



SCHOOL STRATEGIC PLAN - ST. MARY'S SCHOOL, BIRD ISLAND MN

(OBJECTIVE 1) Implement a consistent core curriculum, instruction and assessments in preschool thru 8th grade that provide equitable access and prepare students to become compassionate engaged individuals who are problem solvers.

(STRATEGY 1) Review and revise curriculum to integrate our STREAM program in all grade levels

| | Timeline | Responsibility | Progress Report |
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| (Action Step 1) Review and revise the core curriculum area (Math, Language Art, Reading) to ensure it is rigorous. | Spring 23 -Math Spring 24- Language Arts | Teachers, Assistant Principal, Principal | <i>When and what happened?</i> 23-24 Reveal math was adopted and implemented 23-24 Developed a partnership with CSCOE and adopted the Believe and Read program for grade K-2 |
| (Action Step 2) Revise the curriculum to ensure it is relevant and that staff are using instructions that will actively engage and ensure a depth of understanding. | Fall 24 | Teachers, Assistant Principal, Principal | 23-24 The curriculum was revised through collaborative planning sessions with staff to align content with current standards and student needs. Instructional strategies were updated to incorporate active learning techniques that promote engagement and deeper understanding. A Catholic Identity component for LA and Math was also incorporated |
| (Action Step 3) Implement and/or improve formative, summative and school wide assessments and use data from those assessments to drive student learning objectives. | Fall 25 | Teachers, Assistant Principal, Principal | 23 - 24 Implement use of AimsWeb testing in grades K-2 to monitor and assess students using the new Believe and Read curriculum to form small groups and homogenous groupings to address student learning needs. |
| (Action Step 4) Increase differentiated instructional resources to enhance learning outcomes for individual students, small groups and whole classes. | Fall 24 | Teachers, Assistant Principal, Principal | 23-24 Through Northshore Consulting we brought in a presenter to help our staff understand, identify and implement the importance of Differentiated learning. This presentation developed a template for all staff to use in regards to embedding differentiated instruction when needed to help all learners succeed. |
| (Action Step 5) Implement a cohesive and consistent framework for instruction in preschool through 8 th grade embedded with STREAM resources and activities. | Spring 25 Spring 27 | Teachers, Assistant Principal, Principal | |

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| (Action Step 6) Explore and develop a STREAM curriculum that could be integrated in all grade levels. | Spring 27 | Teachers, Assistant Principal, Principal | |
| (Action Step 7) Potentially hire a designated STREAM teacher. | Fall 27 | Admin, Pastor, Business Manager | |
| (Action Step 8) Ensure curriculum maps are promptly updated across all grade levels and subjects that reflect STREAM integration across all areas. | Winter 28 | Teachers, Assistant Principal, Principal | |
| (STRATEGY 2) Increase student support services to provide equitable education to all students. | | | |
| | Timeline | Responsibility | Progress Report |
| (Action Step 1) Expand learning opportunities for all students to support cognitive and emotional development. | Fall 24 | Teachers, Assistant Principal, Principal | <i>24-25 Due to the lack of funding we were not able to add this additional support for our student body. Moving forward we will continue to seek out grants that can be used for this specific support.</i> |
| (Action Step 2) Explore adding a summer program to supplement classroom instruction. | Fall 25 | Admin, Pastor, Business Manager | <i>25-26 The task force met to review this option and identified several unaddressed variables, including student transportation and the need for an overall coordinator. Consequently, we are extending our transition timeline into the 2025–2026 school year to fully resolve these factors.</i> |
| (Action Step 3) Continue and complete all phases of the Believe and Read cycle with grades K-3, having an onsite interventionist and in-house coach. | Spring 26 | Admin, In-House coach/intervent ionist, Asst. Principal, classroom teachers | <i>25-26 All K–3rd grade staff and our in-house coach have successfully completed their training. Moving forward, we will fully implement all components of the program internally, which includes incorporating targeted small-group and one-on-one student interventions.</i> |
| (Action Step 4) Integrate the Believe and Read Program in grades 4 & 5. | Spring 27 | Admin, In-House coach/intervent ionist, Asst. Principal, Classroom teachers | |

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| (Action Step 5) Continue partnership with Groves Learning Academy and implement year 5. | Spring 28 | Admin, In-House coach/intervent ionist, Asst. Principal, Classroom teachers | |
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(STRATEGY 3) Provide and improve the integration of technology accessible to all students and staff.

| | Timeline | Responsibility | Progress Report |
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| (Action Step 1) Support and train staff to utilize applications and resources to enhance the integration of technology into learning and instruction. | Fall 24 | Technology Specialist | <i>When and what happened?</i> <i>23-24 Through CSCOE we were able to your the resources from BLuum to expand our knowledge of the variety of ways to implement technology into different courses that supported our learning and instruction expectations.</i> |
| (Action@ Step 2) Integrate additional and new technology into instruction and curriculum to support learning and the use of technology. | Spring 25 | Technology Specialist and Staff | <i>24-25 All staff took part in a training that expanded our knowledge in regards to the various tools that are available to use on the SMART board along with learning shortcuts that were teacher friendly and resourceful.</i> |
| (Action Step 3) Review the current school technology plan and develop additional goals. | Fall 25/ Winter 26 | Admin, Technology Specialist, Staff | |
| (Action Step 4) Evaluate the technology tools that we are providing for the students on and off campus. | Summer 27 | Admin, Technology Specialist, Staff | |
| (Action Step 5) Revisiting a long term technology purchasing plan and creating a 3-5 year plan in addition to this plan. | Summer 28 | Admin, Technology Specialist, Staff | |

(STRATEGY 4) Utilize NWEA test data to monitor student progress and maximize teaching base results.

| | Timeline | Responsibility | Progress Report |
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| (Action Step 1) Using MAP data, St. Mary's School will use the results to tell our story using spring results in our stakeholders report. | Spring 23 | Technology Specialist, Admin, Staff | <i>23-24 We have successfully analyzed the spring MAP data and integrated the results into our stakeholders report to effectively tell St. Mary's story.</i> |

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| (Action Step 2) Annually, teachers will plan class and school goals for math and reading for consistency across grade levels. | Fall 23 | Teachers, Assistant Principal, Principal | <i>23-24 Teachers helped students determine a realistic goal at the beginning of the school year. Throughout the year this goal was revisited two more times to evaluate if this was an obtainable goal. Strategies to make it obtainable were shared with the students. Students were responsible for identifying their goal and strategically worked on achieving it.</i> |
| (Action Step 3) Teachers will continue to learn how to read NWEA data reports and student profiles to better understand the results to meet the needs of all learners. | Fall 23 / Winter 24 | Staff, Administration, NWEA and Bluum reps. | <i>23-24 Teachers continued to work with staff from Bluum identifying our strengths and challenges based on the content taught and data from student assessments. Throughout these meetings we have also identified where we may have gaps in our curriculum and how we are going to address those gaps with other tools if our curriculum isn't doing it.</i> |
| (Action Step 4) Ongoing professional development will be provided to continue best instructional practices to help students meet their growth goals. | Fall 26 | Teachers, Assistant Principal, Principal, Pathways rep | |
| (Action Step 5) Use assessment data to identify areas of strength and need to guide instruction and interventions in the area of Math. | Spring 27 | Teachers, Assistant Principal, Principal, | |
| (Action Step 6) Use assessment data to identify areas of strength and need to guide instruction and interventions in the area of Reading. | Spring 27 | Teachers, Assistant Principal, Principal, | |
| (Action Step 7) Use assessment data to identify areas of strength and need to guide instruction and interventions in the area of Language Arts. | Spring 28 | Teachers, Assistant Principal, Principal, | |



SCHOOL STRATEGIC PLAN - ST. MARY'S SCHOOL, BIRD ISLAND MN

(OBJECTIVE 2) Increase preschool enrollment and grow our program by helping young children develop the learning skills, cognition, physical and motor skills, and social and emotional readiness to be successful in kindergarten and beyond.

(STRATEGY 1) Increase current program enrollment (4 /5 year olds)

| | Timeline | Responsibility | Progress Report |
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| (Action Step 1) Meet with DHS to increase licensed enrollment up to 20 students. | Spring 23 | Admin | <i>When and what happened?</i> <i>August 24, 2023 meet with DHS, licensed for 35 students per classroom. We are opting to stay under 20 children per classroom.</i> |
| (Action Step 2) Increase enrollment in the 4/5 year old classroom up to 20 students. Hire a teacher's assistant. | Spring 23 | Admin, Preschool , Business Manager, Teacher | <i>September 2023, Hired and trained full time teacher assistant</i> |
| (Action Step 3) Increase enrollment in our 3 year old classroom up to 15 students. | Spring/ Summer 23 | Preschool Teacher, Admin | <i>September 5, 2023 - Day 1 of our 3 year olds every day half day program. Current enrollment - 9 children. For the remaining ½ of the day we have 6/9 students staying for the childcare component.</i> |
| (Action Step 4) Open an all-day everyday 4/5 year old program. | Fall 23 | Pastor, Business Manager, Admin | <i>September 5, 2023 - Day 1 of our all day every day ½ preschool program. Current enrollment - 13 students</i> |

(STRATEGY 2) Review and evaluate the need for more classrooms/preschool

| | Timeline | Responsibility | Progress Report |
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| (Action Step 1) Meet with DHS, Fire department, inspectors, etc.. about how to add additional classrooms/section/additional | Spring/ Summer 23 | Admin, Business Manager, | <i>When and what happened?</i> <i>Compliant dates: Fire Inspection - 7/20/23</i> <i>Building Inspection - 8/22/23</i> <i>Health Inspection - 7/20/23</i> |

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| building, on to the school or portable classroom space. | | Facility Manager | |
| (Action Step 2) Construct a new classroom and furnishings to complete the 3 year old room. | Spring/ Summer 23 | Admin, Business Manager, Facility Manager | August 2023 The current 3rd grade room was transformed into a 3 year old room. Health room was converted to classroom for 3rd grade |
| (STRATEGY 3) Establish new leadership structure in the preschool program | | | |
| | Timeline | Responsibility | Progress Report |
| (Action Step 1) Work with the current teacher to meet expectations of a new program director/lead teacher. | Summer 23 | Admin, Preschool Teacher | When and what happened? June - August 2023 Work with lead teacher to organize the structure the all day every day program for 4½ year olds. |
| (Action Step 2) Create a structure for staff in the preschool program. | Spring/Su mmer 23 | Admin | June - August 2023, One lead teacher, 1 preschool teacher, 1 teacher assistant and 1 aid hired for the program. |
| (Action Step 3) Create positions consisting of director/lead teacher for 4/5 year olds and teacher assistant/3 year old teacher. | Fall/Winter 23 | Admin, Business Manager, Preschool Teacher | June - August 2023 Principal - Director Lead teacher - 4½ year old teacher Assistant Teacher - 4½ year old Preschool teacher for 3 year olds Aid to assist in 3 year old classroom and oversee childcare in the afternoon |
| (STRATEGY 4) Increase school enrollment for Grades K-8 specifically increasing PreK to Kindergarten | | | |
| | Timeline | Responsibility | Progress Report |
| (Action Step 1) Invest in school marketing, sponsorships and branding. | Spring 23 | Admin | When and what happened? June 2023 Creative Majesty produced a promotional video for our preschool and K-8 school. Videos are available on the school website |
| (Action Step 2) Target pre-K student retention through new/updated initiatives. | Spring 24 | Admin | 23-24 The preschool team created an assessment document that allowed the teacher to track the academic progress made by each child in the year and also helped identify the child's Kindergarten readiness. This information is shared with the parents in the months of November, February and April. |

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| (Action Step 3) Track retention of the number of students attending the 3 year old program, move on to the 4 year old program and then to kindergarten. | Spring 26 | Preschool staff, Admin | <i>25-26 Over three years of having our preschool program onsite we have identified a retention rate at approximately 90% plus of our preschool students staying with us and moving on to our Kindergarten program.</i> |
| (Action Step 4) Track the number of students who only partake in our 4 year old all day every day program and continue on to our kindergarten program. | Winter 27 | Preschool Staff, Kdg teacher, Admin | |
| (Action Step 5) Create a plan to bring more awareness of our preschool programs. | Spring 27 | Admin team | |
| (Action Step 6) Establish a marketing team for the sole purpose of retention and recruitment beginning at the preschool level. | Summer 28 | Admin team | |

| (STRATEGY 5) Retain and recruit at the middle school level | | | |
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| | Timeline | Responsibility | Progress Report |
| (Action Step 1) Include parents' testimonial statements on the website. | Winter 26 | Middle school staff, Admin | |
| (Action Step 2) Survey 8th parents and students to identify "why" they stayed with St. Mary's and what they would tell others about completing St. Mary's School through 8th grade. | Spring 27 | Middle school staff, Admin | |
| (Action Step 3) Highlight middle school news in the monthly newsletter to include curriculum, projects, etc. to help retain students. | Winter 28 | Middle school staff, Admin | |

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| (Action Step 4) Create a committee that includes student input on school lunches, marathon activities, etc. | Fall 29 | Middle school staff, Admin | |
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MNSA SCHOOL STRATEGIC PLAN - ST. MARY'S SCHOOL, BIRD ISLAND MN

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| (OBJECTIVE 3) Develop a financial plan for the school that will ensure financial stability, availability of Catholic education in Bird Island and allow it to attract and retain quality staff, faculty and administration. | | | |
| (STRATEGY 1) Develop a grant committee to source additional funds | | | |
| | Timeline | Responsibility | Progress Report |
| (Action Step 1) Evaluate previous grants and apply/research for new ones. | Spring 24 | Admin | <i>23-24 We have and will continue to work very closely with the grants that CSCOE continues to offer along with programs that CSCOE financially funds. We have had great success co-partnering with CSCOE and have seen how it has increased our rigor and expectations in the areas of student learning and staff professional development.</i> |
| (Action Step 2) Identify individual(s) who have experience in writing grants. | Winter 25 | Admin | <i>24-25 Head cook has been identified as being able to write grants affiliated with the lunch program - ex: Farm to School</i> |
| (STRATEGY 2) Establish a formal process for increasing our current amount in our Endowment Fund along with establishing a revenue growth plan to meet the schools financial needs | | | |
| | Timeline | Responsibility | Progress Report |
| (Action Step 1) Educate stakeholders and community on the purpose of the Endowment fund. | Fall 24 | Business Manager, Pastor, Admin, Admin council | <i>When and what happened? 24-25 a couple financial speakers were asked to attend our Administrative Council meetings to delve into our endowment account with a greater purpose, research options and to fully gain a better understanding how endowment funds operate, reviewed other possibilities for long term financial growth and we taught how to explain our endowment funds and what they are doing to our stakeholders in layman's terms.</i> |

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| (Action Step 2) Establish a long term financial model reflecting the school current and expected future reality. | Winter 26 | Business Manager, Pastor, Admin, Admin council | |
| (Action Step 3) Communicate and engage with all stakeholders and institutional donors to help achieve these goals in our plan. | Winter 27 | Business Manager, Pastor, Admin, Admin council | |
| (Action Step 4) Asses and diversifies revenue streams to ensure long-term financial stability by evaluating reserved funds, enrollment trends and fundraising initiatives. | Winter 28 | Business Manager, Pastor, Admin, Admin council | |
| (Action Step 5) Assess and continue the strategic investment plan that maximizes financial growth and stewardship, including reserve funds, operational efficiencies and other possibilities of generated income. | Winter 29 | Business Manager, Pastor, Admin, Admin council | |
| (STRATEGY 3) Develop programs to attract, evaluate and retain quality faculty, staff and administration. | | | |
| | Timeline | Responsibility | Progress Report |
| (Action Step 1) Consider changes to benefits to provide consistency for all employees. | Spring 23 | Pastor, Business Manager, Admin | <i>When and what happened?</i> 23-24 We have become a part of the insurance pool through the NU Diocese and it has been a wonderful benefit for the staff. We are now able to provide a good covering health insurance at a very affordable price for staff and families. |
| (Action Step 2) Establish procedures to review teacher resource needs and develop methods for identifying funding sources and to obtain new/updated resources. | Fall 24 | Admin, Staff | 24-25 Administration and staff have reviewed ongoing/new resources that are needed for their classrooms and identify how funding for these items can continue to be possible based on our limited nonpublic funds that we receive and due to the fact that the EANS dollars are done. |

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| (Action Step 3) Provide compensation packages that attract and retrain skill educators and staff. (75 % of public schools first year teaching salary). | Spring 26 | Pastor, Business Manager, Admin | 25-26 <i>We have successfully remained competitive by offering our teachers a salary that reflects 75% of the compensation offered by the local school district.</i> |
| (Action Step 4) Offer ongoing training and opportunities for professional growth to support employee excellence. | Spring 27 | Pastor, Business Manager, Admin | |
| (Action Step 5) Develop and maintain clear job descriptions, a professional code of ethics and an effective employee evaluation system. | Summer 28 | Pastor, Business Manager, Admin | |

(STRATEGY 4) Implement a marketing plan to retain and recruit students in Grades PreK-8 specifically increasing PreK to Kindergarten.

| | Timeline | Responsibility | Progress Report |
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| (Action Step 1) Create a plan to bring more awareness to our PreK program. | Fall 24 | Technology Specialist, Admin | 24-25 <i>We have leaned into using social media as our greatest resource to connect with the community and beyond to help make awareness of our preschool program. We have also reached out to all the families on the census in the county and sent them a personal letter encouraging them to inquire to learn more about what we have to offer and to check out all the exciting things that have happened and are posted on facebook.</i> |
| (Action Step 2) Through digital resources create a cycle that highlights our preschool program. | Winter 26 | Admin | |

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| (Action Step 3) Parents share testimonies via digital and paper resources promoting our preschool program. | Summer 26 | Admin, Ed Committee, Pastor, Business Manager | |
| (Action Step 4) Create a “Did you know” documents stating facts about our program shared through social media, website and bulletin. | Summer 27 | Admin, preschool staff | |
| (Action Step 5) Produce a promotional video promoting our preschool programs. | Spring 28 | Admin, preschool staff | |



SCHOOL STRATEGIC PLAN - ST. MARY'S SCHOOL, BIRD ISLAND MN

(OBJECTIVE 4) Facility Improvements at St. Mary's Catholic School will improve quality, appearance, and functionality of the school which includes cosmetic repairs to enrich the school's original character.

(STRATEGY 1) Create a plan that will identify facility needs and upgrades.

| | Timeline | Responsibility | Progress Report |
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| (Action Step 1) Improve the entrance area to the main door #3. | Spring 25 | Custodial Staff, Business Manager, Maintenance Committee | <i>24-25 The locking mechanism and keyless entry fob system were replaced.</i> |
| (Action Step 2) Make improvements to the south side of the school building. (Ex: railing to entranceway). | Fall 26 | Custodial Staff, Business Manager, Maintenance Committee | |

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| (Action Step 3) Develop and implement strategies to manage space shortages and to address changing needs. | Fall 26 | Pastor, Business Manager, Admin | |
| (Action Step 4) Remodel and update the computer lab/library./Stream area. | Summer 27 | Pastor, Business Manager, Admin, Custodial | |
| (Action Step 5) Review and revise all school safety protocols, maps and plans of action. | Summer 2028 | Admin, staff, facility directors | |
| (STRATEGY 2) Ensure a clean and safe environment for students and staff. | | | |
| | Timeline | Responsibility | Progress Report |
| (Action Step 1) Set clearly defined maintenance procedures and schedules. | Fall 24 | Maintenance Manager, Business Manager | <i>When and what happened? 2024-25 this is a task that seems to be somewhat challenging in regards to nailing down who is doing what. We see this task as an important task due to providing transparent information to all those within the school. This is a task that needs to continue on into the 25-26 school year.</i> |
| (Action Step 2) Continue to stay current with safety monitoring technology and communication methods for emergencies. | Summer 26 | Technology Specialist, Admin, Admin Assistant | |
| (Action Step 3) Create and sustain a calendar to conduct regular inspections(monthly, quarterly, yearly) of the school building and playground area to promote safety and routine maintenance. | Summer 27 | Admin team, facilities manager, custodial staff | |
| (Action Step 4) Update building safety features ex: new lock system on exterior doors, 360 camera to the back playground areas, replacement of ground level windows. | Summer 29 | Pastor, Business Manager, Admin team | |
| (STRATEGY 3) Create a plan to study the feasibility of constructing new multi-purpose playground space. | | | |

| | Timeline | Responsibility | Progress Report |
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| (Action Step 1) Identify space or location of existing property that would be suitable for use as a playground. | Summer 26 | Maintenance Committee, Business Manager, Pastor, Admin | <i>24-25 Due to a successful 23-24 and 24-25 school fund a need project this task was completed by using our own property area. We were able to expand out current play ground into two playgrounds. One being a fence in an area for our preschool kids with multi play options, toys and a sandbox.</i> |
| (Action Step 2) Research the funding that would be needed to install a suitable playground. | Winter 26/ Spring 27 | Maintenance Committee, Business Manager, Pastor, Admin | <i>24-25 Due to a successful 23-24 and 24-25 school fund a need project this task was completed by using our own property area</i> |
| (STRATEGY 4) Create a plan to study the feasibility of relocating the band room and converting the band room into a classroom. | | | |
| | Timeline | Responsibility | Progress Report |
| <i>(Action Step 1)</i> Identify space or location of existing property that would be suitable for this transformation. Explore exterior building options. | Fall 26 | Maintenance Committee, Business Manager, Pastor, Admin, Ed. comm | <i>When and what happened?</i> |
| <i>(Action Step 2)</i> Research the funding that would be needed to add the addition. | Spring 27 | Maintenance Committee, Business Manager, Pastor, Admin, Ed. comm | |
| <i>(Action Step 3)</i> If the project is feasible, develop and implement a public relations/capital campaign to find and cultivate donors. | Spring/ Summer 28 | Maintenance Committee, Business Manager, Pastor, Admin, Ed. comm | |
| <i>(Action Step 4)</i> Convert current band room into a elementary classroom (possibly 3rd grade) and develop a new area to house our band classes/students | Spring/Su mmer 29 | Maintenance Committee, Business Manager, Pastor, Admin, Ed. comm | |



SCHOOL STRATEGIC PLAN - ST. MARY'S SCHOOL, BIRD ISLAND MN

(OBJECTIVE 5) The mission statement describes the purpose of the school, its reason for existence, and is rooted in the Catholic faith and Gospel values which will foster the awareness.

(STRATEGY 1) The school will assist all constituents to know and understand the mission.

| | Timeline | Responsibility | Progress Report |
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| (Action Step 1) Fall inservice agenda will focus on the contents of the mission, philosophy and goals, the vision statement and the core values | Fall 24 | Admin | <i>When and what happened?</i> 24-25 During our Fall inservice we revisited our mission statement along with our philosophy and reflected heavily upon making sure we were doing what our statements indicate that we are doing. One arena that verbiage was changed on was we removed the word "safe" environment and replaced it with "nurturing" environment. Our purpose for doing this was to eliminate the thought that we were not a safe environment, which we as a whole identified that we are. |
| (Action Step 2) Faculty will guide students during Catholic Schools Week regarding the key elements of mission, philosophy and goals, vision and core values. | Winter 24 | Staff, Admin | 24-25 our mission statement and philosophy were transparent throughout this busy week and was visual to all the parents and stakeholders that partook in our activities. |

(STRATEGY 2) The school maintains a relationship with the pastor, school/parish organizations, and the Area Faith Catholic community in promoting Catholic identity within the school.

| | Timeline | Responsibility | Progress Report |
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| Action Step 1) The school will work with the pastor to schedule weekly classroom visits. | Fall 23 | Pastors, Staff , Admin | 23-24 A schedule was created per semester for Fr. Zack to visit with the classroom for the 23-24 school year. |
| (Action Step 2) The school will create opportunities for the three supporting Pastors to become more aware of the school's mission and its programs. | Spring 24 | Pastors, Staff, Admin | <i>When and what happened?</i> 24-25 The staff continues to embrace the willingness of our three pastors and their desire to work with the school through mass planning, coming into the classroom, teaching the word of the Lord to individual classrooms, teaching the sacraments, etc... |

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| (Action Step 3) Pastors will be invited to key events during the school year including the Advent/Lenten Prayer services, Back to School Blast, Christmas and Spring concerts, School marathon, etc... | Fall 24 | Pastors, Staff, Admin | <i>24-25 The three priests were and will continue to be invited to participate in all of the activities that we also make available to the students and stakeholders.</i> |
| (STRATEGY 3) The school provides opportunities for prayer, retreats, liturgy and spiritual formation and service. | | | |
| | Timeline | Responsibility | Progress Report |
| (Action Step 1) The diocese will provide a purposeful Mass and other spiritual experiences for the faculty and staff in September for students in grades 5-8 along with our staff and priest. The Mass of the Holy Spirit consists of all the schools in the NU Diocese gathering in one facility to worship together. | Fall 25 | Pastor, Admin team, Diocese of NU | <i>25-26 (Sept 26) Mass of the Holy Spirit was surreal and will be often again on an every other year basis.</i> |
| (Action Step 2) The diocese will offer a retreat for faculty and staff in March by the Diocese of New Ulm. | Spring 26 | Admin, Diocese of New Ulm staff | <i>25-26 Retreat with Dr, Siri was provided and is being used repeatedly to bring administration back to the critical thinking about our society of today, our catholic values, challenged by the change in time.</i> |
| Action Step 3) The diocese will offer a Way of the Cross opportunity along with participating in a Mass with our Bishop. | Fall 26 | Admin, Diocese of New Ulm staff | |
| (STRATEGY 4) The school will assist parents in their role as the primary educator of their children in faith. | | | |

| | Timeline | Responsibility | Progress Report |
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| (Action Step 1) During the Back to School Night, the faculty will introduce the concept of family goals to include the areas of: spirituality, academic, and exploration. Families will be encouraged to include their children in setting goals and to discuss them throughout the year. | Fall 26 | Staff, Admin, Families | <i>When and what happened?</i> |
| (STRATEGY 5) The adults in the school community will be invited to participate in service programs to promote the lived reality of action in service of social justice. | | | |
| | Timeline | Responsibility | Progress Report |
| (Action Step 1) When planning annual service projects that will be conducted through classrooms, an invitation will be offered to encourage parent participation. | Fall 27 | Staff, Admin, Families | <i>When and what happened?</i> |
| (STRATEGY 6) Communicate the school's mission through the physical environment as well as the school's policies and procedures. | | | |
| | Timeline | Responsibility | Progress Report |
| (Action Step 1) Form a committee to promote the implementation of the schools mission into all aspects of school life. | Fall 28 | Classroom teachers, Admin team | |
| (Action Step 2) Establish a mission implementation committee to analyze school policies and procedures to ensure that the school's culture root beliefs and core values are reflected in the daily operations of the school. | Fall 29 | Classroom teachers, Admin team | |
| (STRATEGY 7) Integrate faith into all aspects of school life to develop strong student leaders and first a faith environment | | | |
| | Timeline | Responsibility | Progress Report |

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| <p>(Action Step 1) Strengthen the virtues through deeper integration into our curriculum and recognize students monthly who exemplify these virtues.</p> | <p>Spring 26</p> | <p>Classroom teachers, Admin team</p> | <p><i>25-26 The students completed the ARK test this Spring to provide us with a baseline of where our student population sits as in regards to understanding the Catholic church, its teaching and values. Our overall ARK results identified that our student body demonstrated that we are strong in prayer, Need to focus on Virtues and overall ended up with an average affinity score of 78%.</i></p> |
| <p>(Action Step 2) Expand student leadership by providing structured opportunities to partake in student lead Mass on the weekend.</p> | <p>Spring 27</p> | <p>Classroom teachers, Admin team, priest team</p> | |
| <p>(Action Step 3) Reevaluate the current opportunities that we have available and expand them to empower the students as faith leaders throughout the community.</p> | <p>Summer 28</p> | <p>Classroom teachers, Admin team, priest team</p> | |
| <p>(Action Step 4) Deepen student understanding of faith and discernment by providing the students with religious life, missionary work and lay leadership.</p> | <p>Spring 29</p> | <p>Classroom teachers, Admin team, priest team</p> | |

