

# ST. JOHN THE BAPTIST CATHOLIC SCHOOL STRATEGIC PLAN

**(OBJECTIVE 1) St. John's will continue to enhance the culture of learning for students and staff.**

**(STRATEGY 1) REVIEW AND MAP CURRICULAR MATERIALS TO ENSURE QUALITY MATERIALS AND STANDARDS ALIGNMENT.**

	Timeline	Responsibility	Progress Report
<b>(Action Step 1)</b> Implement new religion curriculum plan.	2024-2025	All Teachers	<i>We decided to stay with Blessed Are We and to add Allelu to Kindergarten. PK also staying the same.</i>
<b>(Action Step 2)</b> Complete curriculum mapping/insight tool for Language Arts Preschool Early Childhood Indicators of Progress.	Spring 2025	Preschool Teachers	
<b>(Action Step 3)</b> Complete curriculum mapping/insight tool for Archdiocesan Religion Standards	2025-2026	Elementary Teachers	
<b>(Action Step 4)</b> Review Language Arts Materials and other possibilities for Language arts	2025-2026	All Teachers and Principal	
<b>(Action Step 5)</b> Complete curriculum mapping/insight tool for Math Preschool Early Childhood Indicators of Progress.	Spring 2026	Preschool Teachers	
<b>(Action Step 6)</b> Complete curriculum mapping/insight tool for Physical Movement and Development Preschool Early Childhood Indicators of Progress.	Spring 2027	Preschool Teachers	
<b>(Action Step 7)</b> Complete curriculum mapping/insight tool for The Arts Preschool Early Childhood Indicators of Progress.	Spring 2028	Preschool Teachers	

**(STRATEGY 2) OFFER HIGH QUALITY PROFESSIONAL LEARNING OPPORTUNITIES TO STAFF THAT FOCUS ON CURRENT NEEDS OF OUR EDUCATORS.**

	Timeline	Responsibility	Progress Report
<b>(Action Step 1)</b> Expand new staff mentorship beyond lead teachers to include all staff.	2024-2025	Principal and mentors.	<sup>2023-2024</sup> <i>Added mentors to new lead teachers and new assistants.</i>
<b>(Action Step 2)</b> Research ways other schools conduct observations for preschool teachers and all support staff.	Summer 2024	Principal	
<b>(Action Step 3)</b> Provide speaker on integration of Social Emotional Learning curriculum.	Fall 2024	Principal	

<b>(Action Step 4)</b> Include preschool and support staff in annual observations.	2024-2025	Principal	
<b>(Action Step 5)</b> Provide monthly discussion on Language Arts Strategies.	2024-2026	Principal	
<b>(Action Step 6)</b> Dedicate time for staff development on use of the NWEA learning continuum to create plans for individual student growth.	2024-2027	Principal & Teachers	
<b>(Action Step 7)</b> Survey Teachers on continued professional development needs.	2025-2026	Principal	

**(STRATEGY 3) PREPARE FOR CATHOLIC SCHOOLS STUDY**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Review Catholic School Study standards	Summer 2025	Principal	
<b>(Action Step 2)</b> Prepare staff for Catholic School Study expectations.	Fall 2025	All School Staff	
<b>(Action Step 3)</b> Make any adjustments to better meet Catholic Schools Studies requirements	Winter 2025	All School Staff	
<b>(Action Step 4)</b> Host Catholic Schools Study.	Spring 2026	All School Staff	
<b>(Action Step 5)</b> Review results of Catholic Schools Study	Spring 2026	Principal, Staff, SAC,	
<b>(Action Step 6)</b> Make adjustments based on recommendations of Catholic Schools Study	2026-2027	Principal, Staff, SAC	

**(STRATEGY 4) IMPLEMENT A SCHOOL WIDE SOCIAL EMOTIONAL LEARNING CURRICULUM IN ORDER TO IMPROVE SOCIAL DEVELOPMENT OF STUDENTS.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Meet to discuss how Social Emotional Curriculum fits into our schedule and how to pair with other curricular areas.	Fall 2024	Principal and Teachers	
<b>(Action Step 2)</b> Begin teaching weekly social emotional lessons.	2024-2025	Teachers	
<b>(Action Step 3)</b> Explore ways to increase parent awareness of Social Emotional Learning needs.	Summer 2025	Principal, SAC, Teachers	

<b>(STRATEGY 5) INCREASE PARENT INVOLVEMENT IN STUDENT EDUCATION</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Research options for text message communication with families.	2024-2025	Principal, Pastor, and Office Admin	
<b>(Action Step 2)</b> Choose a text messaging option for family communication.	Summer 2025	Principal and Pastor	
<b>(Action Step 2)</b> Research ways other schools have sought to increase learning at home.	2025-2026	Principal	
<b>(Action Step 3)</b> Book a speaker for the school parent social night.	2025-2026	Principal	
<b>(Action Step 4)</b> Discuss ways to increase participation in academics at home	Spring 2026	Principal, SAC and Teachers	
<b>(Action Step 5)</b> Begin a monthly note to families incorporating ways to increase learning at home	2026-2027	Principal and Teachers	

**(OBJECTIVE 2) St. John's will seek opportunities for enrollment growth, retention, and school advancement in order to ensure the financial stability which is required to offer students the best possible program.**

<b>(STRATEGY 1) TAKE MEASURABLE STEPS TO INCREASE STUDENT RETENTION RATES</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Survey Families that have left SJB.	Summer 2024	Principal and Office Admin	
<b>(Action Step 2)</b> Find a volunteer parent mentor coordinator.	Summer 2024	Principal and Office Admin	
<b>(Action Step 3)</b> Create and deploy three retention specific ads/newsletter items.	Fall 2024	Principal and Marketing Team	

<b>(Action Step 4)</b> Formalize Parent Mentoring Program	2024-2025	Parent Mentor Coordinator & Office Admin	
<b>(Action Step 5)</b> Plan and host two family fun nights	2024-2025	Office Admin and Home and School Association	
<b>(Action Step 6)</b> Brainstorm additional extracurricular offerings to attract families to St. John's.	Spring 2025	Staff, School Advisory Council	
<b>(Action Step 7)</b> Plan dates and times of year for new extracurriculars in 2026-2027	Summer 2025	Principal	
<b>(Action Step 8)</b> Implement new extracurricular activities	2025-2026	Principal, Staff	
<b>(STRATEGY 2) TARGET KINDERGARTEN AND PRESCHOOL STUDENTS TO KEEP PIPELINE STRONG</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Plan ways to engage preschool families throughout the year to ensure they know they are wanted in St. John's elementary.	Summer 2024	Principal and Preschool Team	
<b>(Action Step 2)</b> Create and deploy three preschool/Kindergarten specific ads/newsletter items.	Winter 2024	Principal and Marketing Team	
<b>(Action Step 3)</b> Connect with preschool families monthly regarding options for St. John's elementary school.	Fall/Winter 2024	Principal and Preschool Team	
<b>(Action Step 4)</b> Evaluate work done to engage preschool families based on 2025-2026 enrollment.	Spring 2025	Principal, and Preschool Team	
<b>(Action Step 5)</b> Research preschool requirements to become 4 star NAECY Parent aware	Summer 2025	Principal	
<b>(Action Step 6)</b> Begin work to become 4 star parent aware in order to utilize benefits like staff pay stipends and Think Small student scholarships.	2025-2026	Principal	

<b>(Action Step 7)</b> Become NAECY 4 star parent aware certified	Summer/Fall 2026	Principal	
<b>(STRATEGY 3) SJB WILL SEEK ADVANCEMENT OPPORTUNITIES TO INCREASE FUNDING FOR STUDENT PROGRAMMING.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Review 1st annual Gala	Summer 2024	Gala Committee	
<b>(Action Step 2)</b> Plan 2nd Gala.	Fall 2024	Gala Committee	
<b>(Action Step 3)</b> Create ongoing to do checklists for all events in order to ensure consistency across years	2024-2025	Principal, Office Admin, Event Leads	
<b>(Action Step 4)</b> Explore and Evaluate long term fundraising (Fund-a-need) needs.	Spring 2025	Pastor, Principal, SAC, Staff	
<b>(Action Step 5)</b> Continue to collect Alumni information and refine alumni database.	2024-2026	Alumni Relations Lead	
<b>(Action Step 6)</b> Research Alumni Mailings from other schools	Spring 2026	Alumni Relations Lead and Principal	
<b>(Action Step 7)</b> Begin an annual alumni mailing.	2026-2027	Alumni Relations Lead and Principal	

<b>(STRATEGY 4) SJB WILL EXPLORE OPTIONS FOR SCHOOL EXPANSION</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Survey families to determine if families would commit to sending students to St. John's for 5th grade or as toddlers in a preschool expansion.	Summer 2025	Pastor, Principal, SAC	
<b>(Action Step 2)</b> Create a committee to discuss if a toddler or middle school expansion is feasible. Consider options for additional school storage space.	Fall 2025	Pastor, Building Committee	

<b>(OBJECTIVE 3) St. John's will align practices to the new Mission.</b>			
<b>(STRATEGY 1) UPDATE POLICIES WITH A VIEW ON THE NEW ST. JOHN'S MISSION.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Write a school wellness policy in line with MDE requirements as a part of the new hot lunch program.	Summer 2024	Principal with open invitation.	
<b>(Action Step 2)</b> Create allergy and CPR training policies for our handbooks.	Summer 2024	Principal	<i>2023-2024 At MNSAA's request St. John's completed this action item in January of 2024. Our CPR and Allergy training policies were approved by the School Advisory Council, added to our faculty and parent/student handbooks and announced to our community through multiple communication channels.</i>
<b>(Action Step 3)</b> Host a speaker to discuss SAC orientation, SAC purpose, SAC effectiveness	Fall 2024	Pastor and Principal	
<b>(Action Step 4)</b> Gather information from other schools about best practices for homework.	Fall 2024	Principal	
<b>(Action Step 5)</b> Receive professional development on best practices in homework policies for elementary students.	Spring 2025	Principal	
<b>(Action Step 6)</b> Rewrite Homework philosophy and policy.	Spring 2025	Principal and Faculty	
<b>(Action Step 7)</b> Update written policy on staff compensation that helps determine staff compensation and is annually communicated to staff.	Summer 2025	Principal	
<b>(Action Step 8 )</b> Develop a preschool specific parent student handbook.	Summer 2025	Principal	
<b>(Action Step 9)</b> Write a St. John's procedure handbook with approval from SAC.	2025-2026	Principal and School Advisory Council.	
<b>(Action Step 10)</b> Review and update school philosophy.	Spring 2026	Pastor, Principal, Faculty, and School Advisory Council	

<b>(Action Step 11)</b> Publish an SJB procedure handbook for procedures such as standards evaluation, compensation determination, Mission statement review.	Summer 2026	Principal	
<b>(Action Step 12)</b> Review and update philosophy of assessment.	Spring 2027	Principal and Faculty	
<b>(Action Step 13)</b> Determine what policies and philosophies still need to be updated in light of our new Mission Statement.	Summer 2027	Pastor and Principal	

**(STRATEGY 2) UPDATE VISIBLE SIGNS OF SCHOOL CULTURE TO EMBODY NEW MISSION**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Update logo on all communications and marketing materials to the new SJB logo.	Summer 2024	Principal	
<b>(Action Step 2)</b> Paint Logo and slogan on wall in the gymnasium	Summer 2024	Principal	
<b>(Action Step 3)</b> Solicit a grant to make new videos for the school website.	Summer 2024	Principal	
<b>(Action Step 4)</b> Shoot and upload new videos for the website highlighting student leadership, hands on science, believe and read, mission, and other areas.	2024-2025	Principal	
<b>(Action Step 5)</b> Explore opportunities to increase alignment between website and new mission.	Summer 2026	Principal	
<b>(Action Step 6)</b> Review Parent Student and Faculty Handbooks from other schools	2026-2027	Principal, SAC	
<b>(Action Step 7)</b> Write major updates to parent student and faculty handbooks in order to make them more user friendly.	Spring 2027	Principal, SAC, Staff	

**(STRATEGY 2) ENSURE THE SAFETY OF ST. JOHN'S STUDENTS THROUGH AN EFFECTIVE CRISIS PLAN.**

	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Create a committee to update the SJB Crisis Plan.	Summer 2024	Principal	

<b>(Action Step 2)</b> Meet with school resource officer, fire chief, and other safety representatives to go over current crisis plan and receive feedback.	Winter 2024-2025	Crisis Plan Team	
<b>(Action Step 3)</b> Develop an updated crisis plan.	Spring 2025	Crisis Plan Team	
<b>(Action Step 4)</b> Publish and approve a crisis management handbook.	Summer 2025	Crisis Plan Team, School Advisory Council	
<b>(Action Step 5)</b> Begin to train staff on new crisis plan.	Fall 2025	Principal	

<b>(OBJECTIVE 4) St. John's will continue to offer programs to enhance faith life.</b>			
<b>(STRATEGY 1) GROW CATECHESIS OF THE GOOD SHEPHERD PROGRAM</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Add volunteers to expand CGS offerings	Summer 2024	CGS Coordinator	
<b>(Action Step 2)</b> Offer weekly CGS lessons for Kindergarten students	2024-2025	CGS Coordinator	
<b>(Action Step 3)</b> Offer weekly CGS lessons for 1st grade students	2025-2026	CGS Coordinator	
<b>(Action Step 4)</b> Research how other schools implement CGS with 2nd grade students receiving the Sacrament of communion.	2025-2026	CGS Coordinator, 2nd grade teacher, Principal	
<b>(Action Step 5)</b> Determine if (level two) expansion of CGS to 2nd grade is appropriate for our setting.	Spring 2026	CGS Coordinator, 2nd grade teacher, Principal	
<b>(STRATEGY 2) OFFER ROBUST STAFF FAITH DEVELOPMENT OPPORTUNITIES.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>

<b>(Action Step 1)</b> Continue Faculty Led Staff Faith Formation.	2024-2025	2nd grade Teacher	
<b>(Action Step 1)</b> Provide Training and discussion on how to weave Catholic Identity into all subject areas.	2025-2026	Principal	
<b>(Action Step 2)</b> Survey Teachers on additional ideas for staff faith development.	Spring 2026	Principal	
<b>(STRATEGY 3) GROW AND IMPROVE VIRTUE PROGRAM</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>(Action Step 1)</b> Review 1st year of Virtue Program	Fall 2024	Virtue program lead teachers, and all staff.	
<b>(Action Step 2)</b> Plan 2nd year of virtue program lessons and virtue program incorporation into school culture.	Summer 2024	Virtue program lead teachers	
<b>(Action Step 3)</b> Discuss ways to incorporate Virtue Programs into Faith Family activities.	Fall 2024	Virtue Program lead teachers and Faith Family Lead Teachers	
<b>(Action Step 4)</b> Plan 3rd year of virtue program lessons and virtue program incorporation into school culture.	Summer 2025	Virtue program lead teachers	