



ST. JOHN THE BAPTIST CATHOLIC SCHOOL STRATEGIC PLAN

(OBJECTIVE 1) St. John's School will grow to reach more souls.			
(STRATEGY 1) Effectively promote the school in a manner that highlights our mission and philosophy.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Form an Advancement & Development Committee under the School Advisory Council.	Fall 2017	SAC	<p>2017-2018 <i>Formed an Advancement & Development Committee during the October 2017 SAC meeting. The Committee addresses the following:</i></p> <ul style="list-style-type: none"> • <i>Marketing, Promotion, and Communications</i> • <i>Student Recruiting and Enrollment</i> • <i>Fundraising</i>
(Action Step 2) Complete a Promotion and Enrollment plan.	Spring 2018	Advancement & Development Committee	<p>2017-2018 <i>Completed Promotion and Enrollment Plan in August 2017.</i></p>
(Action Step 3) Secure funding for implementing Promotion and Enrollment Plan.	Summer 2018	Advancement & Development Committee	<p>2017-2018 <i>Secured funding for the Promotion and Enrollment Plan from the Catholic Community Foundation of Minnesota in November 2017. This grant includes funding for promotional events, mailings, and a school sign.</i></p>
(Action Step 4) Implement Promotion and Enrollment Plan.	Fall 2018	Advancement & Development Committee	<p>2017-2018 <i>Started implementation of the Promotion and Enrollment Plan by completing the following actions:</i></p> <ul style="list-style-type: none"> • <i>Hosted an All-Saints Party in October 2017 that attracted 260 visitors</i> • <i>Completed a new school brochure in December 2017</i> • <i>Launched a new school website in December 2017</i> • <i>Published over ten articles featuring St. John's School in local newspapers</i> • <i>Completed a hard copy newsletter and mailed it to over 600 stakeholders (alumni, past donors) in March 2018</i> • <i>Exhibited at the Hastings Youth Expo in January 2017</i> • <i>Hosted two school open houses in February 2018</i>

(STRATEGY 2) Design and implement a development program that draws on a broader base of donors.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Form an Advancement & Development Committee under the School Advisory Council.	Fall 2017	SAC	2017-2018 <i>Formed an Advancement & Development Committee during the October 2017 SAC meeting. The Committee addresses the following:</i> <ul style="list-style-type: none"> • <i>Marketing, Promotion, and Communications</i> • <i>Student Recruiting and Enrollment</i> • <i>Fundraising</i>
(Action Step 2) Complete a Development Program Plan.	Spring 2018	Development Program Committee	2017-2018 <i>Completed a Development Program Plan in February 2018. The plan includes metrics and plans to enhance enrollment, excellence, and financial sustainability.</i>
(Action Step 3) Secure funding for implementing Development Program Plan.	Summer 2018	Development Program Committee	2017-2018 <i>Secured funding for the Development Program from the Catholic Community Foundation of Minnesota in November 2017. This grant includes funding for a development program contractor, mailings, and alumni/stakeholder events.</i>
(Action Step 4) Implement Development Program Plan.	Fall 2018	Development Program Committee	2017-2018 <i>Started implementation of the Development Program by completing the following actions:</i> <ul style="list-style-type: none"> • <i>Hosted an Alumni and Friends event in November 2017 that attracted over 150 people</i> • <i>Hosted a Feed My Starving Children MobilePack in February 2018 that attracted 273 volunteers</i> • <i>Completed a hard copy newsletter and mailed it to over 600 stakeholders (alumni, past donors) in March 2018</i> • <i>Implemented the Salesforce customer relationship management (CRM) system in April 2018 to manage stakeholders</i> • <i>Launched a fundraising campaign that raised \$87K, including a matching \$25K grant from the Catholic Schools Center of Excellence (CSCOE). 68% of the donations were from outside the St. John's Parish..</i>
(STRATEGY 3) Develop and implement a growth plan for the school.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Form a Policy & Planning Committee under the School Advisory Council.	Spring 2018	SAC	2017-2018 <i>Formed a Policy & Planning Committee during the October 2017 SAC meeting. The committee will address the following:</i> <ul style="list-style-type: none"> • <i>school policy</i> • <i>strategic planning</i>

(Action Step 1) Forecast enrollment for the next ten years.	Fall 2018	Policy & Planning Committee	2017-2018 <i>Completed a 10-year enrollment forecast based on current enrollment by grade, historic attrition rates, and the results of a January 2017 and December 2017 parent surveys asking the probability that students will return for each grade. Used the enrollment projections in financial forecast modes.</i>
(Action Step 1) Complete a Growth Plan to address how the school will accommodate our projected growth.	Spring 2019	Policy & Planning Committee	2017-2018 <i>Will complete a draft plan in the Fall of 2018.</i>

(OBJECTIVE 2) St. John's School will provide an offering that fosters growth for all learners.			
(STRATEGY 1) Implement a process to ensure continuous improvement of our educational offering			
	Timeline	Responsibility	Progress Report
(Action Step 1) Form a Teaching and Learning Committee under the School Advisory Council to ensure that we stay abreast of curriculum standards, instructional strategies, assessment practices, and instructional resources.	Fall 2017	SAC	2017-2018 <i>Formed a Teaching & Learning Committee during the October 2017 SAC meeting. Formed four working groups:</i> <ul style="list-style-type: none"> <i>curriculum, instructional resources, and standards</i> <i>instructional methods</i> <i>assessment practices and communications</i> <i>new programs (leading Virtues Program rollout in 2017-2018)</i>
(Action Step 2) Update Teaching and Learning Plan to address our ongoing process of identifying and vetting curriculum standards, instructional strategies, assessment practices, and instructional resources.	Spring 2018	Teaching and Learning Committee	2017-2018 <i>Updated the Teaching and Learning Plan in November 2017 to include the identification and vetting of curriculum standards, instructional strategies, assessment practices, and instructional resources. Included a defined curriculum review cycle.</i>
(Action Step 3) Update Teaching and Learning Plan to delineate the process for referral of Title I services.	Spring 2018	Teaching and Learning Committee	2017-2018 <i>Added a written process for referral of Title I services to the St. John's School Teaching and Learning Plan in October 2017.</i>
Action Step 4) Update Teaching and Learning Plan to include consistent criteria for the evaluation and reporting of student work in all subject areas and between grade levels.	Spring 2018	Teaching and Learning Committee	2017-2018 <i>Developed criteria for the evaluation and reporting of student work in all subject areas and between grade levels. Under these criteria, student work is assessed to gauge student proficiency relative to grade-level standards.</i> <ul style="list-style-type: none"> <i>E - Exceptional proficiency. Consistently demonstrates proficiency beyond grade-level expectations.</i>

			<ul style="list-style-type: none"> • 3 - Strong proficiency. Consistently demonstrates grade-level proficiency. • 2 - Developing proficiency. Demonstrates partial grade-level proficiency • 1 - Emerging Proficiency. Demonstrates limited grade-level proficiency. <p><i>This criteria will be reviewed by the SAC for approval in the Fall of 2018.</i></p>
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(STRATEGY 2) Develop and implement a human resources plan that ensures we continue to have exceptional faculty, staff, and school leadership.

	Timeline	Responsibility	Progress Report
(Action Step 1) Form a Human Resources Committee.	Fall 2017	SAC	<p>2017-2018 <i>Formed a Human Resources Committee during the October 2017 SAC meeting. The committee will address the following:</i></p> <ul style="list-style-type: none"> • <i>teacher recruiting</i> • <i>professional development</i> • <i>compensation</i>
(Action Step 2) Complete a Human Resources Plan that addresses recruiting, professional development, and compensation for faculty, staff, and administration.	Fall 2018	Human Resources Committee	<p>2017-2018 <i>Completed a Human Resources Plan in April 2018 that addresses recruiting, retaining, and developing exceptional teachers and staff to advance the mission of St. John's School.</i></p>
(Action Step 3) Implement Human Resources Plan.	Spring 2019	Principal	<p>2017-2018 <i>Implementation of the Human Resources Plan began in May 2018 and was reflected in 2018-2019 compensation and a summer/fall professional development program.</i></p>
(Action Step 4) Implement an orientation and training program for School Advisory Council members.	Fall 2018	SAC Chair	<p>2017-2018 <i>Participated in SAC orientation and training through the Archdiocese of St. Paul & Minneapolis in September 2017. Will create and implement a SAC orientation, training, and self-assessment program in the Fall of 2018.</i></p>

(STRATEGY 3) Implement a Christian Virtues educational program.

	Timeline	Responsibility	Progress Report
(Action Step 1) Form a Christian Virtues Program Task Force.	Spring 2018	Principal	<p>2017-2018 <i>Formed a Christian Virtues Task Force in September 2017 under the New Programs Working Group of the Teaching & Learning Committee.</i></p>

(Action Step 2) Assess potential Christian Virtues educational programs.	Fall 2018	Christian Virtues Program Task Force	<i>2017-2018 Assessed potential curriculum in September 2017.</i>
(Action Step 4) Implement Christian Virtues Education Program.	Fall 2019	Christian Virtues Program Leader	<i>2017-2018 Implemented Virtues curriculum across the school (Grades PreK-6) in October 2017.</i>