



OBJECTIVE 1

StMCS will pursue ongoing religious formation for all, thereby continuously strengthening Catholic Identity

STRATEGY 1 - *ACHIEVED – No further reporting needed*

Social teachings will be more clearly reflected in our school climate, policies, and curriculum

	ACTION STEP 1	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
	<i>Create timeline for implementation of a stewardship model into curriculum</i>	Spring 2013	Staff, Cath. Id. Team	The Catholic Identity Team met in May with both priests to discuss needs for crafting this timeline. ²⁰¹²⁻¹³
	ACTION STEP 2 <i>Provide <u>additional</u> service learning opportunities for all learners (staff & students)</i>	School Year 2013-14	Student Council Cath. Id. Team, Members of Staff, Stake Holders	We added a seventh grade trip to Feed My Starving Children this year and ML also started a partnership with senior citizens, playing cribbage twice a month There were two new outreach efforts, 1 student-led and 1 staff-led to reach out to victims in the Boston bombings & Texas explosion and the OK tornadoes. Efforts in 2011-12 were continued. ²⁰¹²⁻¹³ Experiences were added across the grades and are now included in on-going planning by the Catholic Identity Team. ²⁰¹³⁻¹⁴

OBJECTIVE 1				
StMCS will pursue ongoing religious formation for all, thereby continuously strengthening Catholic Identity				
STRATEGY 2 - <i>ACHIEVED – No further reporting needed</i> Implement family life instruction in middle level grades				
	ACTION STEP 1 <i>Select resources</i>	TIMELINE 2010-11	RESPONSIBILITY Ad Hoc	PROGRESS REPORT Resources called "Purely You" were selected, purchased and implemented in 2011-12.
	ACTION STEP 2 <i>Determine parent involvement process</i>	Jan.-Feb. 2012	Ad Hoc Team, Teaching staff	Parent resources were purchased and given to all ML families. Parents attended a special meeting led by the author of the program.
	ACTION STEP 3 <i>Communicate decision making process and implementation timeline</i>	Late Feb. 2012	Administration, Staff, Ad Hoc	Parents received this communication at the parent only meeting in late March 2012. A Parent Meeting was held for 4-5 th grade parents on "Purely You" in March again. The program author was the presenter. ²⁰¹²⁻¹³
STRATEGY 3 Increase frequency of staff faith formation opportunities				
	ACTION STEP 1 <i>Ensure annual opportunity for Staff Retreat(s)</i>	TIMELINE Begin Aug. 2011	RESPONSIBILITY Priests, Cath. Id. Team, Administration	PROGRESS REPORT Fr. Meyers, our associate priest, led a full day staff retreat on August 31 and did two follow-up sessions during the school year. Fr. Jeremy Ploof, offered a small retreat upon the start of staff workshop, focusing on the "Year of Faith". Fr. Joe, our associate priest, led staff discussions and presentations. ²⁰¹²⁻¹³ Fr. Nathan LaLiberte led a mid-year staff retreat reflection. ²⁰¹³⁻¹⁴ Mr. John Bonham led a staff session and reflection on stewardship. ²⁰¹⁴⁻¹⁵
	ACTION STEP 2 <i>Use the IFG survey to support adult faith formation</i>	2012-13 2015-16	Cath. Id. Team, Principal	The Catholic Identity Team met and decided to move this timeline out. The obstacles were time and money. ²⁰¹²⁻¹³



OBJECTIVE 2

StMCS will meet the academic needs of all learners

STRATEGY 1 – *ACHIEVED – No further reporting needed*
Add 7-8th grade in 2011 and 2012

	ACTION STEP 1	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
	<i>Plan for schedule</i>	By fall 2011	5-7 Staff and Specialists	Middle level (ML) staff were paid to meet over the summer to do all program planning. The scheduling process was highly complex but we achieved the goal ahead of plan.
	ACTION STEP 2 <i>Plan for transportation</i>	By fall 2011	Bus company, School admin.	It was determined that parents of 7th grade students would need to provide their own transportation in year one.
	ACTION STEP 3 <i>Curriculum selection</i>	By fall 2011	5-7 Staff and Specialists	ML staff met over the summer months to review and select materials.
	ACTION STEP 4 <i>Plan for staffing</i>	By fall of 2011	Principal	The ML staff was determined by the principal following personal interviews with all staff members and charting many options. A PT dean of students was also identified for ML.
	ACTION STEP 5 <i>“Shared time” plans with STMA – band & choir</i>	By fall of 2011	5-7 Staff, school administration	The principal and the ML staff met with our local district officials and band instructors and agreed to onsite instruction for all band!
	ACTION STEP 6 <i>Plan for “Extras”: Dress code, lunch...</i>	By fall of 2011	5-7 Staff, Administration, Lunch crew	The principal, ML staff, para-professionals, office and kitchen staff, met in various groups to determine many policy, procedural, and “extra” things for ML.

	ACTION STEP 7 <i>Plan for report cards</i>	By fall of 2011	5-7 Staff, Administration	ML staff worked within their team and with the technology person to establish report format and timing.
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OBJECTIVE 2				
StMCS will meet the academic needs of all learners				
STRATEGY 2 - <i>ACHIEVED</i> – No further reporting needed				
Addition of Preschool in 2012				
	ACTION STEP 1 <i>Plan for schedule</i>	TIMELINE 2011, done by 2012	RESPONSIBILITY Preschool committee and staff	PROGRESS REPORT A preschool coordinator was hired in March 2012. In collaboration with the preschool ad hoc committee, three sessions were scheduled for year one. The Preschool opened on schedule with 50 students in fall 2012. ²⁰¹²⁻¹³
	ACTION STEP 2 <i>Curriculum selection</i>	Dec. 2011	Preschool committee, staff	The preschool coordinator conducted many site visits in April and May, reviewed materials samples and made a determination on the curriculum in early June.
	ACTION STEP 3 <i>Plan for staffing</i>	Dec. 2011	Principal	The preschool coordinator created a staffing plan and began hiring in April.
	ACTION STEP 4 <i>Plan for facilities, include logical drop off/pick-up transportation flow</i>	Jan-May 2012	Administration, Preschool committee	A new building was purchased in April. The preschool coordinator, principal, business administrator and maintenance coor. are working with contractors to complete a significant remodel by July 31.

OBJECTIVE 2**StMCS will meet the academic needs of all learners****STRATEGY 3****Increase differentiated instructional practices school-wide**

	ACTION STEP 1 <i>Staff development – differentiation</i>	TIMELINE 1 wkshp day/yr. beginning 2012-13	RESPONSIBILITY Curriculum Team, Tech Team and Staff	PROGRESS REPORT The staff did their own study and PLC sharing of differentiation methods using iPad technology in March 2013. ²⁰¹²⁻¹³ A representative group attended a workshop on addressing the needs of students with dyslexia, dysgraphia and dyscalculia. ²⁰¹³⁻¹⁴ “Smart but Scattered” DVD training was purchased for staff workshop. ²⁰¹³⁻¹⁴ Staff training continued in use of iPads to differentiate instruction. The focus was on use of the SAMR model. ²⁰¹⁴⁻¹⁵ Staff book study was launched at the end of the school year. Summer read is “Differentiated Instruction in the Regular Classroom” by Diane Heacox who will do training in August. ²⁰¹⁴⁻¹⁵
	ACTION STEP 2 <i>Utilize the Support Our Students Team (SOS) more fully</i>	Ongoing, monthly options	Assessment team and staff Support Specialist SpEd Team	The Assessment & Intervention Team began researching ways to better engage teachers in this process. They re-wrote the purpose of the SOS Team to better reflect teacher needs. RTI structures are in place for students with needs in the area of reading. SOS Team updated their portfolio process. ²⁰¹³⁻¹⁴ A newly added position, “Support Specialist” increased the communication between SpEd personnel and regular classroom teachers. Ideas for new SOS meeting format discussed for next year. ²⁰¹⁴⁻¹⁵

<p>ACTION STEP 3 <i>Create StMCS accommodation form for learners (eventually leading to 504 plans)</i></p>	<p>Jan-Feb 2012</p>	<p>Assessment team and principal</p>	<p>An initial draft was created by the ML reading specialist in collaboration with the principal. It was implemented for ML students in need. Revision points were noted and forms will be updated for 2012-13.</p> <p>Forms were updated and used. The principal and ML reading specialist attended further training on Section 504 in March.²⁰¹²⁻¹³</p> <p>Forms were further updated and used. The principal attended further training on Section 504 and collaborated with the district.²⁰¹³⁻¹⁴</p> <p>The principal and new support specialist attended training on Section 504.²⁰¹⁴⁻¹⁵</p> <p>The support specialist coordinated a training for staff with guest SpEd teachers who presented research-based intervention ideas and updated referral procedures.²⁰¹⁴⁻¹⁵</p>
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OBJECTIVE 2				
StMCS will meet the academic needs of all learners				
STRATEGY 4				
Strengthen data analysis work across grades				
	ACTION STEP 1	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
	Use SAT10 data to analyze curriculum and make decisions to increase student achievement	Yearly	Assessment and Curriculum teams	<p>The entire teaching team examines results together in January, notes trends, and devises plans to address issues.²⁰¹²⁻¹³</p> <p>While SAT10s are no longer our tool, teachers continue to use DIBELS data to drive instructional decisions.²⁰¹³⁻¹⁴</p> <p>MAP tests were implemented in spring of 2015. Teachers received introductory training on accessing, interpreting and using the data.²⁰¹⁴⁻¹⁵</p>
	Communicate student progress vertically and horizontally using portfolios	Start June 2011, ongoing with yearly updates	Assessment team and staff	<p>Student portfolios were implemented three years ago. Fall of 2011 was the first year teachers received them from previous grades. They found the format useful and user-friendly.²⁰¹²⁻¹³</p> <p>Portfolio contents collection was updated and improved based on teacher feedback.²⁰¹³⁻¹⁴</p> <p>Portfolio contents collection was updated with MAP results and fact sheet was improved based on teacher feedback.²⁰¹⁴⁻¹⁵</p>
STRATEGY 5				
Communicate student progress with a meaningful report card				
	ACTION STEP 1	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
	Staff Research/Structured Conversation	2013-14	Staff	<p>StMCS is switching to Cornerstone for our student information system in 2013-14. This prompted our first report card conversation. We will use a "hybrid" format for the initial year which has some traditional and some</p>

				standards-based elements to it. ²⁰¹²⁻¹³ Solid conversations around standards-based grading were led at fall workshop. New report card formats emerged thru first-time use of Cornerstone although we have not all begun using standards based. The entire ML Team attended a Rick Wormeli training. ²⁰¹³⁻¹⁴
	ACTION STEP 2 <i>Survey parents about report cards</i>	2013-14 2015	Staff	Parent surveys will be conducted as we learn more. ²⁰¹³⁻¹⁴
	ACTION STEP 3 <i>Study standards-based report cards</i>	2013-14	Staff	See action step 1. ²⁰¹³⁻¹⁴ New action steps will be created in 2015. ²⁰¹⁴⁻¹⁵

OBJECTIVE 3 <i>StMCS will identify and prioritize needs of the school campus necessary to accommodate current and future programs for the benefit of students.</i>				
STRATEGY 1 Maintain a safe, functional, and inviting learning facility				
	ACTION STEP 1 <i>Annually, inspect and project maintenance needs & costs</i> <i>Establish a Maintenance Repair Plan</i>	TIMELINE 2011-12 Annually	RESPONSIBILITY Maint. Team, Administration	PROGRESS REPORT The principal, maintenance director, and PBA did informal forecasting at budget time. A review of maintenance needs was done in conjunction with planning the summer calendar as well as the upcoming budget. ²⁰¹²⁻¹³
	ACTION STEP 2 <i>Establish a Maintenance Repair Plan</i>	By Jan. 2013 By Sept. 2013	Mike Bertek Maint. Team	A formal, long-term Maintenance Repair Plan is scheduled to be created by Jan. 2013. However, summer repair plans are now written and used as a planning and task completion tool. ²⁰¹¹⁻¹² A formal MRP has not been written by the Maintenance Director. New deadline is December 2013. Obstacle is time (we have 1 maintenance person for 6 buildings). ²⁰¹²⁻¹³ Maintenance was best managed via individual staff reports that were completed about each individual's space in summer of 2013. ²⁰¹³⁻¹⁴

	ACTION STEP 3 <i>Develop an annual review process for maintaining and updating the Crisis Management Plan</i>	2011-12, annually	Office team	The principal meets annually with the office team and law enforcement officials as needed to update the Crisis Mgmt Plan. <small>2012-13</small>
OBJECTIVE 3 StMCS will identify and prioritize needs of the school campus necessary to accommodate current and future programs for the benefit of students.				
STRATEGY 2 Develop a short-term and long-term plan for accommodating student capacity				
	ACTION STEP 1 <i>Develop school map/building layout for classroom placements</i>	TIMELINE May 2011 & Annually	RESPONSIBILITY School Staff	PROGRESS REPORT The principal has forecasted room assignments for the next five years while remaining open to change. <small>2012-13</small>
	ACTION STEP 2 <i>Addition of 7-8th grade</i>	2011-13	School Staff	New room assignments were made in May 2012 to accommodate the 8th grade class and ML teachers did some switching of rooms to better match locations & student schedules. <small>2011-12</small>
	ACTION STEP 3 <i>Addition of preschool</i>	2012-13	School Staff	The new building has two full-sized classrooms. We offer morning sessions only this year. This leaves room to grow. <small>2012-13</small>
	ACTION STEP 4 (Added Spring 2014) <i>Develop plan for addition of second section of each grades 7 and 8</i>	2014-15	Principal/Staff	In April, the principal and PBA pursued leasing of 2 classroom modular to accommodate the addition of another 7th grade class in 2014 and another 8th grade class in 2015. Not meeting with the approval of the City, a remodel project ensued. Space is being created by remodeling a portion of the former convent and linking it to the school building. This will be in the principal's letter in 2015. <small>2013-14</small> A building project took place which renovated space in the former convent for administration and the building was connected to the school with a 27-foot hallway, stairwell and ADA lift. <small>2014-15</small>

OBJECTIVE 3
StMCS will identify and prioritize needs of the school campus necessary to accommodate current and future programs for the benefit of students.

STRATEGY 3
Expand the school campus

	ACTION STEP 1	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
	<i>Acquire property at 100 E. Central for preschool and possible future library</i>	Jan. 2012	Administration	The building became ours on April 16, 2012.
	ACTION STEP 2 <i>Make better use of the former Parish Center (originally the convent)</i>	2012-13	School Staff	<p>The primary meeting room was given a mini-makeover this year to serve as a space for special education meetings. As our special ed services expand so does our use of space in the building.</p> <p>From Strategy 2, Step 4 above: In April, the principal and PBA pursued leasing of 2 classroom modular to accommodate the addition of another 7th grade class in 2014 and another 8th grade class in 2015. Not meeting with the approval of the City, a remodel project ensued. Space is being created by remodeling part of former convent & linking it to the school building. This will be in 2015 principal letter. ²⁰¹³⁻¹⁴</p> <p>Accomplished! Same as Strategy #2, Action Step #4 above. ²⁰¹⁴⁻¹⁵</p>
	ACTION STEP 3 <i>Revitalize process for new building planning</i>	2013-14	Administration	<p>A few informal meetings were held this spring to ignite thinking & excitement about a facility expansion on our church campus. ²⁰¹²⁻¹³</p> <p>We have entered a PHASE I agreement with a school architect to begin designing a new building on our church campus. All ministries took part in vision conversations. 2014-15 will</p>

				<p>be a year of meetings and we expect to create a new set of strategic actions related to this work in the coming year. ²⁰¹³⁻¹⁴</p> <p>In October 2014, our administrative team (pastor, assoc. priest, bus. admin., trustee, principal & dir. of faith formation) met with the school architect to review concept drawings for our dream education facility including a large social hall for the parish. The price tag was about \$25 million dollars and had a degree of sticker-shock for many. Only a handful of meetings were held over the course of the year to discuss next steps. The school remodel project combined with the extensive changes at the Archdiocesan level both had a slowing effect on this process. The team agrees on the need for moving forward and is committed to creating a strategy. ²⁰¹⁴⁻¹⁵</p>
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OBJECTIVE 4				
<i>StMCS will communicate its planning efforts, its successes and challenges to a broad constituency.</i>				
STRATEGY 1				
Communicate Strategic Planning progress in a timely, on-going fashion				
	ACTION STEP 1 <i>Post annual updates on school website</i>	TIMELINE 2011-12	RESPONSIBILITY Web Admin.	PROGRESS REPORT <i>(Results/Outcomes?)</i> Will be completed in summer 2012.
	ACTION STEP 2 <i>End of school year update in family folder</i>	2012-13	Principal	Principal Report given at the closing H & S Meeting and at the June Education Advisory Committee Meeting. ²⁰¹²⁻¹³
	ACTION STEP 3 <i>Create bulletin insert with updates</i>	2012-13	School Admin.	Articles were submitted to the church bulletin sporadically and highlighted accomplishments related to our SSP such as 8th grade and Preschool. ²⁰¹²⁻¹³

OBJECTIVE 4

StMCS will communicate its planning efforts, its successes and challenges to a broad constituency.

STRATEGY 2

Increase school visibility within and beyond our parish

ACTION STEP 1	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
<i>Refine marketing/communication plan</i>	By March 2012	PR/Mktg. Committee and Administration	<p>Changes were made to the plan. It is anticipated that it will need annual edits and revisions.</p> <p>A new sub-committee was formed and began tremendous work on a brand re-fresh along with an updated communication plan. ²⁰¹²⁻¹³</p>
ACTION STEP 2 <i>Communicate annually through alumni newsletter</i>	Begin 2012-13 Begin 2013-14	Alumni Assoc.	<p>This work was tabled to focus on above efforts and also to plan for working with our newest alumni group (8th grade graduates). ²⁰¹²⁻¹³</p> <p>Principal met with the 8th grade graduates of 1956, an active alumni group, to begin steps toward a newsletter. ²⁰¹³⁻¹⁴</p>
ACTION STEP 3 <i>Increase school visibility in parish bulletin & community publications</i>	2011-12	EAC - PR Comm. School staff	<p>We designated one staff member to regularly “feed” articles and photos to our local newspaper and patch.com of school events.</p>

OBJECTIVE 4

StMCS will communicate its planning efforts, its successes and challenges to a broad constituency.

STRATEGY 3

Develop long range plan for financing student education through stewardship and parish mission

ACTION STEP 1	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
<i>Build database of school families financial assistance needs</i>	2012	Parish Business Administrator	This database is building and was helpful in projecting budget needs for the year. <small>2012-13</small> This continues to be useful tool for our parish business administrator. <small>2014-15</small>
ACTION STEP 2 <i>Research financing opportunities for families</i>	2012-13	Parish Council, EAC Budget Committee	We applied for Aim Higher funding this year and received a small grant. <small>2012-13</small> We applied for Aim Higher funding this year and received a small grant. <small>2013-14</small> We applied for Aim Higher funding this year and received a small grant. We also received \$8,000 through the Schulze Family Foundation to assist families in need. <small>2014-15</small>
ACTION STEP 3 <i>Research policies, laws & standards for financial assistance</i>	2014-15	Parish Council, EAC Budget Committee	Our Parish Council has been dissolved and the advising entity for the pastor is now the Stewardship Council. They have not discussed this topic. <small>2014-15</small>

OBJECTIVE 4				
StMCS will communicate its planning efforts, its successes and challenges to a broad constituency.				
STRATEGY 4 Communicate vision for new facility to parish stakeholders				
	ACTION STEP 1 <i>Publish yearly update in parish monthly newsletter</i>	TIMELINE 2012	RESPONSIBILITY Leadership Team	PROGRESS REPORT Aside from Town Hall meetings, this action has not been taken. Principal shared update at annual gala event. <small>2013-14</small> The pastor hosted a town hall meeting about the potential sale of our Historic Church, likely a reality that would precede the building of a new facility. <small>2014-15</small>
	ACTION STEP 2 <i>Establish permanent location in church gathering space to display boards of new building</i>	2011-12	Home and School Assn.	Concept drawings were placed on easels in the gathering space of church following the Town Hall meetings in October. They often get moved so a more permanent wall space still needs to be established. A flat screen TV was added to the Gathering Space to display school info and events. <small>2012-13</small> A new set of prints from the architect will be displayed for constant review by Aug. 30. <small>2013-14</small>

We have been addressing objectives and strategies within this plan for four years. With the growth that we are experiencing, we need to re-visit and re-write items on our SSP for the next two years. That will begin to take place in August 2015.