

**(Objective 1) The school will continue to provide a comprehensive curriculum that meets students' needs.**

**(Strategy 1) Develop a K-12 educational management system for staff.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report - When and what happened?</b>
<b>(Action Step 1)</b> Identify and communicate the education management system to be utilized by K-12 staff.	April 2018	Administration; Curriculum Process Committee	2019-20 The Curriculum Process Committee and technology coordinator directed staff in google back up and syncing.
<b>(Action Step 2)</b> Schedule differentiated training sessions for staff.	April 2018-May 2019	Curriculum Director; Technology Teacher	2019-20 Training sessions on Google Suite and Google Classroom were offered February through May 2019.
<b>(Action Step 3)</b> Plan steps to implement the educational management system.	May 2018-August 2019	Administration; Curriculum Director	2019-20 All staff was required to shift to Google management to start the 2019-20 academic year.
<b>(Action Step 4)</b> Support the staff in making the transition to a uniform educational management system.	September 2019-ongoing	Administration; Technology Teacher; Curriculum Director; Trained Staff	2019-20 Google training sessions were offered by the technology teacher. Others teachers also demonstrated how they use Google in their classrooms.

**(Strategy 2) Develop a K-12 technology plan for students.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report - When and what happened?</b>
<b>(Action Step 1)</b> Identify what 21st century learners need for technology skills.	Winter 2019	Curriculum Departments; Teachers	2019-20 Department heads met to discuss technology use. Google is the focus moving forward.
<b>(Action Step 2)</b> Write a technology skills map for each grade level K-12.	March 2021	Administration; Curriculum Director	2020-21 Met in groups K-2, 3-5, 6-8, 9-12 and discussed/recorded the various technology skills covered and websites used.
<b>(Action Step 3)</b> Prioritize the gaps in technology skills that need to be addressed.	September 2021	Administration; Curriculum Director; Elementary Technology Teacher	2021-22 Using BOLD School source, we will be focusing on blending technology skills with instruction. Google is our learning management system (LMS).
<b>(Action Step 4)</b> Teach and implement the technology skills.	October 2021	Teachers	2021-22 BOLD School guides teachers with a technology topic each year. COVID pushed our teachers to learn and implement features of our learning management system (LMS), especially Google Suite and Google Classroom. Our students learned and effectively use Google Suite and Google Classroom.

**(Strategy 3) Create a long-term professional development plan.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report - When and what happened?</b>
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(Action Step 1) Identify areas for professional growth.	June 2019	Administration; Teachers	2019-20 Administration and curriculum director identified dyslexia training, Google training and BOLD school philosophy as areas for professional growth.
(Action Step 2) Develop a long-term vision for professional growth.	November 2019	Administration; Curriculum Director	2019-20 Google suite implementation will be a K-12 curriculum goal for 2019-20, 2020-21 and 2021-22 academic years.
(Action Step 3) Schedule time for teacher collaboration.	January 2020	Administration	2019-20 Faculty meetings have 15 minutes of professional reporting time.
<b>(Strategy 4) Develop and implement a K-12 written process of evaluating curriculum, instruction and assessment.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report - When and what happened?</b>
(Action Step 1) Develop a new job description for the transitional K-12 curriculum director that clarifies and validates responsibilities.	March 2019	Administration; Curriculum Director	2019-20 The job description was written by the administration with input from the curriculum director.
(Action Step 2) Develop a combined curriculum review cycle for K-12 that includes a plan for evaluating standards, curriculum and instruction.	August 2019	Administration; Curriculum Director; Curriculum Heads	2019-20 This was completed and shared with our faculty during workshop days. We met to create a vision as to what it should look like but did not create a calendar.
(Action Step 3) Develop a K-9 calendar for reviewing data from NWEA scores.	September 2020	Administration; Curriculum Director	2020-21 A calendar was developed with various steps, such as November: Teachers and students review tests. Curriculum changes are studied and data is reviewed. Report these changes to the whole school.
<b>(Strategy 5) Research and implement a phonics program for the entire grade school, including resource room.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report - When and what happened?</b>
(Action Step 1) Reach out to other professionals outside of our building seeking their expert advice for our need.	January 2022	Administration; Curriculum Director	2021-22 Connected with Riverbend Special Education District and Nancy Remmert-Educational Consultant Firm
(Action Step 2) Evaluate different programs that were suggested.	February 2022	Administration; Curriculum Director	2021-22 Different programs were presented and researched on their approach and effectiveness.
(Action Step 3) Determine what program fits the particular needs of our school based on skill level and what is being presented presently.	March 2022	Administration; Curriculum Director; Teachers	2021-22 The Sunday Phonics Program was selected to be used for the upcoming school year.
(Action Step 4) Have staff trained and go through modules on the program.	August 2022	Administration; Curriculum Director; Resource Room Teacher	
<b>(Strategy 6) Create an expanded learning program for elementary students covering topics typically not taught in the classroom.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report - When and what happened?</b>
(Action Step 1) Brainstorm ideas of what interesting topics students would engage in and would have educational value.	Spring 2022	Administration; Curriculum Director; Teachers	2021-22 Administration and faculty took time to initially present ideas for the program.

(Action Step 2) Research and pursue outside resources who could help present and provide equipment to offer programs.	Spring/Summer 2022	Administration; Curriculum Director; Teachers	2021-22 Began reaching out to contacts in the Spring of 2022 and will continue to do so.
(Action Step 3) Identify materials needed and purchase equipment for the program.	Summer/Fall 2022	Administration	
(Action Step 4) Implement the program to the elementary students.	School year of 2022 and 2023	Administration; Curriculum Director; Teachers	

**(Objective 2) The school will continue to provide a safe, secure, and healthy environment.**

**(Strategy 1) Install ventilation in the junior high science lab.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
(Action Step 1) Study OSHA requirements for ventilation.	April 2019	Administration; Maintenance Staff; Science Dept.	2019-20 Our head of maintenance reviewed the requirements from OSHA.
(Action Step 2) Obtain bids and determine the budget.	May 2019	Administration; Maintenance Staff	2019-20 Bids were received and it was decided to go with Feder Mechanical HVAC Wholesale.
(Action Step 3) Install ventilation system.	July 2019	Maintenance Staff; Resource person	2019-20 The system was installed at the beginning of August.

**(Strategy 2) Reconfigure phy ed storage room.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report - When and what happened?</b>
(Action Step 1) Evaluate safety of the space in the phy ed storage room.	December 2019	Administration; Maintenance Staff; Phy Ed Dept.	2019-20 This was found to be extremely dangerous and a potential for accidents. Ideas were tossed around.
(Action Step 2) Formulate the layout for usage of space.	December 2019	Administration; Maintenance Staff; Phy Ed Dept.	2019-20 We had the phy ed department, construction manager and maintenance staff present as we formulated a plan.
(Action Step 3) Obtain bids and determine the budget.	January 2020	Administration; Maintenance Staff	2019-20 The construction group, Starry Night, did this for free as they have a child in our school.
(Action Step 4) Remodel space.	February 2020	Maintenance Staff; Resource person	2019-20 The carpenters had time during winter and completed this in February.

**(Strategy 3) Create an outdoor classroom for students.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report - When and what happened?</b>
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(Action Step 1) Identify a space that could be used for an outdoor classroom on our campus.	Spring 2022	Administration; Committee	2021-22 The area between our school and gym was decided on as the space to be used.
(Action Step 2) Create a masterplan of what that area will look like and be used for.	Summer 2022	Administration; Committee	
(Action Step 3) Determine the materials and items needed for construction and development of the classroom.	Summer/Fall 2022	Administration; Committee; Grounds and Maintenance	
(Action Step 4) Build the outdoor classroom.	Fall 2022 and Spring 2023	Grounds and Maintenance	

(Objective 3) **St. Mary's School will provide leadership for students, staff, parents, and stakeholders.**

(Strategy 1) **Develop a technology infrastructure plan.**

	Timeline	Responsibility	Progress Report - <i>When and what happened?</i>
(Action Step 1) Have a knowledgeable technology resource person study our technology infrastructure.	April 2019	Administration; Technology Teacher; Resource person	2019-20 Our technology technician had two companies evaluate our infrastructure and asked for our input as to the needs we have.
(Action Step 2) Share findings and develop a plan which includes budget.	October 2019	Administration; Technology Teacher; Resource person	2019-20 A rep from both companies came and presented their plans. The cost was \$96,000.
(Action Step 3) Prioritize what needs to be done based on resources (money and people)	August 2019- August 2021	Administration; Technology Teacher; Resource person	2019-20 We were blessed! Enough money was raised and donated to complete this project starting in June 2020.

(Strategy 2) **Provide orientation for new families and students.**

	Timeline	Responsibility	Progress Report - <i>When and what happened?</i>
(Action Step 1) Form a committee.	April 2021 November 2021	Booster; Administration; Elem and High School Teacher	2021-22 We formed a committee.
(Action Step 2) Decide what orientation should look like and what should be covered.	May 2021 February 2022	Booster; Administration; Elem and High School Teacher	2021-22 The committee met and brainstormed ideas of orientation for new families and students. Members prioritized and submitted ideas to help direct the plan
(Action Step 3) Implement the plan.	August 2021 August 2022	Booster; Administration; Elem and High School Teacher	

(Objective 4) **St. Mary's will continue to use its mission and philosophy statements to give direction for ways to live out and pass on the Catholic faith.**

**(Strategy 1) Re-evaluate and rewrite the Mission Statement to include ways to form intentional disciples.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report - <i>When and what happened?</i></b>
<b>(Action Step 1)</b> Form a committee to develop the first draft.	January 2021	Administration; Superintendent; Religion Dept Head; Elem and High School Teacher; E&C Chair	2020-21 The committee met and stated our goal, purpose and guidelines for writing a Mission Statement.
<b>(Action Step 2)</b> Solicit feedback from stakeholders.	March 2021	Administration; Superintendent; Religion Dept Head; Elem and High School Teacher; E&C Chair	2020-21 At our faculty meetings and E&C meeting, we asked for feedback as to what stakeholders and teachers want in our Mission Statement.
<b>(Action Step 3)</b> Amend proposed Mission Statement based on feedback.	April 2021	Administration; Superintendent; Religion Dept Head; Elementary and High School Teacher Reps; E&C Chair	2020-21 We rewrote the Mission Statement based on feedback by our stakeholders, teachers, and notes from our past self study for accreditation.
<b>(Action Step 4)</b> Present proposed Mission Statement to E&C Committee and staff.	May 2021	Administration; Superintendent; Religion Dept Head; Elem and High School Teacher; E&C Chair	2020-21 We presented the Mission Statement and they asked for one revision, which was made. We returned to our stakeholders and teachers for approval.
<b>(Action Step 5)</b> Amend any changes, if needed, and present to E&C, staff and Administrative Council.	June 2021 May 2021	Administration; Superintendent; Religion Dept Head; Elem and High School Teacher; E&C Chair	2020-21 We once again presented to the E&C and Administrative Council, who approved our new Mission Statement.
<b>(Action Step 6)</b> Make changes on publications reflecting the new Mission Statement.	July 2021	Administration; Superintendent; Religion Dept Head; Elem and High School Teacher; E&C Chair	2021-22 Throughout the year we have made changes to our publications adding the new mission statement.
<b>(Action Step 7)</b> Review our Philosophy Statement.	October 2021	Administration; Superintendent; Religion Dept Head; Elem and High School Teacher; E&C Chair	2021-22 A committee reviewed and proposed changes to our Philosophy Statement.

(Action Step 8) Share the revised Philosophy Statement with teachers, stakeholders, E&C and Administrative Council	January 2022	Administration; Superintendent; Religion Dept Head; Elem and High School Teacher; E&C Chair	2021-22 Shared the proposed Philosophy Statement with teachers, stakeholders, and boards. From their feedback made revisions and finalized Philosophy Statement.
(Action Step 9) Make changes on publications reflecting the new Philosophy Statement.	March 2022	Administration; Superintendent; Religion Dept Head; Elem and High School Teacher; E&C Chair	2021-22 We have and will continue to makes changes to publications with the new Philosophy Statement.
<b>(Strategy 2) Explore faith-based values in careers throughout K-12.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report - <i>When and what happened?</i></b>
(Action Step 1) Discuss and write the purpose of this initiative.	January 2020	Administration; Elem and High School Curriculum Heads	2019-20 We sat down to discuss our purpose. We wanted community members who come in for careers or Junior Achievement to explain how they live out their faith in their job or how their faith has impacted decisions they have made in their jobs. We want our students to realize faith is needed all of the time and is not something just in religion class. Due to the COVID-19 outbreak we were unable to complete this and adjusted the timeline.
(Action Step 2) Write a description of what we want professionals to cover.	November 2020	Administration; Elem and High School Curriculum Heads	2020-21 Two questions were presented to the professionals. They were "How is faith present in your life?" and "How is religion a part of your career?"
(Action Step 3) Brainstorm on local community members to visit with students.	May 2021	Administration; Elem and High School Curriculum Heads and Teachers	2020-21 Due to COVID we couldn't have people visit the classrooms but we have our list of community members.
(Action Step 4) Implement the plan.	September 2021	Administration; Elem and High School Curriculum Heads and Teachers	2021-22 Junior Achievement and Enrichment volunteers spoke about faith in his/her career.