



# 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**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Contract with Occupational Therapy company for on-site support for students with fine motor and sensory issues	2016-2017	<b>Administration</b> AST Team	
<b>(Action Step 2)</b> Explore access to Title I learning support through St. Paul Public Schools for learners struggling to meet grade level expectations	2018-2019	<b>Assistant Principal</b> AST team	
<b>(Action Step 3)</b> Create an ongoing relationship with our Catholic High Schools to offer after school tutoring support for Nativity students	2018-2019	<b>Assistant Principal</b> AST Team High School Leadership	

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

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Offer pilot transition math and ELA small group replacement curriculum for struggling learners in the middle school	2016-2018	<b>Administration</b> AST Team Middle School teachers	
<b>(Action Step 2)</b> Expand Read Naturally access to broader range of learners	2016-2018	<b>AST Team</b>	
<b>(Action Step 3)</b> Form a committee to review online resources to support study skills and test taking strategies	2017-2018	Assistant Principal Technology teachers AST team	

		Education Committee	
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**(STRATEGY 3) UTILIZE BEST PRACTICE STRATEGIES REGARDING ASSESSMENT AND DATA ANALYSIS TO INCREASE LEARNER PERFORMANCE**

	Timeline	Responsibility	Progress Report
<b>(Action Step 1)</b> Offer training in data analysis of NWEA MAP	2016-2019	<b>Assistant Principal</b> Teachers	
<b>(Action Step 2)</b> Dedicate time for staff development to use the learning continuum to create learning plans to improve individual student growth	2016-2019	<b>Assistant Principal</b> Teachers	
<b>(Action Step 3)</b> Create a tool to consolidate all student assessment data to provide a comprehensive student learner profile	2017-2018	<b>Teacher Team</b> Administrators	

**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
<b>(Action Step 1)</b> Investigate programs and materials offered through the St. Paul Public School counselor	2017-2019	<b>Counselor</b> Administration Psychologist Teacher Committee	
<b>(Action Step 2)</b> Provide teaching staff with on-going training related to anxiety and depression in children and adolescents	2016-2020	<b>Administration</b> Psychologist Counselor	
<b>(Action Step 3)</b> Form a committee to explore assemblies and speakers to address mental health issues in students	2017-2018	<b>Teacher Committee</b> Administration	

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

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Provide ongoing training with Search Institute regarding implementation of REACH pilot program	2016-2017	<b>Assistant Principal</b> Core Teacher Team	
<b>(Action Step 2)</b> Expand REACH initiatives to 3-4 and 7 <sup>th</sup> and 8 <sup>th</sup> grades	2017-2019	<b>Core teacher Team</b> Assistant Principal Classroom Teachers	
<b>(Action Step 3)</b> Provide all teachers with training regarding growth mindset and perseverance	2017-2018	<b>Assistant Principal</b> Counselor Classroom Teachers	

**(STRATEGY 3) PROMOTE LEADERSHIP DEVELOPMENT AND A SERVICE MINDSET IN STUDENTS OF ALL AGES**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Investigate leadership education for lower grades	2018-2019	<b>Teacher Committee</b>	
<b>(Action Step 2)</b> Expand presence and impact of STAAR Team	2016-2018	<b>STAAR Advisor</b> STAAR Team	
<b>(Action Step 3)</b> Expand opportunities for leadership of Student Council	2018-2019	<b>Advisor</b> Student Council	
<b>(Action Step 4)</b> Form committee to explore how to broaden the impact of the Family Service Morning Lenten program	2017-2018	<b>Assistant Principal</b> <b>Family Service Morning Chair</b> Parish Leadership Parent Volunteers	

**(STRATEGY 4) EXPAND PARENT EDUCATION OF HOW TO SUPPORT STUDENTS WITH HEIGHTENED SOCIAL / EMOTIONAL / OR ACADEMIC NEEDS**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Create committee to find speakers to present parent workshops/speaker series for helping develop coping skills, impact of sensory integration/emotional regulation issues	2016-2018	<b>Principal</b> Teacher Committee	
<b>(Action Step 2)</b> Develop parent support opportunities for parents with children with high anxiety and depression (speakers, support groups, etc.)	2017-2019	<b>Principal</b> Counselor Parent Core Team	
<b>(Action Step 3)</b> Explore creating parent network for parents with children receiving AST services	2017-2018	<b>Principal</b> Counselor Parent Core Team	

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

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

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Expand Current Marketing Plan to include social media outlets	2016-2018	<b>Admissions Coordinator</b> Administrators Marketing Committee	
<b>(Action Step 2)</b> Develop a long range enrollment plan	2016-2020	<b>Admissions Coordinator</b> <b>Administration</b> Marketing Committee	

(Action Step 3) Focus Marketing Committee objectives to include preschool program offerings	2016-2017	<b>Admissions Coordinator</b> Administration Marketing Committee Preschool Directors	
(Action Step 4) Explore the use of PreciouStatus to efficiently promote communication with parents	2016-2018	<b>Administration</b> Marketing Committee Preschool Directors	

**(STRATEGY 2) EXPLORE LONG RANGE DEBT RESTRUCTURE**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
(Action Step 1) Work with joint committee to negotiate terms of the debt restructure	2016-2017	<b>Principal</b> Parish Admin Pastor Finance Council Chair	
(Action Step 2) Have school finance committee create protocols for increasing debt reduction resources	2017-2019	<b>School Finance Committee</b> Administration SAC Chair	

**(STRATEGY 3) DEVELOP STRATEGIES TO MEET THE EVER-GROWING SCHOLARSHIP NEEDS**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
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(Action Step 1) SAC committee will explore ways to expand giving opportunities to the Scholarship Fund	2017-2019	<b>SAC committee</b> Administration	
(Action Step 2) Develop and implement a plan for an endowment fund restricted to scholarships on a long range basis	2016-2019	<b>Administrators</b> Parish Admin Pastor SAC Finance Council Chair Endowment Committee Dir. of Development	
(Action Step 3) Consult with leadership for County Fair to consider making Scholarship a permanent component of Fund-a-Need	2017-2018	<b>Administration</b> Fair Leadership Pastor	
(Action Step 4) Explore and evaluate current and future fundraising events (i.e. Fund-a-Need)	2017-2019	<b>Administrators</b> Budget Committee	
(Action Step 5) Educate and expand constituents regarding protocols and impact of corporate matching opportunities	2016-2019	Administrators <b>School Finance Committee</b>	

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

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

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

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

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

<b>(Action Step 2)</b> Create goals and objectives for transforming the use of technology through integration into overall curriculum	2017-19	<b>CLL Coordinator</b> Core Teachers	
<b>(Action Step 3)</b> Create a STEAM based Fair to build enthusiasm for hands-on learning opportunities	2017-2018	<b>CLL Coordinator</b> Administration Core Teachers	
<b>(Action Step 4)</b> Create mobile learning carts with ready made creative learning opportunities for students in science, technology, engineering, arts, and mathematics	2016-2018	<b>CLL Coordinator</b> Administration Core Teachers	
<b>(Action Step 5)</b> Evaluate and explore creative arts learning opportunities for after school programming (mural club, etc.)	2016-2019	<b>CLL Coordinator</b> SAC Education Committee	

**(STRATEGY 3) EXPAND TECHNOLOGY BASED EXTRACURRICULAR OPPORTUNITIES FOR STUDENTS OF ALL AGES**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Create multi-tiered coding clubs and camp opportunities in after school and summer programs	2015-17	<b>CLL Coordinator</b> Tech Committee Parent Volunteers	
<b>(Action Step 2)</b> Create competitive robotics teams at the middle school level (FTC Challenge)	2016-18	<b>CLL Coordinator</b> Parent Volunteers	
<b>(Action Step 3)</b> Create intramural robotics opportunities for intermediate students	2016-18	<b>CLL Coordinator</b> Parent Volunteers	
<b>(Action Step 4)</b> Explore engineering programs for primary and intermediate students	2017-19	<b>CLL Coordinator</b> 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**

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

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

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Develop a work order management system	2017-18	<b>Administrators</b> Maintenance Director Facilities Committee	

<b>(Action Step 2)</b> 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	2017-18	<b>Administrators</b> Maintenance Director	
<b>(Action Step 3)</b> 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	<b>Maintenance Director</b>	
<b>(Action Step 4)</b> Implement the work order management system	2017-2018	<b>Maintenance Director</b>	
<b>(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</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Determine purchasing procedures and look for ways to gain price reductions through partnerships with other entities or programs	2016-18	<b>Administrators</b> Maintenance Director	
<b>(Action Step 2)</b> 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	<b>Maintenance Director</b> Administrators	
<b>(Action Step 3)</b> Explore opportunities for programs and/or grants that could bring resources to the school to reduce expenses.	2017-18	<b>Maintenance Director</b> Administrators	

# NATIVITY OF OUR LORD SCHOOL

Providing a Quality Education for Each Child



Nativity of Our Lord School  
1900 Stanford Avenue  
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(651) 699-1311  
[www.Nativity-mn.org](http://www.Nativity-mn.org)



**We are committed to helping all students reach their full potential in a nurturing and safe school**

We put that commitment into practice by earning accreditation from the Minnesota Nonpublic School Accrediting Association (MNSAA).

### *What does this mean to you?*

It means you can rest assured that your students are receiving a quality education.

It means that:

- Students are taught by qualified teachers;
- The curriculum is rigorous and integrated with best professional practices;
- Our school complies with State of Minnesota guidelines for safety and well-being; and
- Oversight is provided by a concerned governing body.

It means that the quality of our educational program is nationally recognized.

It means that we go beyond state requirements and hold ourselves accountable for meeting nationally recognized standards of excellence