastor, school spirituality committee and parish religious education staff, common standards for religious education and spiritual development of parish and students will be implemented
- 5.4 An annual schedule of professional development will be created for each faculty member, with input from the principal and the individual.
- 5.5 School Faculty and staff will engage in regularly scheduled retreats for spiritual development and renewal.

FOCUS AREAS, GOALS, AND STRATEGIES (cont.)

Focus Area: Financial, Organizational Effectiveness, and Facility Improvements

Goal #6: St. Mark's Catholic School leadership, including the Pastor, the Principal, and the School Board, focus on organizational effectiveness including fiscal responsibility and facility improvement.

Corinthians 15:58 "Therefore my beloved, be steadfast, immovable always excelling in the work of the Lord, because you know that in the Lord your labor is not in vain."

Strategies:

- 6.1 Each year prioritize elements of the strategic plan to generate an 'annual plan' for implementation and develop a corresponding operating budget
- 6.2 Review the qualitative and quantitative data in the Accreditation Report, the Organization Effectiveness Survey and the "Keep, Stop, Start" focus group feedback to identify organizational inefficiencies and facility improvements needed
- 6.3 Based upon the strategic plan; outline a capital plan to support programs and facilities.
- 6.4 Review organizational structure and conduct training and professional development to clarify organizational roles and responsibilities that will provide effective delivery of our Vision, Mission and Goals
- 6.5 Conduct a leadership training session for the School Board and the Principal on implementation, evaluation, and reporting on the Strategic Plan
- 6.6 Conduct a facility review and determine needs to support our 21st century learning environment.

FOCUS AREAS, GOALS, AND STRATEGIES (cont.)

Focus Area: Communication

Goal #7: St. Mark's Catholic School effectively informs families through the development and implementation of a clear communication plan.

Hebrews 10:24 "Rouse one another to love and good works."

Strategies:

- 7.1 Create a clear communication plan
 - 7.1.1 Develop an internal communication strategy for students, school and parish staff
 - 7.1.2 Develop an outbound communication strategy for parents, parishioners, and the general public.
- 7.2 Provide training for students, parents, faculty and staff, and Board in effective communication methods.
- 7.3 Clarify accountability and responsibility of all in the communication process. (educate and inform)
- 7.4 Develop and implement an 'education and awareness' communication process about St. Mark's School Strategic Plan for faculty and staff, students, parents and the Parish