

OBJECTIVE 1 *St. Rose School will provide high quality curriculum and instruction for its students.*

STRATEGY 1 *New curriculum maps will be completed in all subject areas.*

ACTION STEP 1 <i>Each classroom teacher will complete the new maps for her/his grade level.</i>	Timeline <i>December 2010 through December 2013</i>	Responsibility <i>Classroom Teachers, Principal</i>	Progress Report
ACTION STEP 2 <i>Maps will be shared yearly for staff development.</i>	<i>Each fall beginning in 2011</i>	<i>Classroom Teachers, Principal</i>	
ACTION STEP 3 <i>Maps will be annually modified to ensure their effectiveness.</i>	<i>Evaluation to occur each spring beginning in 2012</i>	<i>Classroom Teachers, Principal</i>	

STRATEGY 2 *All students in grades K-6 will receive Spanish instruction.*

ACTION STEP 1 <i>Spanish outcomes will be evaluated and resources will be selected.</i>	Timeline <i>2013-2014 School Year</i>	Responsibility <i>Classroom Teachers, Principal, Curriculum Committee</i>	Progress Report
ACTION STEP 2 <i>Classroom teachers will receive training in the new Spanish curriculum.</i>	<i>August 2014</i>	<i>Principal, Curriculum Committee</i>	
ACTION STEP 3 <i>The new Spanish curriculum will be fully implemented.</i>	<i>2014-2015 school year</i>	<i>Classroom Teachers, Principal</i>	

STRATEGY 3 <i>Funding for the Technology Plan will be secured.</i>			
ACTION STEP 1 <i>Write a new technology plan.</i>	Timeline <i>Fall 2011</i>	Responsibility <i>Principal, Administrative Assistant</i>	Progress Report
ACTION STEP 2 <i>Write a case statement and create an informational flyer for use with potential donors.</i>	<i>Spring 2012</i>	<i>Principal, Administrative Assistant Fundraising and Marketing Committee</i>	
ACTION STEP 3 <i>Brainstorm a list of potential donors. Assign and make contacts.</i>	<i>Fall 2012</i>	<i>Principal, Administrative Assistant, Fundraising and Marketing Committee</i>	
ACTION STEP 4 <i>Thank and follow-up with donors as the technology plan is realized.</i>	<i>Spring 2013 through 2016</i>	<i>Principal, Administrative Assistant, Fundraising and Marketing Committee</i>	

SCHOOL STRATEGIC PLAN FOR IMPROVEMENT

OBJECTIVE 2 *St. Rose School will have well-maintained facilities.*

STRATEGY 1 *The Library will be updated and reorganized.*

ACTION STEP	Timeline	Responsibility	Progress Report
<i>Remove damaged books. Books to be kept will be organized in a user-friendly way for students.</i>	<i>Spring 2011</i>	<i>Faculty, Volunteers</i>	
<i>New books will be purchased using Scholastic Book points and annually budgeted funds.</i>	<i>Spring 2011 through 2018</i>	<i>Faculty, Principal, Volunteers</i>	
<i>Hire a permanent Librarian.</i>	<i>Fall 2011</i>	<i>Principal</i>	
<i>Purchase and implement an electronic card catalogue system.</i>	<i>Spring 2013</i>	<i>Principal, Faculty, Librarian</i>	

STRATEGY 2 *The school building will be secured.*

ACTION STEP	Timeline	Responsibility	Progress Report
<i>Seek bids for a security system that will adequately manage the unlocked lower doors (church entrance).</i>	<i>Fall 2012</i>	<i>Principal, Pastor, Facilities and Safety Committee</i>	
<i>Choose and install a security system.</i>	<i>Spring 2013 through Fall 2013</i>	<i>Principal, Pastor, Facilities and Safety Committee, Parish Council</i>	
<i>Train staff, families, and parishioners on the use of the new security system.</i>	<i>Fall 2013</i>	<i>Principal, Pastor, Facilities and Safety Committee</i>	



SCHOOL STRATEGIC PLAN FOR IMPROVEMENT

STRATEGY 3 *A preventative and routine Building Maintenance Plan will be developed and implemented.*

ACTION STEP 1 <i>Conduct a facility condition assessment, compiling known deficits and major needs.</i>	Timeline 2012-2013 School Year	Responsibility Custodian, Facilities and Safety Committee	Progress Report
ACTION STEP 2 <i>Write a Building Maintenance Plan using the facility condition assessment.</i>	2013-2014 School Year	Principal, Custodian, Facilities and Safety Committee	
ACTION STEP 3 <i>Fully implement the plan.</i>	Fall 2014	Principal, Custodian, Facilities and Safety Committee	

OBJECTIVE 3 *St. Rose School will better develop its community relations.*

STRATEGY 1 *Establish a Volunteer Orientation Program.*

ACTION STEP 1 <i>Seek information from other Diocesan principals as to how they currently conduct volunteer orientation.</i>	Timeline Fall 2012	Responsibility Principal	Progress Report
ACTION STEP 2 <i>Use information gained to write a Volunteer Orientation Program.</i>	Spring 2013	Principal, Administrative Assistant	
ACTION STEP 3 <i>Conduct program at the beginning of each school year. Modify program as needed.</i>	Fall 2013 through 2018	Principal, Administrative Assistant	



SCHOOL STRATEGIC PLAN FOR IMPROVEMENT

STRATEGY 2 <i>Develop a method for fostering connections with alumni.</i>			
ACTION STEP 1 <i>Compile an alumni contact list.</i>	Timeline <i>Winter 2011-12</i>	Responsibility <i>Principal, Administrative Assistant, Parish Secretary</i>	Progress Report
ACTION STEP 2 <i>Directly reach out to alumni annually with the goal of soliciting talent and funds.</i>	<i>Spring 2012 through 2018</i>	<i>Principal, Administrative Assistant</i>	
ACTION STEP 3 <i>Celebrate an annual Alumni Mass.</i>	<i>Spring 2012 through 2018</i>	<i>Pastor, Principal, Administrative Assistant</i>	
STRATEGY 3 <i>Develop a marketing plan.</i>			
ACTION STEP 1 <i>Gather models of successful marketing plans from other Diocesan principals.</i>	Timeline <i>Spring 2012</i>	Responsibility <i>Principal</i>	Progress Report
ACTION STEP 2 <i>Write a marketing plan for St. Rose based on best practices.</i>	<i>Fall 2012</i>	<i>Principal, Administrative Assistant, Fundraising and Marketing Committee</i>	
ACTION STEP 3 <i>Implement the new marketing plan.</i>	<i>Spring 2013 through 2018</i>	<i>Principal, Administrative Assistant, Fundraising and Marketing Committee</i>	

OBJECTIVE 4 *St. Rose School will have highly trained personnel.*

STRATEGY 1 *The administrator will complete an administrative licensure program.*

ACTION STEP 1 <i>The administrator will secure a mentor within the Diocese.</i>	Timeline <i>Spring 2011</i>	Responsibility <i>Principal</i>	Progress Report
ACTION STEP 2 <i>The administrator will work to complete administrative licensure.</i>	<i>Fall 2011 through Spring 2014</i>	<i>Principal</i>	

STRATEGY 2 *Develop a mentor program for new faculty and staff.*

ACTION STEP 1 <i>Seek information from other Diocesan principals as to how they currently conduct mentor programs.</i>	Timeline <i>Fall 2013</i>	Responsibility <i>Principal</i>	Progress Report
ACTION STEP 2 <i>Use information gained to articulate a mentor program for St. Rose.</i>	<i>Spring 2014</i>	<i>Principal, Administrative Assistant</i>	
ACTION STEP 3 <i>Follow the mentor program as new faculty and staff are hired. Modify program as needed.</i>	<i>Fall 2014 through 2018</i>	<i>Principal, Administrative Assistant</i>	

STRATEGY 3 *Develop an annual written review process for faculty and staff.*

ACTION STEP 1 <i>Seek out annual review models from other schools/systems.</i>	Timeline <i>Fall 2011</i>	Responsibility <i>Principal</i>	Progress Report
ACTION STEP 2 <i>Use best practices to write a model that will help St. Rose faculty and staff learn and grow as educators and in their faith lives.</i>	<i>2011-2012 School Year</i>	<i>Principal, Pastor, Faculty</i>	
ACTION STEP 3 <i>Implement the new model.</i>	<i>Spring 2012</i>	<i>Principal, Pastor</i>	



SCHOOL STRATEGIC PLAN FOR IMPROVEMENT

STRATEGY 4 <i>Develop and fund a Professional Development Plan for faculty and staff.</i>			
ACTION STEP 1 <i>Seek professional development models from other schools/systems. Collect feedback from faculty.</i>	Timeline <i>Fall 2011</i>	Responsibility <i>Principal</i>	Progress Report
ACTION STEP 2 <i>Write the new plan.</i>	<i>Fall 2011</i>	<i>Principal, Pastor</i>	
ACTION STEP 3 <i>Secure Title II funding to pay for the plan.</i>	<i>Fall 2011</i>	<i>Principal</i>	
ACTION STEP 4 <i>Implement the new Professional Development Plan.</i>	<i>Fall 2011</i>	<i>Principal</i>	
STRATEGY 5 <i>Establish a process for developing and training School Board members.</i>			
ACTION STEP 1 <i>Seek information from NCEA and other sources on developing successful school boards.</i>	Timeline <i>Fall 2012</i>	Responsibility <i>Principal, Pastor</i>	Progress Report
ACTION STEP 2 <i>Use information gained to write a plan.</i>	<i>Fall 2012</i>	<i>Principal</i>	
ACTION STEP 3 <i>Fully implement plan, making modifications as necessary based on feedback from board members.</i>	<i>Fall 2012 through 2018</i>	<i>Principal, Pastor, School Board Members</i>	
STRATEGY 6 <i>Review the governance structure at St. Rose, including the roles and responsibilities of the school board.</i>			
ACTION STEP 1 <i>Research other Catholic school governance systems.</i>	Timeline <i>2011-2012 School Year</i>	Responsibility <i>Principal, Pastor, School Board</i>	Progress Report
ACTION STEP 2 <i>Realign the governance structure based on research and best practices.</i>	<i>Fall 2012</i>	<i>Principal, Pastor, School Board</i>	



SCHOOL STRATEGIC PLAN FOR IMPROVEMENT

ACTION STEP 3 <i>Revise the School Board constitution to reflect the realignment.</i>	<i>Spring 2013</i>	<i>Principal, Pastor, School Board</i>	
ACTION STEP 4 <i>Implement realignment.</i>	<i>Fall 2014</i>	<i>Principal, Pastor, School Board</i>	

STRATEGY 7 *Develop and implement a timeline for alignment with the DACS salary scale.*

ACTION STEP 1 <i>Determine a formula that will distribute the total increase necessary over a 7-year period. Seek Finance Council approval.</i>	Timeline <i>Fall 2011</i>	Responsibility <i>Principal, Pastor, Finance Council</i>	Progress Report
ACTION STEP 2 <i>Explore and secure funding options.</i>	<i>Spring 2012- Spring 2015</i>	<i>Principal, Pastor, Finance Council, Fundraising and Marketing Committee</i>	

STRATEGY 8 *There will be consistency in maintaining personnel files.*

ACTION STEP 1 <i>Implement the MNSAA standard for personnel files.</i>	Timeline <i>Spring 2012</i>	Responsibility <i>Principal, Administrative Assistant</i>	Progress Report
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