MNSAA SCHOOL STRATEGIC PLAN

(Objective 1) The School Environment & Facilities Committee will determine ways to improve our school environment to be functional, safe, secure, and affordable.

(Strategy 1) The committee will research school environment needs.

	Timeline	Responsibility	Progress Report
(Action Step 1) Map out a blue print of each school building's safety needs.	Spring 2017	Building Safety Committee & administrators	*Spring/Summer 2017* **The action taken**: *The Building Safety Committee & Administrators completed the blue print of each building's safety needs.*
(Action Step 2) Visit other Catholic schools and contractors for ideas.	Fall-Spring 2017-18	Building Safety Committee & various staff	*Spring/Summer 2017* **The action taken:** *The Committee & Administrators were able to move up this Action Step and completed the visits to other area schools and gathered contractor ideas earlier than planned.*
(Action Step 3) Formulate a set plan of safety and security needs.	Spring 2018	Building Safety Committee & administrators	*June 2017* **The action taken**: *The Committee & Administrators moved up this Action Step and completed the safety & security plan almost a full year ahead of schedule.*

(STRATEGY 2) Determine resources to help fund building safety needs.

	Timeline	Responsibility	Progress Report
(Action Step 1) Estimate the cost and expenses of safety and security plans.	Spring 2018	Building Safety Committee	*June 2017* **The action taken**: *The Building Safety Committee determined the plan's cost estimate ahead of schedule.*
(Action Step 2) Share safety plan with the parish and school communities to generate interest and financial support.	Fall-Spring 2017-18	Building Safety Committee	*Summer 2017* **The action taken**: *The Building Committee shared the safety plan with the parish and school community and gave periodic updates in the Tri-Parish bulletins and school news postings.*
(Action Step 3) Research grants and fundraisers.	Fall 2018	Ad Hoc Committee, administrator	*Spring/Summer 2017* **The action taken**: *The Ad Hoc Committee researched and helped the administrator write a safety grant to the Initiative Foundation and the school's Parent & School Organization gave its surplus funds (from the 2016-2017 fundraising budget year) to the safety project.*

(STRATEGY 3) Develop timeline of safety plan improvements.			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Implement each step of plan.	Spring/Summer 2019	Building Safety Committee	*Summer 2017* **The action taken**: *The Building Safety Committee implemented each step of the safety plan and completed the project this past fall 2017.*

(Objective 2) Mary of Lourdes will revise current curriculum standards to more closely adapt to the MN State Standards while keeping our Catholic identity.

(Strategy 1) Curriculum committees will meet to evaluate and compare our school curriculum standards with each set of MN State Standards.

	Timeline	Responsibility	Progress Report
(Action Step 1) Research other Catholic schools' standards.	**Fall 2018-2019**	Subject area teachers & administrators	*December 2017* **The action taken:** *As recommended by the Accreditation Visitation Team, in our Dec. follow-up report to MNSAA, we moved our original timeline forward to make this objective (#2) more manageable and realistic to complete. *See Timeline Column with new dates.*
(Action Step 2) Create new curriculum review cycle utilizing past cycle information.	~~Fall 2018-Spring 2019~~ **Winter 2019-Spring 2021** **2022**	Subject area teachers & administrators	*December 2019* **The teachers met with administration to discuss the curriculum up for review at our December half day staff development day. It was decided that the reviewing of two major curriculums in the same year was not feasible for teachers. We chose to not review both math and language arts this year but only take a look at math.** *January 2020* **Administration conducted after school meetings with teachers to discuss the strengths and weaknesses of the current math curriculum. I list was compiled and used to look for different curriculum. Reps were contacted to gain access to resources and send samples.** *February 2020* **The teachers gathered to discuss the different curriculums that they had viewed and decided they needed more time. They were only given on line access to view resources and they felt they wanted to have the hard copies to really dig through what the text had to offer. Administration will continue to order hard copies of another curriculum for comparisons.** *April 2020* **The closing of school and the time needed to be dedicated to training themselves and teaching in a completely different format brought the search to an end. Administration ordered hard copies of curriculum to be used and 'piloted' in the 2020-21 school year for math. A decision will be made in February of next year as whether we should continue with our current curriculum or order new.** **A NEW CYLCE IS YET TO BE ESTABLISHED** *2021- 2022* **We still do not have a new curriculum review cycle. The number of absences and the mental health of the staff took precedence over reviewing**

			curriculum. We are purchasing new grammar books this year for 7th and 8th grade but it didn't go through any major cycle review. The LA teacher was diagnosed with cancer and didn't return after Christmas. The long term sub found that the words and pictures needed to be up to date in the current text.
(Action Step 3) Write school standards in a consistent format.	**Fall 2019-2023**	Subject area teachers & administrators	*January 2020* **It was decided at our January meeting that the standards had been written an modeled after another school incorporating the MN state standards. The standards/curriculum handbooks were updated for all the math teachers.** *Fall 2020* **The remaining subject standards will be updated in all teacher curriculum handbooks.** *2021-2022* **Review of the proposed Minnesota Math Standards and the new Social Studies Standards was done by the teachers of these subjects to make sure we are current and staying true to our Catholic Social Teachings.**

MNSAA SCHOOL STRATEGIC PLAN

(Objective 3) Mary of Lourdes will create and implement an updated school technology plan.			

(Strategy 1) The school technology committee will gather input from staff, tech support, and students to determine current and future technology needs.

	Timeline	Responsibility	Progress Report
(Action Step 1) Assess technology needs through student and staff input.	Spring 2018	Technology Committee & administrators	*Spring 2018* **The action taken: By asking for student and staff input, the Technology Committee & Administrators were able to discuss and assess the current & future technology needs of the school.**
(Action Step 2) Analyze data from input.	Spring 2018	Technology Committee & administrators	*Spring 2018* **The action taken: The Technology Committee & Administrators critiqued the input collected.**
(Action Step 3) Prioritize needs.	Spring 2018	Technology Committee & administrators	*Spring 2018* **The action taken: The Technology Committee & Administrators created a priority list of needs.** *Spring 2020* **The needs were reassessed because of the covid19 closing and plans were made to purchase all new chromebooks for 6th -8th graders for the 2020-21 school year. It was also decided that we would subscribe to Securly to assure that our students were safe when on the internet and it would give parents some control over usage of devices at home with this new security system.**

(STRATEGY 2) Identify and develop technology goals.			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Categorize the needs from strategy 1 and organize them into goals.	Fall 2018	Technology Committee & administrators	(Future Action Step)

(STRATEGY 3) Research funding avenues for technology needs.			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Gather estimates for items on technology list.	~~Spring 2019~~ Spring 2020	Technology Committee and administrators	*April 2020 The director of technology pulled together several different options for us to purchase for upgrades for our students. These estimates were then shared with the Parent and School Association and they agreed to purchase for the fall of 2020.*
(Action Step 2) Create technology budget.	Spring ~~2019~~ 2020	Administration	*February 2020 A line item was added to the budget for renewals and subscriptions when working out the budget for 20-21. The 'technology' account that was just on the balance sheet was moved to the Profit and Loss document and budgeted for in the 20-21 budget.*
(Action Step 3) Research and apply for grant opportunities.	Fall 2020 Fall 2021-Spring 2022	Ad Hoc Committee & administrators	*2021-2022 The pandemic created funds for many opportunities to upgrade technology. The EANS funds we were allotted were used to install a SMART lab so we can begin a STEM curriculum that we have never had before.* *2021-2022 In March of this year were were fortunate to be granted the opportunity to participate in the Schulze Family Foundation matching grant for $25,000. The community raised 66,000.00 in just two weeks so that in total we will have approximately $91,000.00 for our school to continue our excellence. A new teacher was added to the 1st grade with these funds already. The next goal is to find someone as a Director of Alumni to help us create a database for our alum and also another person to help with tech support of our growing number of devices.*

(Action Step 4) Earmark fundraisers that support the technology needs.	August 2020	Parent & School Organization	*Febraary 2020* **The idea of naming a fundraiser for a specific purchase or a % of the funds raised from one of the large fund raisers was brought to the Parent and School Association by administration. The majority of the group stated that they didn't want to limit funds from any one fundraiser for a specific cause. They like operating with a pool of funds instead.**

(STRATEGY 4) Implement and evaluate updated technology plan, based on the technology goals.			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Create timeline to achieve each goal.	Fall 2020	Technology Committee & administrators	(Future Action Steps…)
(Action Step 2) Provide technical training opportunities for staff.	2020-2023	Technology Committee & administrators	*March 2020* **Teachers were asked to attend multiple webinars to get trained on using the google classroom for distance learning. We will meet on June 29 and 30 to discuss what we all learned, review the parent survey of strengths and weaknesses and then come up with a plan for our future in distance learning.**

(Action Step 3) Offer both onsite and remote tech support service.	2020-2023	Contracted Technology Support	*Fall 2022* **It has been scheduled for the last week of August for our teachers to be trained in the new Mimio boards that we received during the year using EANS funds.**

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(Objective 4) Mary of Lourdes will implement a new school/student management program that best meets the needs of our school.

(STRATEGY 1) A committee will be formed to research and evaluate various school management programs.

	Timeline	Responsibility	Progress Report
(Action Step 1) Compare various programs available.	Spring/Summer 2017	Administrators, secretaries, & Tech Committee	*Moved to Spring/Summer 2018* **The action taken:** *Since we were heavily focused on updating our school buildings to ensure stronger safety & security measures, we chose to move this timeline forward one year to provide efficient time to work on this strategic goal (implement a new school management program).* *Administrators, School Secretaries, & Tech Committee members began researching various programs available and asking other area schools what school management programs they utilize.*
(Action Step 2) Compile staff input and preferences of programs.	Summer 2017	Administrators & Technology Committee	*Moved to Summer 2018* **The action taken:** *As noted above, we moved this timeline forward one year.* *This summer the Administrators, School Secretaries, & Tech Committee members will share available features and gather input from staff on the features they would like accessible in a school management program.*
(Action Step 3) Select a new management program.	Summer 2017	Technology Committee & Administrators	*Moved to Summer 2018* **The action taken:** *As noted, we moved this timeline forward one year.* *This summer the Administrators, School Secretaries, & Tech Committee members will select a new school management program, based on staff preferences.*

(STRATEGY 2) Research funding avenues for school management program.

	Timeline	Responsibility	Progress Report

(Action Step 1) Ear-mark and budget for annual program's subscription expenses.	Summer 2017	Administrators	*Moved to Summer 2018* **The action taken:** *As noted, we moved this timeline forward one year.* *The Administrators have ear-marked and budgeted for the new annual program subscription.* *February 2020* **Administration added a line to the 20-21 budget for this purpose.**

(STRATEGY 3) Implement the selected management program.			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Train staff.	~~Fall 2017~~ Summer 2019	Technology support from student management company	*Moved to Fall 2018* **The action taken:** *As noted, we moved this timeline forward one year.* *August 2019* **The staff met to be trained in SchoolSpeak through a remote presenter from the company. Grade books and attendance features were set up. Office administrative assistance worked diligently as the programmers and trainers for what our staff needed.**
(Action Step 2) Train parents/guardians.	2018-2019	Technology support from	*Moved to 2019-2020* **The action taken:** *As noted, we moved this timeline forward one year.*

		company & staff	*2019-2020* **The families were shown at fall conferences the different options in SchooSpeak for their use. Then throughout the school year when various things would come up that we would need to teach the parents, we would send emails with explicit directions and encourage them to call with questions. We walked many famiies through the first few uses via telephone.**