



EVANSVILLE, INDIANA

STRATEGIC PLAN  
2016-2021

**2017-18 WORKING DOCUMENT**

*Our School Council held a retreat in September 2017 wherein we revised some goals, re-prioritized and attempted to set more specific action steps for this school year.*

## **MISSION STATEMENT**

Annunciation Catholic School is a ministry of our parish committed to serving our parish family and community through Catholic education. Our mission is to fully develop each student spiritually, academically, emotionally, and physically according to our Catholic faith in a safe and nurturing environment.

## 1-3 YEAR GOALS

### GOAL 1: HELP EACH CHILD DEVELOP A PERSONAL RELATIONSHIP WITH JESUS CHRIST

Annunciation Catholic School recognizes that as a ministry of the parish it has an important responsibility in helping our young people to come to know and follow Jesus Christ. We want to provide an environment where our children can develop their spiritual lives, feel comfortable asking difficult questions about their faith, and be given opportunities to take the next step in their relationship with Christ. It is our goal that every child that passes through our school will be shown the presence of Christ and will be encouraged to know Him more fully.

#### **OBJECTIVE 1: Improve the Catholic aesthetics of our school**

**Action Step 1:** Walk through each campus and assess the presence of Catholic symbols in every area of the school.

**Action Step 2:** Create a list of potential additions that would increase the expression of our Catholic faith.

**Action Step 3:** Be intentional about changing decorations during different liturgical seasons.

#### **OBJECTIVE 2: Offer a one-day retreat each year for each campus**

**Action Step 1:** Meet with principals, Evangelization Coordinator, teachers and other interested parties to create a plan.

**Action Step 2:** Set the date for the retreat for the 2017-18 school year.

**Action Step 3:** Invite homeschool families to join in the retreat.

#### **OBJECTIVE 3: Provide a variety of prayer opportunities that highlight the rich Catholic tradition of prayer**

**Action Step 1:** Prepare a schedule for Adoration of the Blessed Sacrament, Chaplet of Divine Mercy, Holy Rosary, Stations of the Cross and other season-specific prayer opportunities.

**Action Step 2:** Prior to each devotion, ensure that teachers and students are properly catechized to understand what they are entering into.

**Action Step 3:** Invite parishioners not involved in the school to join the students for these prayer opportunities.

#### **OBJECTIVE 4: Provide opportunities for service in the community**

**Action Step 1:** Principals and teachers will develop a plan for community service projects.

**Action Step 2:** We will connect each service opportunity with Catholic Social Teaching.

## GOAL 2: EMPOWER OUR SCHOOL COMMUNITY TO ACCOMPLISH OUR MISSION

Annunciation Catholic School recognizes that each staff member and each student brings with them a treasure of knowledge and experience. It is our desire that each staff member and student feels free to express their hopes and dreams for our school and is given the encouragement to work towards those dreams. By building on the unity described in our first goal, we hope that we can continue to foster an environment where everyone feels a sense of responsibility for living our school mission and giving back for what that have received. It is our desire that our parents, parishioners and other stakeholders will also recognize the crucial role they play in this ministry. This goal attempts to elaborate on how we will generate such a culture of collaboration.

### **OBJECTIVE 1: Do joint retreat and occasional meetings with faculty**

*Accomplished Spring 2017*

### **OBJECTIVE 2: Provide regular ways for students to accomplish the mission**

**Action Step 1:** Meet with teachers and students to determine the best way to facilitate such input.

**Action Step 2:** Solicit the feedback of the principals and School Council on the suggested method.

**Action Step 3:** Develop a strategy for announcing this initiative to the students so as to generate excitement.

**Action Step 4:** Find ways to reward students for taking the initiative to realize their dreams.

**Action Step 5:** Reassess the strategy used at the end of the school year and make any necessary adjustments.

### **OBJECTIVE 3: Provide regular ways for staff to accomplish the mission**

**Action Step 1:** Meet with teacher representatives and principals to determine the best way to facilitate such input.

**Action Step 2:** Present the idea to the faculty and staff for their input on the suggested method.

**Action Step 3:** Encourage faculty and staff to invest in this initiative by offering their suggestions.

**Action Step 4:** Reassess the strategy used at the end of the school year and make any necessary adjustments.

### **OBJECTIVE 4: Provide regular ways for parents to accomplish the mission**

**Action Step 1:** *Working towards action steps*

### **GOAL 3: CREATE A UNIFIED CULTURE BETWEEN OUR CAMPUSES**

Our goal of creating a unified culture for our two campuses stems from the belief that our students, faculty, staff, and families should grow together spiritually, academically, emotionally, and physically. It is pertinent that our two schools follow in a spirit of oneness as our two parishes become one family. Although we are two campuses, just as the mystical body of Christ, we are now one family of Annunciation Angels.

#### **OBJECTIVE 1: Implement Vision Statement: We grow through Christ**

**Action Step 1:** Contact PTO/PTA to discuss making vision statement visual through spirit wear and accessories

**Action Step 2:** Look for other opportunities to make “We grow through Christ” visible

#### **OBJECTIVE 2: Implement School Song**

**Action Step 1:** Contact Music Director to discuss roll out timeline to school

**Action Step 2:** Roll out to student body

**Action Step 3:** Introduce at next all school mass

**Action Step 4:** Incorporate during school programs

#### **OBJECTIVE 3: Create a sense of unity between the two student bodies**

**Action Step 1:** Combine PTO/PTA fundraisers where duplication

**Action Step 2:** Create activities after all school mass

**Action Step 3:** Mix seating during all school mass

**Action Step 4:** Combine Field Days

#### **OBJECTIVE 4: Create hashtag that becomes the watch-word for our school**

*Accomplished November 2016*

#AmazingAngels

#### **OBJECTIVE 5: Create unified handbook**

*Accomplished April 2017*

### **GOAL 4: IMPROVE THE PHYSICAL AND TECHNOLOGICAL INFRASTRUCTURE OF OUR SCHOOL CAMPUSES**

Annunciation Catholic School at the Christ the King and Holy Spirit campuses pride themselves on staying at the forefront of all computer science and internet-related

technologies. Our students will have access to the most current technological tools, and will graduate with the skills needed to navigate and thrive in the IT driven world. In keeping with the theme of being a leader in technology, our campuses will have modern signage, that will both reflect our technology focus, and will serve to better market our wonderful school to the public. As we need to foster all aspects of our students' academic lives, we will also place an emphasis on health and nature, and will utilize our outdoor space to create unique outdoor learning areas that will be visible to the public. Finally, to meet these ambitious goals, we will establish creative financial planning strategies so that we can continually improve and upgrade our facilities.

**OBJECTIVE 1: Create a technology plan for each campus**

**Action Step 1:** Generate a list of the current technology that exists at each campus, including computers and infrastructure equipment.

**Action Step 2:** Develop a plan for replacing old equipment.

**Action Step 3:** Put dollar amounts to these replacements.

**Action Step 4:** Consult the faculty each semester to ask about what other technology might benefit the learning of their students.

**Action Step 5:** Seek out grant opportunities to help fund upgrades.

**OBJECTIVE 2: Improve the curb appeal of both campuses**

*Accomplished February 2017*

**OBJECTIVE 3: Improve the use of facilities**

*Accomplished February 2017*

**3-5 YEAR GOALS:**

**GOAL 5: STRENGTHEN OUR CONNECTION TO THE LOCAL COMMUNITY**

**OBJECTIVE 1: Find ways to get local business leaders in our school**

**Action Step 1:** Generate a list of local business leaders from our parish.

**Action Step 2:** High one or two business leaders to assist us with this endeavor.

**Action Step 3:** Invite these business leaders to a meeting to discuss our desire for a stronger partnership.

**Action Step 4:** Develop a plan for better connecting business leaders to our school.

**Action Step 5:** Establish some long term goals and initiatives between our school and local business leaders in order to sustain these relationships.

**OBJECTIVE 2: Connect our students to local colleges**

**Action Step 1:** Establish contacts with the University of Evansville and the University of Southern Indiana.

**Action Step 2:** Meet with these contacts individually to discuss a possible partnership.

**Action Step 3:** Consider how our school graduates present at these universities might serve as ambassadors to our students.

**Action Step 4:** Establish a plan based on the needs of our students on how to help our students prepare for college now.

**Action Step 5:** Establish some long-term goals and initiatives between our school and University leaders in order to sustain these relationships.

**OBJECTIVE 3: Consider the possibility and impact of bussing for students**

**Action Step 1:** Generate and implement a survey to determine the need for bussing.

**Action Step 2:** If there is a need, determine the cost of providing bussing for our students.

**Action Step 3:** Decide if the cost is justified by the need.

**Action Step 4A:** If the cost is not justified by the need, then consider how other school bus routes might benefit our school children.

**Action Step 4B:** If the cost is justified by the need, discuss this possibility with the Catholic Schools Office and get their input on the best course of action.

**GOAL 6: BECOME A 4-STAR SCHOOL IN THE STATE OF INDIANA****OBJECTIVE 1: Improve our standardized test scores**

**1A: All students at Christ the King Campus from Kindergarten through 8th grade will demonstrate appropriate individual growth in Reading from the beginning of the school year assessment to the end of the year assessment.**

**Action Step 1:** Teachers will meet collaboratively throughout the school year to review data from the Star Reading assessments.

**Action Step 2:** Teachers will administer tests at least 5 times during the school year and record results in student data notebooks.

**Action Step 3:** Teachers will use this data to drive instruction and differentiate their lessons to meet the individual needs of each child.

**Action Step 4:** Professional development will be available for teachers on an as needed basis.

**1B: All students Kindergarten through 8th grade will demonstrate appropriate individual growth in Math from the beginning of the school year assessment to the end of the year assessment.**

**Action Step 1:** Teachers will meet collaboratively throughout the school year to review data from the Star Reading assessments.

**Action Step 2:** Teachers will administer tests at least 5 times during the school year and record results in student data notebooks.

**Action Step 3:** Teachers will use this data to drive instruction and differentiate their lessons to meet the individual needs of each child.

**Action Step 4:** Professional development will be available for teachers on an as needed basis.

**1C: Holy Spirit Students will increase mastery of non-fiction/informational text.**

**Action Step 1:** Holy Spirit Campus will provide professional development in teaching strategies, assessment implementation, AR 360 and using data to drive instruction for non-fiction/informational text for all faculty members.

**Action Step 2:** Teachers will encourage students in their efforts to grow this area.

**Action Step 3:** All teachers will be trained in AR 360.

**1D: Holy Spirit students will demonstrate growth in mathematical standards including Number Sense, Computation, Algebra & Functions, Geometry, Measurement, and Problem Solving.**

**Action Step 1:** Holy Spirit Campus will provide professional development in teaching strategies, assessment implementation, AR 360 and using data to drive instruction for these areas for all faculty members.

**Action Step 2:** Teachers will use Title I, Title II, and additional budget funds for Professional Development in this area.

**Action Step 3:** The STAR Math tool will be used as a marker for student growth in these areas.

**Action Step 4:** Students who are not growing will be given additional attention to advance in these areas.

**OBJECTIVE 2: Find ways to offer further support for students**

**Action Step 1:** Assess the needs of our students in the areas of academic life, spiritual life and family life.

**Action Step 2:** Work with priests, teachers, parents and other community experts to develop a plan to respond to those needs.

**Action Step 3:** Find ways to encourage students in small successes and to help them feel part of a larger family (see Objective 3 below for greater detail).



**Action Step 4:** Maintain relationships with students through high school and college.

**Action Step 4A:** Maintain a list of graduates and ensure one teacher or school council member is assigned to each student.

**Action 4B:** Develop a program for correspondence that is appropriate for each student's circumstances.

**OBJECTIVE 3: Celebrate the accomplishments of our students**

**Action Step 1:** Determine criteria for highlighting an "Angel of the Month" from each campus in our parish bulletin.

**Action Step 2:** Revamp Honor's Night to make it more elaborate and more of a celebration of student achievement.

**Action Step 3:** Have the Principal or Teacher Liaison identify one student per month that should be congratulated by our School Council for some achievement.

**Action Step 3a:** Have the School Council write a hand-written card and signed by the Council to be delivered to the student.

**Action Step 4:** Develop a method for sharing student accomplishments on Social Media.