

MNSA 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.

	Timeline	Responsibility	Progress Report
(Action Step 1) A Facilities Committee will be formed	Fall 2023	Principal and custodians	Safety Team created includes Marge Markkanen, Mike Markkanen, Joe Reis, Jamie Sunder, and Jennifer Swenson. Met in January, February, and March 2024.
(Action Step 2) Map out a blueprint of each school building's safety needs.	Spring 2024	Facilities Committee	Morrison County SWAT Team trained at the elementary school in April. Upon completion of the team's debrief, they will address safety concerns that were found.
(Action Step 3) Formulate a set plan of safety and security needs.	Spring 2024	Facilities Committee	

(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.	Summer 2024	Facilities Committee	
(Action Step 2) Share safety facilities plan with the parish and school communities.	Summer 2024	Facilities Committee	
(Action Step 3) Generate interest and financial support.	Fall - Spring 2024-2025	Facilities Committee and Administration	
(Action Step 4) Research grants and fundraisers.	Spring 2025	Administrative Coordinator	
(STRATEGY 3) Develop timeline of safety plan improvements			
	Timeline	Responsibility	Progress Report
(Action Step 1) Implement each step of the plan.	Fall 2025 – Summer 2026	Facilities Committee	<i>When and what happened?</i>

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(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
(Action Step 1) Create new curriculum committees	Fall 2023	Administration and teachers	October 2023: Curriculum Review Members: Math: Joni, Liz, Natalie

(Action Step 2) Review school curriculum standards for a consistent format that aligns with our Catholic identity.	2024-2025	Teachers and curriculum committees	Ongoing, with particular attention to new Social Studies Standards.
(Action Step 3)			
(Action Step 4)			
(STRATEGY 2) Develop a time line of purchasing and implementing new curriculum.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Revise Curriculum review cycle.	2023-2024	Curriculum Committee and Administration	<p>Templates given from Laura Blicharz (Diocese of Green Bay, Wisconsin)</p> <p>Curriculum Cycle Flow Chart</p> <p>Curriculum Cycle Templates</p> <p>Standard Work Documents</p> <p>Strand Alignment Worksheet</p> <p>Grade Level Snapshots</p> <p>Curriculum Map Template</p> <p>Textbook Inventory Spreadsheet</p> <p>Approved Resource Chart</p> <p>Curriculum Approval Google Form</p>
(Action Step 2) Implementation of new curriculum	Spring 2024 to Spring 2027	Teachers	<p>Groves Believe and Read Program, orientation to begin May 2024 and start implementing in Fall 2024 for grades Kindergarten through second. Include third grade in Fall 2025.</p>
(Action Step 3)			
(Action Step 4)			
(STRATEGY 3)			
	Timeline	Responsibility	Progress Report
(Action Step 1)			

(Action Step 2)			
(Action Step 3)			
(Action Step 4)			

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(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	Marketing Committee: Mary Gondringer Grant to update school website was approved by Catholic School Center of Excellence
(Action Step 2)			
(Action Step 3)			
(Action Step 4)			

(STRATEGY 2) Develop a plan to find and retain staff.

	Timeline	Responsibility	Progress Report
(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"> • <i>Need to check history of endowment fund</i> • <i>Check w/ Mike Wochnick @ Focus Financial for options</i>
(Action Step 4)			

(STRATEGY 3) Improve visibility in the community.			
	Timeline	Responsibility	Progress Report
(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)			
(STRATEGY 4) Develop a marketing plan to increase revenue.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Research available revenue sources			
(Action Step 2) Create digital donor database			
(Action Step 3)			
(Action Step 4)			

MNSA 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.

	Timeline	Responsibility	Progress Report
(Action Step 1) Compare various programs available, ex: Skyward	Fall '23	Admin, admin assistants, teachers	Zoom meeting with Apptegy scheduled 10/10/23 This is not applicable with our school. 10/10/23
(Action Step 2) Compile staff input and preferences of programs.	Winter '24	Administrators	Consult with FACTS and TADS+ 3/23 - 4/23
(Action Step 3) Select a new management program.	Fall '24	Technology committee and Administrator	Contract signed with Community Brands (same parent company as SchoolSpeak-current system) to transfer to Educate and TADS+ beginning summer of 2024.
(Action Step 4)			

(STRATEGY 2) Implement the selected management program.

	Timeline	Responsibility	Progress Report
(Action Step 1) Train staff.	Summer '24	Reviewing committee and student management committee	Phone support available spring 2024. Online training as part of a package with student management company (Community Brands) for summer 2024.
(Action Step 2) Train parents/guardians at open house.	Fall '24	Technology Support from company and staff	

(Action Step 3)			
(Action Step 4)			
(STRATEGY 3) How do you plan to get there?			
	Timeline	Responsibility	Progress Report
(Action Step 1) What will you do?	When?	Who?	<i>When and what happened?</i>
(Action Step 2)			
(Action Step 3)			
(Action Step 4)			