



OBJECTIVE 1
St. Mary of the Lake School will meet the academic needs of their students.

STRATEGY 1
St. Mary of the Lake School will align its curriculum with the Minnesota State Standards.

	ACTION STEP 1 <i>Establish a curriculum review committee representative of our school community</i>	Timeline Fall 2011	Responsibility School Administration Faculty CSAC Members	PROGRESS REPORT
	ACTION STEP 2 <i>Develop a curriculum review cycle that ensures that current standards are taught using best practices.</i>	Fall 2011	Curriculum Review Committee Faculty	
	ACTION STEP 3 <i>Review the current state standards for language arts, math, social studies, science, foreign language, media, technology and physical education. (One discipline per academic year.)</i>	Spring 2016	School Administration Faculty CSAC Members	

STRATEGY 2
St. Mary of the Lake School will develop a technology plan to support student learning.

	ACTION STEP 1 <i>Establish an ad hoc technology committee made up of faculty and stakeholders with expertise in technology and its implementation in the classroom.</i>	Timeline Summer 2011	Responsibility CSAC Chairperson School Administration	Progress Report
	ACTION STEP 2 <i>Conduct a technology needs assessment with stakeholders.</i>	Fall 2011	Ad Hoc Technology Committee School Administration	
	ACTION STEP 3 <i>Conduct a faculty training needs assessment.</i>	Winter 2012	Ad Hoc Technology Committee School	

St. Mary of the Lake Strategic Plan for Improvement 2011

			<i>Administration</i>	
	ACTION STEP 4 <i>Evaluate ongoing funding sources for the long-range implementation of the technology plan.</i>	Spring 2012	<i>Parish Finance Committee CSAC Finance Committee School Administration</i>	
	ACTION STEP 5 <i>Provide faculty with professional development for integration of technology skills into the curriculum.</i>	Winter 2013	<i>Ad Hoc Technology Committee School Administration</i>	
STRATEGY 3				
St. Mary of the Lake School will create a Child Study Team to collect data, analyze data, and develop action plans for students with behavioral and or learning needs.				
	ACTION STEP 1 <i>Develop organizational structure to guide the Child Study Team goals and processes.</i>	Timeline Fall 2011	Responsibility <i>Faculty School Administration</i>	Progress Report
	ACTION STEP 2 <i>Identify faculty members from grades (preschool-2), (3-5), (6-8) to provide leadership in the formation of the Child Study Team.</i>	Fall 2011	<i>School Administration</i>	
	ACTION STEP 3 <i>Research best practices in supporting learners who need academic or behavioral accommodations.</i>	Winter/Spring 2012	<i>CSAC Education and Policy</i>	
	ACTION STEP 4 <i>Implement the Child Study Team model adopted by the faculty and staff.</i>	Fall 2012	<i>Faculty School Administration</i>	
	ACTION STEP 5 <i>Evaluate the effectiveness of the Child Study Team Program based on the adopted goals and objectives.</i>	Spring 2013	<i>Faculty School Administration</i>	

St. Mary of the Lake Strategic Plan for Improvement 2011

OBJECTIVE 2

St. Mary of the Lake School will develop a school-wide philosophy of assessment and implement this philosophy to improve student achievement.

STRATEGY 1

St. Mary of the Lake will develop an assessment philosophy for the entire school program that is consistent with our mission.

	ACTION STEP 1 <i>Establish a Student Assessment Task Force that includes representation from various stakeholders.</i>	Timeline Fall 2012	Responsibility <i>School Administration CSAC Chairperson</i>	PROGRESS REPORT
	ACTION STEP 2 <i>Research best practices in student assessment.</i>	Winter 2013	<i>Student Assessment Task Force Faculty</i>	
	ACTION STEP 3 <i>Develop a school-wide assessment philosophy for adoption by faculty and Catholic School Advisory Committee.</i>	Spring 2013	<i>Student Assessment Task Force Faculty School Administration</i>	

STRATEGY 2

St. Mary of the Lake School will develop a plan that outlines how assessment data will be used to monitor student achievement.

	ACTION STEP 1 <i>Research best practices in assessment and create a plan for developing formal assessments to measure effectiveness of the curriculum handbook.</i>	Timeline Summer/Fall 2013	Responsibility <i>Faculty School Administration</i>	Progress Report
	ACTION STEP 2 <i>Develop a specific grade level exit assessment for language arts based on the curriculum handbook.</i>	Spring 2014	<i>Faculty</i>	
	ACTION STEP 3 <i>Develop a specific grade level exit assessment for mathematics based on the curriculum handbook.</i>	Spring 2014	<i>Faculty</i>	
	ACTION STEP 4 <i>Develop a specific grade level exit assessment for social studies based on the curriculum handbook.</i>	Spring 2015	<i>Faculty</i>	
	ACTION STEP 5		<i>Faculty</i>	

St. Mary of the Lake Strategic Plan for Improvement 2011

	<i>Develop a specific grade level exit assessment for science based on the curriculum handbook.</i>	Spring 2016		
STRATEGY 3 <i>St. Mary of the Lake School will develop grade level reporting tools that will provide parents with an inclusive student progress report based on the adopted assessment philosophy.</i>				
	ACTION STEP 1 <i>Review current best practice of communicating student achievement on progress reports and report cards.</i>	Timeline Spring 2014	Responsibility <i>School Administration Faculty CSAC Members</i>	Progress Report
	ACTION STEP 2 <i>Develop drafts of reports to be used to communicate student progress.</i>	Fall 2014	<i>School Administration Faculty</i>	
	ACTION STEP 3 <i>Adopt student progress communication reports.</i>	Spring 2015	<i>School Administration Faculty CSAC Members</i>	

OBJECTIVE 3 <i>St. Mary of the Lake School will enhance the professional opportunities for faculty to enrich the education of the learners.</i>				
STRATEGY 1 <i>St. Mary of the Lake School will develop and implement a school-wide professional development program to enhance the learning opportunities of the students.</i>				
	ACTION STEP 1 <i>Review the NSSE Organizational Effectiveness data collected from the faculty.</i>	Timeline Summer 2012	Responsibility <i>School Administration Faculty</i>	PROGRESS REPORT
	ACTION STEP 2		<i>School</i>	

St. Mary of the Lake Strategic Plan for Improvement 2011

	<i>Review the NWEA MAP and Stanford 10 student achievement data collected to date.</i>	Summer 2012	<i>Administration Faculty</i>	
	ACTION STEP 3 <i>Identify growth areas based on data analysis and develop a plan to prioritize professional development goals.</i>	Fall 2012	<i>School Administration Faculty</i>	
	ACTION STEP 4 <i>Determine funding sources for the development of a sustainable professional development program.</i>	Winter 2013	<i>School Administration CSAC Finance Committee</i>	
	ACTION STEP 5 <i>Determine which model of training would benefit the faculty: train-the-trainer, professional learning communities, ongoing faculty workshops, etc.</i>	Spring 2013	<i>School Administration Faculty</i>	

STRATEGY 2

St. Mary of the Lake School will design an annual evaluation process that allows for professional growth and equitable accountability for all faculty members.

	ACTION STEP 1 <i>Establish a faculty committee to evaluate best practice in formative and summative evaluations.</i>	Timeline Fall 2011	Responsibility <i>School Administration Faculty</i>	Progress Report
	ACTION STEP 2 <i>Present the strengths and weaknesses of various models to the entire faculty.</i>	Winter 2012	<i>School Administration Faculty</i>	
	ACTION STEP 3 <i>Develop or adopt a formative and summative evaluation tool that meets the needs of faculty and administration.</i>	Spring 2012	<i>School Administration Faculty</i>	

OBJECTIVE 4

St. Mary of the Lake School will develop updated financial and enrollment management practices to address issues of viability and sustainability.

STRATEGY 1

St. Mary of the Lake School will develop a long-range plan for financing the education of its students.

	ACTION STEP 1 <i>Evaluate the three year capacity the parish has for providing a cash subsidy to the school program. Articulate the annual level of</i>	Timeline Winter 2011	Responsibility <i>Pastor Parish Business Administrator</i>	Progress Report
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St. Mary of the Lake Strategic Plan for Improvement 2011

	<i>support based on the current financial health of the parish.</i>		<i>Parish Finance Committee</i>	
	ACTION STEP 2 <i>Develop projected tuition models for three years to ensure the affordability of the program.</i>	Winter 2011	<i>School Administration CSAC Finance Committee</i>	
	ACTION STEP 3 <i>Establish an ad hoc fundraising committee.</i>	Summer 2011	<i>CSAC Chairperson CSAC Finance Committee</i>	
	ACTION STEP 4 <i>Research best practices in fundraising to ensure that adequate funding sources are used to support the students' education.</i>	Fall 2011	<i>Ad Hoc Fundraising Committee</i>	
	Action Step 5 <i>Develop an annual fundraising plan incorporating the best practices in development.</i>	Winter 2012	<i>Ad Hoc Fundraising Committee School Administration Home and School Committee</i>	

STRATEGY 2

St. Mary of the Lake School will develop a plan to retain students.

	ACTION STEP 1 <i>Develop internal marketing protocols for the transition years of preschool and fifth grade.</i>	Timeline Fall 2011	Responsibility <i>CSAC Education and Policy Committee CSAC Marketing Committee</i>	Progress Report
	ACTION STEP 2 <i>Create marketing strategies to inform families of the advantages of a K-8 education model.</i>	Winter 2012	<i>CSAC Chairperson CSAC Education and Policy Committee School Administration</i>	
	ACTION STEP 3 <i>Develop an exit interview questionnaire for all</i>		<i>CSAC</i>	

St. Mary of the Lake Strategic Plan for Improvement 2011

	<i>departing families.</i>	Spring 2012	<i>Chairperson CSAC Education and Policy Committee School Administration</i>	
	ACTION STEP 4 <i>Establish a parent opinion and feedback system that allows parents the opportunity to provide input.</i>	Spring 2012	<i>CSAC Education and Policy Committee School Administration</i>	
STRATEGY 3 <i>St. Mary of the Lake Parish will develop a registration policy that allows for families to receive adequate information about the process while insuring that school administration can effectively plan an accurate educational plan and budget.</i>				
	ACTION STEP <i>Research effective registration policy practices used by successful Archdiocesan Schools.</i>	Timeline Spring/Summer 2011	Responsibility <i>School Administration CSAC Finance Committee CSAC Education and Policy Committee</i>	Progress Report
	ACTION STEP 2 <i>Develop a draft of the St. Mary of the Lake School Registration Policy.</i>	Fall 2011	<i>CSAC Education and Policy Committee School Administration</i>	
	ACTION STEP 3 <i>Communicate the adopted St. Mary of the Lake School Registration Policy.</i>	Winter 2012	<i>School Administration CSAC Marketing Committee</i>	
STRATEGY 4 <i>The St. Mary of the Lake School will develop an employee compensation model that respects the dignity of the staff while maintaining financial responsibility for the organization.</i>				
	ACTION STEP 1 <i>Identify leadership groups responsible for establishing the business practices of the parish and school community.</i>	Timeline Fall 2013	Responsibility <i>Parish Leadership Committee</i>	Progress Report
	ACTION STEP 2 <i>Research current compensation models used</i>	Fall 2013	<i>CSAC Finance Committee</i>	

St. Mary of the Lake Strategic Plan for Improvement 2011

	<i>by parochial and private schools.</i>		<i>School Administration</i>	
	ACTION STEP 3 <i>Develop a parish-wide protocol outlining the employee compensation practices.</i>	Winter 2014	<i>Parish Leadership Committee CSAC Finance Committee School Administration</i>	
	ACTION STEP 4 <i>Design a three year compensation package model for all school employees.</i>	Spring 2014	<i>Parish Business Administrator Pastor School Administration</i>	
	ACTION STEP 5 <i>Communicate adopted compensation model to faculty.</i>	Fall 2014	<i>School Administration</i>	