

# 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 REVIEW SCHOOL ENVIRONMENT NEEDS.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> A Facilities Committee will be formed	Fall 2023	Principal and custodians	
<b>(Action Step 2)</b> Map out a blueprint of each school building's safety needs.	Spring 2024	Facilities Committee	
<b>(Action Step 3)</b> Formulate a set plan of safety and security needs.	Spring 2024	Facilities Committee	

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

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Estimate the cost and expenses of safety and security plans.	Summer 2024	Facilities Committee	
<b>(Action Step 2)</b> Share safety facilities plan with the parish and school communities.	Summer 2024	Facilities Committee	
<b>(Action Step 3)</b> Generate interest and financial support.	Fall - Spring 2024-2025	Facilities Committee and Administration	
<b>(Action Step 4)</b> Research grants and fundraisers.	Spring 2025	Administrative Coordinator	

**(STRATEGY 3) Develop timeline of safety plan improvements**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Implement each step of the plan.	Fall 2025 – Summer 2026	Facilities Committee	<i>When and what happened?</i>

# MNSA SCHOOL STRATEGIC PLAN

(Objective 2) *Mary of Lourdes will review curriculum standards to assure that they correlate with the MN State standards as well as aligning with our Catholic identity.*

**(STRATEGY 1) Curriculum committees will evaluate and compare our school standards, MN State Standards and our Catholic Identity.**

	Timeline	Responsibility	Progress Report
<b>(Action Step 1)</b> Create new curriculum committees	Fall 2023	Administration and teachers	
<b>(Action Step 2)</b> Review school curriculum standards for a consistent format that aligns with our Catholic identity.	2024-2025	Teachers and curriculum committees	
<b>(Action Step 3)</b>			
<b>(Action Step 4)</b>			

**(STRATEGY 2) Develop a time line of purchasing and implementing new curriculum.**

	Timeline	Responsibility	Progress Report
<b>(Action Step 1)</b> Revise Curriculum review cycle.	2023-2024	Curriculum Committee and Administration	
<b>(Action Step 2)</b> Implementation of new curriculum	Spring 2024 to Spring 2027	Teachers	
<b>(Action Step 3)</b>			
<b>(Action Step 4)</b>			

(Objective 2) *Mary of Lourdes will review curriculum standards to assure that they correlate with the MN State standards as well as aligning with our Catholic identity.*

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	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Create new curriculum committees	Fall 2023	Administration and teachers	
<b>(Action Step 2)</b> Review school curriculum standards for a consistent format that aligns with our Catholic identity.	2024-2025	Teachers and curriculum committees	
<b>(Action Step 3)</b>			
<b>(Action Step 4)</b>			

**(STRATEGY 2) Develop a time line of purchasing and implementing new curriculum.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Revise Curriculum review cycle.	2023-2024	Curriculum Committee and Administration	
<b>(Action Step 2)</b> Implementation of new curriculum	Spring 2024 to Spring 2027	Teachers	
<b>(Action Step 3)</b>			

**(STRATEGY 3)**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b>			

(Objective 2) *Mary of Lourdes will review curriculum standards to assure that they correlate with the MN State standards as well as aligning with our Catholic identity.*

**(STRATEGY 1) Curriculum committees will evaluate and compare our school standards, MN State Standards and our Catholic Identity.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Create new curriculum committees	Fall 2023	Administration and teachers	
<b>(Action Step 2)</b> Review school curriculum standards for a consistent format that aligns with our Catholic identity.	2024-2025	Teachers and curriculum committees	
<b>(Action Step 3)</b>			
<b>(Action Step 4)</b>			

**(STRATEGY 2) Develop a time line of purchasing and implementing new curriculum.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Revise Curriculum review cycle.	2023-2024	Curriculum Committee and Administration	
<b>(Action Step 2)</b> Implementation of new curriculum	Spring 2024 to Spring 2027	Teachers	
<b>(Action Step 3)</b>			
<b>(Action Step 2)</b>			
<b>(Action Step 3)</b>			
<b>(Action Step 4)</b>			

# MNSA SCHOOL STRATEGIC PLAN

(Objective 3) *Develop a marketing plan.*

(STRATEGY 1) **Restructure marketing committee**

**Timeline**

**Responsibility**

**Progress Report**

(Action Step 1) Invite parents, parish members, board members and teachers to join the committee.	Spring 2024	Administration and current Marketing committee members	(Parents to invite: Marissa Murphy)
(Action Step 2)			
(Action Step 3)			
(Action Step 4)			
<b>(STRATEGY 2) Develop a plan to find and retain staff.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
(Action Step 1) Research teaching programs and religious orders that have an interest in teaching in a Catholic School.	Fall 2024	Marketing Committee	
(Action Step 2) Compare teacher salary scales of neighboring school districts to develop a competitive scale.	Fall 2024	Adhoc committee	
(Action Step 3) Research investments to sustain increases in salaries.	Spring 2024	Administrative Coordinator	<ul style="list-style-type: none"> <li>• Need to check history of endowment fund</li> <li>• Check w/ Mike Wochnick @ Focus Financial for options</li> </ul>
(Action Step 4)			
<b>(STRATEGY 3) Improve visibility in the community.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
(Action Step 1) Increase signage in and outside of the elementary school	Spring 2025	Marketing Committee and Administrative	
(Action Step 2) Develop a committee to create a plan to increase student participation at weekend Masses in the Haven of Mercy Parishes.	Spring 2027	Parents, teachers and administration	

(Action Step 3) Create a strategy to keep the online presence up to date.	Fall of 2025	Administrative Coordinator	
(Action Step 4)			
<b>(STRATEGY 4) Develop a marketing plan to increase revenue.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
(Action Step 1) Research available revenue sources			
(Action Step 2) Create digital donor database			
(Action Step 3)			
(Action Step 4)			

# MNSM SCHOOL STRATEGIC PLAN

(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.**



	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Compare various programs available, ex: Skyward	Fall '23	Admin, admin assistants, teachers	<ul style="list-style-type: none"> <li>• Zoom meeting with Apptegy scheduled 10/10/23</li> <li>• This is not applicable with our school. 10/10/23</li> </ul>
<b>(Action Step 2)</b> Compile staff input and preferences of programs.	Winter '24	Administrators	
<b>(Action Step 3)</b> Select a new management program.	Fall '24	Technology committee and Administrator	
<b>(Action Step 4)</b>			
<b>(STRATEGY 2) Implement the selected management program.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Train staff.	Summer '24	Reviewing committee and student management committee	
<b>(Action Step 2)</b> Train parents/guardians at open house.	Fall '24	Technology Support from company and staff	
<b>(Action Step 3)</b>			
<b>(Action Step 4)</b>			
<b>(STRATEGY 3) How do you plan to get there?</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> What will you do?	When?	Who?	<i>When and what happened?</i>

<b>(Action Step 2)</b>			
<b>(Action Step 3)</b>			
<b>(Action Step 4)</b>			