

SCHOOL STRATEGIC PLAN

(OBJECTIVE 1) NATIVITY OF OUR LORD SCHOOL WILL EXPLORE NEW OPPORTUNITES TO ADDRESS THE VARIED LEARNING STYLES AND ABILITIES OF OUR STUDENTS.

(STRATEGY 1) REVIEW OPTIONS FOR INCREASING LEARNING RESOURCES AVAILABLE BEYOND NATIVITY SCHOOL

	Timeline	Responsibility	Progress Report
(Action Step 1) Contract with Occupational Therapy	2016-17	Administration	
company for on-site support for students with fine motor and sensory issues		AST Team	
(Action Step 2) Explore access to Title I learning	2016-2018	Assistant Principal	
support through St. Paul Public Schools for learners struggling to meet grade level expectations		AST team	
oxpositation:			
(Action Step 3) Create an ongoing relationship with	2016-2018	Assistant Principal	
our Catholic High Schools to offer after school tutoring support for Nativity students		AST Team	
		High School Leadership	
(Action Step 4) Seek partnerships with education departments at local universities to offer learning opportunities for students struggling to meet the learning standards at Nativity School	2017-2018	Principal	

(STRATEGY 2) EXPAND CURRICULUM TO INCLUDE OPTIONS THAT ARE BETTER ALGINED WITH STRUGGLING LEARNERS

	Timeline	Responsibility	Progress Report
(Action Step 1) Offer pilot transition math and ELA	2016-2018	Administration	
small group replacement curriculum for struggling learners in the middle school		AST Team	
		Middle School teachers	
		teachers	

© MSM 2015

(Action Step 2) Expand Read Naturally access to broader range of learners	2016-2018	AST Team	
(Action Step 3) Form a committee to review online	2017-2018	Assistant Principal	
resources to support study skills and test taking strategies		Technology teachers	
		AST team	
		Education Committee	
		Committee	

(STRATEGY 3) UTILIZE BEST PRACTICE STRATEGIES REGARDING ASSESSMENT AND DATA ANALYSIS TO INCREASE **LEARNER PERFORMANCE** Timeline Responsibility **Progress Report** 2016-2018 (Action Step 1) Offer training in data analysis of **Assistant Principal** NWEA MAP Teachers (Action Step 2) Dedicate time for staff development 2016-2018 **Assistant Principal** to use the learning continuum to create learning Teachers plans to improve individual student growth (Action Step 3) Create a tool to consolidate all **Teacher Team** 2017-2019 student assessment data to provide a Administrators comprehensive student learner profile

OBJECTIVE 2: NATIVITY OF OUR LORD SCHOOL WILL PROVIDE A SAFE, FUNCTIONAL LEARNING ENVIRONMENT THAT MEETS THE SOCIAL AND EMOTIONAL NEEDS OF STUDENTS.

(STRATEGY 1) EXPLORE WAYS TO ADDRESS THE SOCIAL AND EMOTIONAL NEEDS OF NATIVITY STUDENTS

	Timeline	Responsibility	Progress Report
(Action Step 1) Investigate programs and materials	2017-2018	Counselor	
offered through the St. Paul Public School counselor		Administration	
		Psychologist	
		Teacher Committee	
(Action Step 2) Provide teaching staff with on-going	2016-2018	Administration	
training related to anxiety and depression in children and adolescents		Psychologist	
		Counselor	
(Action Step 3) Form a committee to explore	2017-2018	Teacher Committee	
assemblies and speakers to address mental health issues in students		Administration	

(STRATEGY 2) EXPAND OPPORTUNITIES TO DEVELOP PERSEVERANCE IN NATIVITY STUDENTS

	Timeline	Responsibility	Progress Report
(Action Step 1) Provide ongoing training with Search Institute regarding implementation of REACH pilot program	2016-2017	Assistant Principal Core Teacher Team	
(Action Step 2) Expand REACH initiatives to K-4 and 7 th and 8 th grades	2017-2018	Core teacher Team Assistant Principal Classroom Teachers	
(Action Step 3) Provide all teachers with training regarding growth mindset and perseverance	2017-2018	Assistant Principal Counselor Classroom Teachers	

	Timeline	Responsibility	Progress Report
(Action Step 1) Investigate leadership education for lower grades	2018-2019	Teacher Committee	
(Action Step 2) Expand presence and impact of STAAR Team	2016-2018	STAAR Advisor STAAR Team	
(Action Step 3) Expand opportunities for leadership of Student Council	2016-2018	Advisor Student Council	
(Action Step 4) Form committee to explore how to broaden the impact of the Family Service Morning Lenten program	2017-2018	Assistant Principal Family Service Morning Chair Parish Leadership Parent Volunteers	
(STRATEGY 4) EXPAND PARENT EDUCATION ACADEMIC NEEDS		TO SUPPORT ST	UDENTS WITH HEIGHTENED SOCIAL / EMOTIONAL / OR
	ON OF HOW	TO SUPPORT ST	UDENTS WITH HEIGHTENED SOCIAL / EMOTIONAL / OR Progress Report
(Action Step 1) Create committee to find speakers to present parent workshops/speaker series for helping develop coping skills, impact of sensory	Timeline	Responsibility Principal	

OBJECTIVE 3: NATIVITY WILL ENSURE THE VIABILITY/STABILITY OF THE SCHOOL THROUGH FINANCIAL PLANNING, DEVELOPMENT AND MARKETING INTIATIVES

(STRATEGY 1) CREATE A MORE COMPREHENSIVE MARKETING PLAN FOCUSED ON RECRUITMENT AND RETENTION OF STUDENTS

	Timeline	Responsibility	Progress Report
(Action Step 1) Expand Current Marketing Plan to include social media outlets	2016-2018	Admissions Coordinator	
		Administrators	
		Marketing Committee	
(Action Step 2) Develop a long range enrollment plan	2016-2020	Admissions Coordinator	
		Administration	
		Marketing Committee	
(Action Step 3) Focus Marketing Committee objectives to include preschool program offerings	2016-2017	Admissions Coordinator	
		Administration	
		Marketing Committee	
		Preschool Directors	
(Action Step 4) Explore the use of PreciouStatus to	2016-2018	Administration	
efficiently promote communication with parents		Marketing Committee	
		Preschool Directors	

(STRATEGY 2) EXPLORE LONG RANGE DE	BT RESTR	UCTURE	
	Timeline	Responsibility	Progress Report
(Action Step 1) Work with joint committee to negotiate terms of the debt restructure	2016-2017	Principal	
		Parish Admin	
		Pastor	
		Finance Council Chair	
(Action Step 2) Have school finance committee create protocols for increasing debt reduction	2017-2018	School Finance Committee	
resources		Administration	
		SAC Chair	
(STRATEGY 3) DEVELOP STRATEGIES TO I	MEET THE E	EVER-GROWING S	CHOLARSHIP NEEDS
(OTRAILED OF DEVELOT OTTO TESTED TO	******		
	Timeline		
(Action Step 1) SAC committee will explore ways to	Timeline 2017-2018	Responsibility SAC committee	Progress Report
expand giving opportunities to the Scholarship		Responsibility	
expand giving opportunities to the Scholarship Fund (Action Step 2) Develop and implement a plan for		Responsibility SAC committee	
expand giving opportunities to the Scholarship Fund (Action Step 2) Develop and implement a plan for an endowment fund restricted to scholarships on	2017-2018	Responsibility SAC committee Administration	
expand giving opportunities to the Scholarship Fund (Action Step 2) Develop and implement a plan for an endowment fund restricted to scholarships on	2017-2018	Responsibility SAC committee Administration Administrators	
expand giving opportunities to the Scholarship Fund	2017-2018	Responsibility SAC committee Administration Administrators Parish Admin	
expand giving opportunities to the Scholarship Fund (Action Step 2) Develop and implement a plan for an endowment fund restricted to scholarships on	2017-2018	Responsibility SAC committee Administration Administrators Parish Admin Pastor	
expand giving opportunities to the Scholarship Fund (Action Step 2) Develop and implement a plan for an endowment fund restricted to scholarships on	2017-2018	Responsibility SAC committee Administration Administrators Parish Admin Pastor SAC Finance Council	
expand giving opportunities to the Scholarship Fund (Action Step 2) Develop and implement a plan for an endowment fund restricted to scholarships on	2017-2018	Responsibility SAC committee Administration Administrators Parish Admin Pastor SAC Finance Council Chair Endowment	

(Action Step 3) Consult with leadership for County Fair to consider making Scholarship a permanent component of Fund-a-Need	2017-2018	Administration Fair Leadership Pastor	
(Action Step 4) Explore and evaluate current and future fundraising events (i.e. Fund-a-Need)	2017-2019	Administrators Budget Committee	
(Action Step 5) Educate and expand constituents regarding protocols and impact of corporate matching opportunities	2016-2019	Administrators School Finance Committee	

OBJECTIVE 4: NATIVITY WILL DEVELOP COLLABORATIVE LEARNING EXPERIENCES THAT PROMOTE INNOVATIVE, CREATIVE AND CRITICAL THINKING

(STRATEGY 1) NATIVITY WILL USE TECHNOLOGY TO EFECTIVELY SUPPORT INSTRUCTIONAL PRACTICES AND STUDENT LEARNING.

	Timeline	Responsibility	Progress Report
(Action Step 1) Have tech committee explore best practice in technology education	2016-2018	Tech Committee Tech Teachers	
(Action Step 2) Create a projected budget for technology needs for the next five years	2016-2017	Tech Committee School Finance Committee Tech Teachers Men's Club	
(Action Step 3) Continue to provide teachers with training in technology integration into their curriculum	2016-2020	Tech Teachers Classroom Teachers	
(Action Step 4) Evaluate the effectiveness and need for iPads, Chromebooks, and permanent labs to support the learning objectives and standards	2017-2019	Administration Teacher Committee Tech Teachers	

(STRATEGY 2 NATIVITY WILL DESIGN A COMPREHENSIVE, COLLABORATIVE, AND CREATIVE EDUCATIONAL PLAN TO SUPPORT THE EXISTING CURRICULUM (STEAM)

	Timeline	Responsibility	Progress Report
(Action Step 1) Form a core team to explore	2016-17	Assistant Principal	
curricular and extracurricular learning experiences		CLL Coordinator	
		Tech teachers	
		Tech committee	

(Action Step 2) Create goals and objectives for transforming the use of technology through integration into overall curriculum	2017-18	CLL Coordinator Core Teachers	
(Action Step 3) Create a STEAM based Fair to build enthusiasm for hands-on learning opportunities	2016-2017	CLL Coordinator Administration Core Teachers	
(Action Step 4) Create mobile learning carts with ready made creative learning opportunities for students in science, technology, engineering, arts, and mathematics	2016-2018	CLL Coordinator Administration Core Teachers	
(Action Step 5) Evaluate and explore creative arts learning opportunities for after school programming (mural club, etc.)	2017-2018	CLL Coordinator SAC Education Committee	
(STRATEGY 3) EXPAND TECHNOLOGY BAS	ED EXTRAC	URRICULAR OPP	ORTUNTIES FOR STUDENTS OF ALL AGES
	Timeline	Responsibility	Progress Report
(Action Step 1) Create multi-tiered coding clubs	2015-17	CLL Coordinator	

	Timeline	Responsibility	Progress Report
(Action Step 1) Create multi-tiered coding clubs and camp opportunities in after school and summer programs	2015-17	CLL Coordinator	
		Tech Committee	
		Parent Volunteers	
(Action Step 2) Create competitive robotics teams at the middle school level (FTC Challenge)	2016-17	CLL Coordinator	
		Parent Volunteers	
(Action Step 3) Create intramural robotics opportunities for intermediate students	2016-17	CLL Coordinator	
		Parent Volunteers	
(Action Step 4) Explore engineering programs for primary and intermediate students	2017-18	CLL Coordinator	
		Tech Teachers	
		Tech Committee	

OBJECTIVE 5: NATIVITY OF OUR LORD'S FACILITIES AND GROUNDS WILL BE EFFICIENTLY OPERATED, MAINTAINED, AND UPGRADED TO SUPPORT THE MISSION OF THE SCHOOL AND EDUCATION OF ITS STUDENTS

(STRATEGY 1) CREATE AND IMPLEMENT A 25-YEAR CAPITAL PROJECT PLAN AND BUDGET

	Timeline	Responsibility	Progress Report
(Action Step 1) Gather information and understanding of facility and grounds assets to	2016-2018	Maintenance Director	
properly categorize capital items into defined groups		Administrators	
		Facilities Committee	
(Action Step 2) Determine remaining life expectancy of capital assets	Summer	Maintenance Director	
expectancy of capital assets	2018	Director	
		Facilities Committee	
(Action Step 3) Create a capital project budget	Summer	Maintenance	
based on estimates of replacement cost of capital assets at their end of life	2018	Director	
assets at their end of file		Facilities Committee	
(Action Step 4) Deliver capital budget recommendation to School Finance Committee	2018-2019	Maintenance Director	
for review and implementation into the budgeting process		Administrators	
(Action Step 5) Implement a yearly review and	2018-2019	Administrators	
submittal of the capital project plan with a fully updated capital project plan and budget developed every 5 years		Maintenance Director	

(STRATEGY 2) CREATE AND IMPLEMENT A MAINTENANCE WORK ORDER PROCESS THAT INCLUDES PREVENTATIVE MAINTENANCE, ROUTINE MAINTENANCE, SPECIAL PROJECTS, AND EMERGENCY REPAIR GUIDELINES.

	Timeline	Responsibility	Progress Report
(Action Step 1) Develop a work order management system	2016-17	Administrators	
		Maintenance Director	
		Facilities Committee	

(Action Step 2) Communicate a work order management procedure to all stakeholders so that resources are efficiently directed based on the need of the organization and the amount of staff available	2016-17	Administrators Maintenance Director	
(Action Step 3) Create a list of all preventative or routine maintenance tasks including the staff time estimated to complete the task and the interval of the task based on manufacturers recommendations and add to daily staff task assignments	2017-2018	Maintenance Director	
(Action Step 4) Implement the work order management system	2017-2018	Maintenance Director	

(STRATEGY 3) RESEARCH WAYS TO BECOME MORE EFFICIENT AS A FACILITY THROUGH REDUCTION IN UTILITIES, POLICY AND PROCEDURE UPDATES, PURCHASING, AND BETTER UTILIZING MAINTENANCE STAFF

	Timeline	Responsibility	Progress Report
(Action Step 1) Determine purchasing procedures and look for ways to gain price reductions through partnerships with other entities or programs	2016-17	Administrators Maintenance Director	
(Action Step 2) Review school policies to determine if changes are needed that would help reduce expenses (e.g. HVAC Temperature Sets, lighting control, product use, etc.)	2017-18	Maintenance Director Administrators	
(Action Step 3) Explore opportunities for programs and/or grants that could bring resources to the school to reduce expenses.	2017-18	Maintenance Director Administrators	