

# **St. Dominic Savio Catholic High School**

## **Strategic Plan**

**2018-2023**

**With Annual Goals**

**For**

**2019 – 2020**



**“Forming Servant Leaders in the  
Image of Christ”**

**The Catholic Church of Central Texas  
DIOCESE OF AUSTIN**

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## **I. Introduction to St. Dominic Savio Catholic High School**

St. Dominic Savio Catholic High School is a co-educational, college preparatory school founded in 2009 by the Roman Catholic Diocese of Austin to prepare young men and women to become faith-filled, visionary and inspirational leaders in service to the Church and the world.

### **History**

Bishop Gregory Aymond authorized a feasibility study in 2002 to determine if a Catholic high school in north Austin would attract sufficient demand. Beginning in 2003, the Metanoia Group conducted market research with a sample of 750 individuals who participated in interviews and focus groups and responded to mailed surveys. Using the findings from the study and an analysis of local demographic data, the decision was made in 2004 to purchase the land upon which St. Dominic Savio Catholic High School currently sits.

With feasibility confirmed and the land purchased, Bishop Aymond established a Steering Committee in 2006 to further guide planning and set a direction for the new Catholic high school. The Steering Committee, with the assistance of Meitler Consultants, Inc., prepared a case statement for the proposed new school and submitted it to Bishop Aymond in June 2007. The case statement was approved by Bishop Aymond on June 29, 2007.

In December 2007, the Diocese of Austin contracted with Community Counseling Services to identify the potential financial support needed to build the new Catholic high school. A \$10 million campaign was recommended and a Campaign Cabinet was established. Following an initial contribution from the Diocese of Austin's "Future Schools Fund", additional gifts ranging from \$100,000 to \$1.5 million were received.

Construction of St. Dominic Savio Catholic High School commenced on October 12, 2008 and A Certificate of Formation was signed and filed with the Texas Secretary of State on December 22, 2008. Phase one of construction includes 83,690 square feet of new construction, housing 13 classrooms, two science learning centers with laboratories, a computer learning center, a library/media center, a fine arts suite, a gymnasium, administrative offices, a conference room, student health and teachers' work suites and three leveled athletic fields.

St. Dominic Savio Catholic High School opened in the fall of 2009 with 86 freshmen and sophomores. Enrollment has continued to grow over the years, with a starting enrollment of 405 students in fall, 2018.

### **Patron Saint**

Dominic Savio was born on April 2, 1842 at San Giovanni di Riva, near Turin, Italy. Dominic was one of ten children born to Carlo and Birgitta Savio. A prayerful and promising student of St. John Bosco, Dominic was an ordinary young person with an extraordinary love of God. Dominic once said, "I can't do big things, but I want everything to be for the glory of God."



Dominic was an example of childhood holiness. He was nourished by the sacraments and held firm to his Marian devotion. On a visit to Turin, John Bosco's mother commented to her son: "You have many good boys, but none can match the good heart and soul of Dominic Savio. I see him so often at prayer, staying at church after the others; every day he slips out of the playground to make a visit to the Blessed Sacrament. When he is in church, he is like an Angel living in paradise."

Unfortunately, Dominic died from tuberculosis on March 9, 1857. Pope Pius XI described Dominic Savio as "small in stature, but a towering giant in spirit." Dominic Savio was canonized on June 12, 1954.

### **The Crest**

The crest of St. Dominic Savio Catholic High School includes a cross, which represents Faith; a lamp, which represents the Wisdom gained through knowledge and scholarship; a star, which represents the State of Texas; and, stripes, which represent Discipline.



## **II. Mission, Philosophy and Goals**

### **Mission**

St. Dominic Savio Catholic High School is a co-educational, college preparatory school founded by the Diocese of Austin to prepare young men and women to become faith-filled, visionary and inspirational leaders in service to the Church and the world.

### **Philosophy and Goals**

St. Dominic Savio expresses the Church's educational mission through faith-formation, social development and awareness, and a strong academic program.

We seek:

- To develop within the school a strong theology program based on Catholic teachings, Scripture, liturgical experiences, and service so each student grows and develops in the Catholic Christian way of life;
- To facilitate the spiritual, intellectual, social, emotional, and physical development of each student; and,
- To challenge students to become Christian leaders, living as young men and women of conscience, compassion and action.

## **Vision Statement**

- Forming Servant Leaders in the Image of Christ

## **Core Values**

- We hold firm to our core values, which define our identity and serve as the fundamental beliefs that guide the daily life of the school.

## **Strategic Plan Areas of Priority**

The format for the Strategic Plan 2018-2023 is modeled after the Texas Catholic Conference of Bishops - Education Department (TCCB ED) Self Study document, which focuses on five Domain areas reviewed in our accreditation process. Each Domain standard statement is given in this document and serves as an overarching goal for the area. Along with each Domain Standard, TCCBED Benchmark statements indicate areas of qualification that clarify elements of successful implementation of that overarching goal. The accreditation standards and benchmarks serve as a guide when determining short or long-range goals. In addition, the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools have served as a resource for school effectiveness that are reviewed when annual goals are identified.

The Strategic Plan 2018-2023 was developed from key resources: school bylaws, TCCB ED accreditation standards and benchmarks, the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools, as well as survey input gathered from faculty, staff, and parents.

The Strategic Plan identifies TCCBED accreditation standards and benchmarks. The school has identified key benchmarks from the accreditation documents that are the focus for annual goals, in each of the following areas:

- I. Catholic Identity
- II. Governance, Administration and Management
- III. Curriculum, Instruction and Assessment
- IV. Student Services, Resources and Activities
- V. Plant and Facilities (Standard V)

For further clarification, symbols are used to reference their original source:

**NS – National Standard**

**AS – Accreditation Standard**

**NB – National Benchmark**

**AB – Accreditation Benchmark**

## I. Catholic Identity

**Standard 1:** The Catholic school is a unique environment which has as its primary purpose the continued formation of the Christian person. The mission and beliefs of the school shall reflect the integration of Catholic faith and Gospel values and promote a community of believers and learners. Members of the school are a community and are called to unite in prayer, to proclaim the Gospel message and to serve others.

**Benchmark 1.1** - The mission statement describes the purpose of the school, its reason for existence, and is rooted in the Catholic faith and Gospel values.

**Benchmark 1.2** - The school maintains a relationship with the pastor, school/parish organizations, and the larger Catholic community in promoting Catholic identity within the school.

**Benchmark 1.3** - The school provides opportunities for prayer, liturgy, spiritual formation, and service.

**Benchmark 1.4** - The school hires faculty/staff that support the mission of the school.

**Goal 1.1** - The mission statement describes the purpose of the school, its reason for existence, and is rooted in Catholic faith and Gospel values. (AB1.1)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal: The mission will be reviewed and understood by faculty, staff and students.</p> <p>Discuss the concept of charism and vision with the Catholic Mission committee</p> <p>Responsible: President, Principal, Director of Formation, House Council Advisor, Faculty</p>	<p>The mission will be shared with students throughout the year including freshman activities and within the house system</p> <p>House Council will identify information and activities to be used during the family time presentations</p> <p>Catholic Mission committee to discuss charism and vision statement and to determine whether to proceed with evaluating</p>	<p>Fall, 2019</p> <p>Fall 2019</p> <p>Fall 2018/Spring 2019</p> <p>Spring 2019</p>	<p>House Council, Classroom documentation</p> <p><i>Charism and Culture</i> by Dr. Timothy Cook</p>	





**Goal 1.3 - The school provides opportunities for prayer, liturgy, spiritual formation, and service. (AB1.3)**

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>The school will generate more school sponsored opportunities for servant leadership</p> <p>The school will communicate more effectively with students about service opportunities</p> <p>The school will provide meaningful retreats and other spiritual experiences for the faculty and staff (NB4.1)</p> <p>Responsible: President, Principal, Director of Formation and Ministry, Christian Outreach Sponsor</p>	<p>Work with Christian Outreach to identify new opportunities and organize the information</p> <p>Develop an online communication tool</p> <p>The school will offer a spiritual retreat for faculty and staff</p> <p>Integrate small group faith formation into each faculty meeting</p> <p>The school will provide spiritual books for faculty and staff throughout the year</p> <p>The school will provide documents identifying opportunities for spiritual enrichment</p>	<p>Fall, 2019 Spring, 2020</p> <p>Fall 2019, Spring, 2020</p> <p>September 20</p> <p>Monthly during school year</p> <p>Advent, Lent</p> <p>Fall, 2019</p>	<p>Christian Outreach students and Sponsor, no cost</p> <p>Current software available, no cost</p> <p>Speakers, activities, AM refreshments, lunch, materials, rental; est. \$2800</p> <p>USCCB resources, Catholic book lists, NCEA resources, Austin Diocese; \$300</p> <p>Catholic publications, \$1500</p> <p>Catholic Identity Committee documents</p>	

**Goal 1.4 - The school hires faculty/staff that support the mission of the school. (AB1.4)**

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>The school will continue to develop a hiring process that sufficiently communicates the school’s mission</p> <p>Responsible: President, Principal, Department Chairs, Athletic Directors</p>	<p>Review of hiring process and practices</p>	<p>Fall, 2019 Spring, 2020</p> <p>Fall, 2019</p> <p>Fall, 2019</p>	<p>USCCB, NCEA, Catholic resources, Diocese ; no cost</p> <p>Diocesan templates, permission to hire processes</p>	

## II. Governance, Administration and Management

**Standard 2:** School Governance and leadership support an educational program of quality with systematic, legal and fiscal responsibilities that support the school’s mission. School governance and leadership effectively plan and monitor school growth and viability in all areas. School governance and leadership support an effective and efficient instructional program.

**Benchmark 2.1** – The governance structure, (e.g. advisory board, governing council, etc.), supports the mission, vision and/or philosophy of the school.

**Benchmark 2.2** – Code of Canon Law 801 states “Religious institutes whose proper mission is education, retaining their mission faithfully, are also to strive to devote themselves to Catholic education through their schools, established with the consent of the diocesan bishop.”

**Benchmark 2.3** – Rights and responsibilities of the faculty, staff, students and parents/guardians are explicitly defined in regulatory handbooks.

**Benchmark 2.4** - The school demonstrates long range strategic planning to support the school’s mission, vision and/or philosophy.

**Benchmark 2.5** The instructional program and educational facilities are funded to meet the stated goals of the Long Range Strategic Plan.

**Benchmark 2.6** – There is a comprehensive plan for institutional advancement.

**Benchmark 2.7** – The school is aware of and responds to the changing needs of the community.

**Benchmark 2.8** – School effectiveness is monitored and evaluated by the principal and/or the administrative team.

**Benchmark 2.9** – The school provides professional development opportunities for faculty and staff.

**Goal 2.1** - The governance structure, (e.g., advisory board, governing council, etc.) supports the mission, vision and/or philosophy of the school. (AB2.1)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal: Consider overall needs of the school, as tuition is set for upcoming year.</p> <p>Finalize annualized debt payment schedule for the loan, based on school bonds</p> <p>Conduct board review of newly developed Athletic Master Plan; considering timeline</p> <p>Board to consider addition of classrooms for future need</p> <p>Responsible: President, Board, Principal, Assistant Principal for Curriculum and Instruction, Business Manager, Finance Committee</p>	<p>Consider enrollment trends, tuition assistance, diocesan tuition levels, school needs</p> <p>Create annual budget and long-range debt service schedule based on loan guidelines.</p> <p>Evaluate the possibilities of a full or partial capital campaign; timeline</p> <p>Determine need, curriculum areas, timeline, funding</p>	<p>Fall, 2019</p> <p>Fall, 2019 Spring, 2020</p> <p>Fall, Spring 2019</p> <p>Spring &amp; Summer 2020</p>	<p>Historic data: enrollment parish subsidy, annual income, and Diocesan tuition rate document.</p> <p>Debt schedule digital template provided by the Diocese; school bond financing</p> <p>Athletic Master Plan, created by Studio 16:19, Finance Committee &amp; Board Review, Diocese</p> <p>Faculty surveys, classroom assessment, student projections</p>	

**Goal 2.2** - Code of Canon Law 801 states “Religious institutes whose proper mission is education, retaining their mission faithfully, are also to strive to devote themselves to Catholic education through their schools, established with the consent of the diocesan bishop.” (AB2.2)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>Collaborate and communicate with Diocesan clergy regarding the school, in appreciation for the institution of parish assessments to support Catholic high schools</p> <p>Responsible:</p> <p>President, Principal, Directors of Communication &amp; Faith Formation</p>	<p>Plan for various mailings to the priests: thank you letter to Pastors</p> <p>Mailings of Savio Now</p> <p>Mailings of Timothy Team Annual Report</p>	<p>Fall, 2019</p> <p>Fall, 2019</p> <p>June, 2020</p>	<p>\$150 postage</p> <p>\$1500 print/mail</p> <p>\$1200 print/mail</p>	

**Goal 2.3** - Rights and responsibilities of the faculty, staff, students, and parents/guardians are explicitly defined in regulatory handbooks. (AB2.3)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal: Updating Crisis Management Plan to include Standard Reunification Method. (AB2.4a)</p> <p>The school will review existing policies and programs for bullying</p> <p>Responsible: Principal, AP for Student Life, Director of Guidance, faculty and staff</p>	<p>Edit content to include SRM</p> <p>Train faculty and staff</p> <p>Inform students, parents and emergency response agencies</p> <p>Practice SRM plan to close sites</p> <p>The administration will review the policies in a faculty meeting, including use of Stop It app</p> <p>The faculty will review the curriculum in a grade level meeting</p>	<p>Fall, 2019</p> <p>Fall, 2019</p> <p>Fall, 2019</p> <p>Fall, 2019</p> <p>September, 2019</p> <p>September, 2019</p>	<p>Crisis Management Plan, SRP &amp; SRM documents</p> <p>Texas School Safety Center, local agencies</p>	

**Goal 2.4** - The school demonstrates long range strategic planning to support the school’s mission, vision and/or philosophy. (AB2.4)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal: The school will ensure that stakeholders are included in long range strategic planning</p> <p>The school will ensure that annual surveys for parents, board, faculty and staff are conducted</p> <p>Responsible: President, Board, Principal, Assistant Principal for Curriculum and Instruction, Assistant Principal for Student Life</p>	<p>The administration will work with staff to initiate the annual goals</p> <p>Draft copies will be submitted to the board for review and input</p> <p>Draft copy will be submitted to the faculty for review and input</p> <p>Fall surveys will be conducted to obtain information can be reviewed and considered for implementation during the current school year.</p> <p>Key items will be incorporated in employee handbooks, in-service training and professional development</p> <p>Surveys will be reviewed for upcoming year’s Strategic Plan goals.</p> <p>Survey will use Harvard’s Universal Question “How Likely is it that you would recommend our school to others?”</p>	<p>Summer, 2019</p> <p>August, 2019</p> <p>August, 2019</p> <p>Fall, 2019</p> <p>Summer, 2020</p> <p>Fall, 2019</p>	<p>Strategic Plan Draft, no cost</p> <p>Survey document and results; no cost</p>	

**Goal 2.5** - The instructional program and educational facilities are funded to meet the stated goals of the Long-Range Strategic Plan. (AB2.5)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal: The school will ensure long range strategic resource management of budgets and facilities</p> <p>The school will evaluate the human, material, and fiscal resources to meet the schools' identified needs and priorities</p> <p>Responsible: President, Board Principal, Business Manager</p>	<p>The board will consider enrollment trends when setting tuition, tuition assistance, and budget projections</p>	<p>December, 2019</p>	<p>Budget and enrollment history, budget projections and forecasting, survey data</p>	
	<p>A Five Year Financial Plan will be updated following determination of debt service</p>	<p>Fall, 2019 Spring, 2020</p>	<p>Financial data, enrollment and budget projections and debt schedule</p>	
	<p>School will evaluate enrollment projections, program needs to determine implications for growth and staffing</p>	<p>Spring, 2020</p>	<p>Enrollment trends, admission event participation and school needs</p> <p>Costs will be included in budget planning for upcoming year</p>	



**Goal 2.6** - There is a comprehensive plan for institutional advancement. (AB2.6)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>The school will combine multiple plans for communication, development and admission into one Advancement Plan</p> <p>Responsible: President, Principal, Directors for Admission, Communication and Development</p>	<p>Review of existing documents</p> <p>Identify goals, action steps, timeline, resources/cost, and evaluation for each category</p>	<p>Fall, 2019, Spring, 2020</p>	<p>Existing documents, best practices for admission, communication and development; No cost</p>	

**Goal 2.7** – The school is aware of and responds to the changing needs of the community. (AB2.7)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>The school will respond to parent input from surveys and ongoing communication by identifying key areas of concern and making them a focus for improvement.</p> <p>Responsible: President, Principal, Directors for Admission, Communication and Development</p>	<p>Review identified areas from surveys and conversations for clarification in faculty handbooks, faculty meeting presentations and annual goals</p> <p>Teacher coaching will be implemented in the fall by the AP for Curriculum and Instruction</p>	<p>Summer, 2019 Fall, 2019</p> <p>Fall, 2019</p>	<p>Handbooks, best practices for instruction; no cost</p> <p>Technology resources; ASCD Activate through Diocesan license – webinars, ebooks, instructional videos</p>	

**Goal 2.8** - School effectiveness is monitored and evaluated by the principal and/or administrative team. (AB2.8)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>Determine the effectiveness of school programs in curriculum and instruction and student life.</p> <p>Responsible:</p> <p>Principal, Assistant Principals, Department Chairs, Assistant Principal for Curriculum and Instruction, students, parents</p>	<p>Principal will meet quarterly with Assistant Principals to review grades, attendance, AP test scores, ACT, SAT and CLT scores</p> <p>Assistant Principal for Curriculum and Instruction will meet with Department Chairs to evaluate the effectiveness of curriculum and instruction based on student grades, AP test scores, ACT, SAT, and CLT scores</p> <p>Include the CLT 10 (exam and analytics and reporting) as one of the measures for evaluating the effectiveness of curriculum and instruction</p> <p>Conduct a student survey to obtain</p>	<p>Quarterly</p> <p>Monthly</p> <p>February</p>	<p>Curriculum documents, College Board curriculum: test scores: No Cost</p> <p>Grade analysis, test scores: No Cost</p> <p>Estimated Cost \$2,550 for 9th and 10th Grade</p> <p>Student survey results; no cost</p>	

	data regarding the effectiveness of Student Life components including the House System, Family Time, Academic Office Hours, and Assemblies, as well as student clubs and organizations			
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**Goal 2.9** – The school provides professional development opportunities for faculty and staff. (AB2.9)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>The school will provide funds for targeted professional development by department.</p> <p>The school will focus on whole department attendance at national conferences for: Science, Math, Social Sciences, and Engineering/Technology department.</p> <p>Faculty will be asked to present instructional strategies learned during professional development that can be used across other curriculum areas</p> <p>Responsible: President, Principal, Directors for Admission, Communication and Development</p>	<p>Evaluate funds available and determine how it can be divided. Investigate use of Title 2 and 4 funding.</p> <p>Determine conferences that whole departments will attend, and make plans accordingly</p> <p>Schedule time during monthly faculty meetings for this to occur;</p>	<p>Fall, 2019</p> <p>Fall, 2019</p> <p>Fall, 2019 Spring, 2020</p>	<p>Round Rock ISD to advise, partial funding through RRISD, school to complete funding</p> <p>Substitute teachers, conference information</p> <p>Department meeting time will be used to plan the presentations</p>	

## **Curriculum, Instruction and Assessment**

**Standard 3:** The purpose, design and implementation of the curriculum represent the school's mission. A Catholic atmosphere, which is shared as well as understood by the teachers, students and parents, permeates all areas of the curriculum. Instructional decisions support the schools' academic goals, objectives and priorities. (AS 3)

### **III. Curriculum, Instruction and Assessment**

**Standard 3:** The purpose, design and implementation of the curriculum represent the school's mission. A Catholic atmosphere, which is shared as well as understood by the teachers, and parents, permeates all areas of the curriculum. Instructional decisions support the schools' academic goals, objectives and priorities. Evaluation of the curriculum is continuous and responsive to the student needs.

**Benchmark 3.1** – The curriculum content and instructional program are rooted in Catholic teachings, traditions and values.

**Benchmark 3.2** – Curriculum (objectives to be taught) and instruction (what is actually taught) are explicitly aligned.

**Benchmark 3.3** - There is evidence of the use of current technology in the instructional program.

**Benchmark 3.4** – Individual student needs are met through programs of instruction.

**Benchmark 3.5** – The library provides resource and media support to the school's instructional program.

**Benchmark 3.6** – The administrative team and faculty review and analyze student achievement information and test results to plan program effectiveness.

**Goal 3.1** - The curriculum content and instructional program are rooted in Catholic teachings, traditions, and values. (AB3.1)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Costs	Evaluation
<p>Goal:</p> <p>Determine cross curricular activities that support Catholic identity (AB 3.1A)</p> <p>Responsible:</p> <p>Principal, Assistant Principal for Curriculum and Instruction, Director of Formation and Ministry, Department Chairs</p>	<p>Define “Catholic Identity” as it relates to specific curriculum areas</p> <p>Set aside time during department meetings to discuss how to incorporate Catholic identity beyond prayer</p>	<p>Fall 2019</p> <p>Spring 2020</p>	<p>Curriculum documents; NCEA National Standards, Benchmarks &amp; Rubrics; no cost</p>	

**Goal 3.2** - The curriculum (objectives to be taught) and instruction (what is actually taught) are explicitly aligned. (AB3.2)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Costs	Evaluation
<p>Goal:</p> <p>Science classes will move to incorporate more laboratory explorations</p> <p>Savio will work to build a culture of authentic research experiences for students</p> <p>Responsible:</p> <p>Principal, Assistant Principal for Curriculum and Instruction, Science Dept. Chair</p>	<p>Increase inventory of student device connected probeware</p> <p>Purchase biology manipulative materials</p> <p>Honors science students will participate in science fair, as recommended by partners at UT Austin</p> <p>Build partnerships with local research facilities for Senior projects</p>	<p>Fall, 2019</p> <p>Fall, 2019</p> <p>Fall, 2019 Spring, 2020</p> <p>Fall, 2019</p>	<p>Science resources, \$2,000</p> <p>\$500</p>	



**Goal 3.3** - There is evidence of the use of current technology in the instructional program. (AB3.3)

Annual Goal/Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>Improve use of technology in the library (3.3 D)</p> <p>Create a professional development opportunity that explores options for classroom response technology (polling)</p> <p>Inventory and evaluate use of technology in STEM courses (3.3 C)</p> <p>Responsible:</p> <p>Principal, Assistant Principal for Curriculum and Instruction, Director of Technology, Librarian</p>	<p>Encourage use of existing digital resources, especially to students in Independent Study and AP courses</p> <p>Identify available classroom response systems that can be used in a high school environment</p> <p>Replace/Refurbish 4 library computers for student research and printing</p> <p>Inventory existing technology in science, math, engineering, and technology departments.</p> <p>Determine utility of existing technology</p>	<p>Fall 2019</p> <p>Fall, 2019</p> <p>Fall 2019</p> <p>Fall 2019 – Spring 2020</p> <p>Spring 2020</p>	<p>Evaluation of use of resources in student projects and presentations; EBSCO; no cost</p> <p>Survey re: library; evaluation of library materials;</p> <p>Student needs/computer options: \$1600</p> <p>Student Aides</p> <p>Teacher lessons</p>	

**Goal 3.4** - Individual student needs are met through programs of instruction. (AB 3.4)

Annual Goal/Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>Develop program for teachers to design and use instructional strategies that reflect best practices for student mastery (AB 3.4 D)</p> <p>Provide students with remediation opportunities (3.4 E)</p> <p>Develop a relationship with local professionals to enrich the instructional experience</p> <p>Responsible:</p> <p>Principal, Assistant Principal for Curriculum and Instruction, Director of Guidance, Faculty</p>	<p>Professional development opportunities will be aligned to program needs</p> <p>Faculty meetings will provide more professional development content.</p> <p>Determine the feasibility of establishing a learning lab within the school</p> <p>Identify areas that can benefit from this type of enrichment</p> <p>Identify local professionals whose knowledge and skills align with the curriculum</p> <p>Evaluate data on students with an Academic Performance Plan and accommodations</p>	<p>Fall 2019</p> <p>Fall 2019</p> <p>Fall 2019, Spring, 2020</p> <p>Spring, 2020</p>	<p>Professional development listings, RRISD Office for Professional Development, ASCD Activate</p> <p>Savio faculty expertise</p> <p>Existing learning labs, needed space and staff</p> <p>PSAT scores, student grades, student evaluation data</p>	

**Goal 3.5** - The library provides resource and media support to the school’s instructional program.  
(AB3.5)

<b>Annual Goal/ Responsibility</b>	<b>Action Steps</b>	<b>Timeline</b>	<b>Resources/ Cost</b>	<b>Evaluation</b>
<p>Goal:</p> <p>The school will develop a plan that responds to the 21<sup>st</sup> century needs of students.</p> <p>Evaluate current print and electronic resources to determine the extent to which they support the instructional program of the school. (AB 3.5A)</p> <p>Responsible:</p> <p>Principal, Librarian, Assistant Principal for Curriculum and Instruction, Department Chairs</p>	<p>Library site visits</p> <p>Teacher surveys</p> <p>Research by librarian as part of EdD program</p> <p>Develop plan</p> <p>Complete process of cataloging library holdings</p> <p>Review Library electronic resources, Library World</p> <p>Review records of student use</p>	<p>Fall 2019</p> <p>Fall 2019</p> <p>Fall 2019-2020</p> <p>Spring 2020</p> <p>Fall 2019</p> <p>Spring 2020</p> <p>Spring 2020</p>	<p>Visits to local high school libraries; no cost</p> <p>Library World</p> <p>EBSCO, Library World</p> <p>Library Records</p> <p>No cost at this time</p>	

**Goal 3.6** - The administrative team and faculty review and analyze student achievement information and test results to plan program effectiveness. (AB 3.6)

Annual Goal/ Responsibility	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>Establish common grading practices and criteria within departments (AB 3.6A)</p> <p>Develop a documented process for longitudinal growth using test data (AB 3.6C)</p> <p>Responsible:</p> <p>Principal, Assistant Principal for Curriculum &amp; Instruction, Dept. Chairs</p>	<p>Meet with department chairs to establish uniform grading criteria and procedures in each department</p> <p>Department chairs will facilitate this conversation with the faculty and submit the document</p> <p>Link testing data to student records in a non-evaluative way.</p> <p>Create recommendation process for student growth based on scores and class grades</p>	<p>Fall 2019</p> <p>Spring 2020</p> <p>Spring 2020</p>	<p>Standards-based curriculum</p> <p>Grading polices</p> <p>PSAT, SAT, CLT exams (\$2000 for CLT10 analytics for all freshmen and sophomores)</p>	<p>Syllabus for 2020-2021 school year</p>

#### **IV. Student Services and Activities**

**Standard 4:** Student services enhance the curriculum and are an integral part of the learning process.

**Benchmark 4.1** – The school plans, implements and documents a comprehensive counseling and guidance program for students.

**Benchmark 4.2** – The school plans, implements, and documents the need for student academic assistance.

**Benchmark 4.3** – The school provides support to new families and students on the campus to ensure success.

**Benchmark 4.4** – The school provides additional services and resources to meet student needs.

**Benchmark 4.5** – The school sponsors extracurricular activities, including athletics and student organizations, to meet the special interests of the students.

**Goal 4.1** - The school plans, implements, and documents a comprehensive counseling and guidance program for students (AB 4.1)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>Develop a guidance and counseling program to be implemented through the House System</p> <p>Responsible:</p> <p>President, Principal, Director of Guidance, theology teachers, House coordinator, House leaders</p>	<p>Evaluate existing guidance material; modify for secondary students</p> <p>Work with House Council teachers and Director of Guidance to determine best method to present material</p>	<p>Fall 2019</p> <p>Spring, 2020</p>	<p>Diocesan recommendations for guidance programs</p> <p>Models Social/Emotional learning curriculum</p> <p>No cost</p>	

**Goal 4.2** - The school plans, implements and documents the need for student academic assistance. (AB 4.2)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>Establish guidelines for implementation and documentation of student accommodations</p> <p>Establish and implement a Student Support Plan for monitoring and providing assistance for students on an Academic Performance Plan</p> <p>Determine the feasibility of establishing a Learning Center to meet the needs of struggling students,</p>	<p>Accommodation meetings with all faculty members</p> <p>Distribute accommodation folders to keep track of student information</p> <p>Monthly follow up for student accommodations during grade level meetings</p> <p>Establish a timeline for monitoring and meeting students</p> <p>Determine criteria for releasing students from their Academic Performance Plan</p> <p>Inform parents about the Student Support Plan</p> <p>Visit comparable Catholic schools that already have an established learning center</p>	<p>August, September 2019</p> <p>August 2019</p> <p>All year</p> <p>Fall 2019</p> <p>Spring 2019</p>	<p>RenWeb accommodation</p> <p>Accommodation folders; no cost</p> <p>No Cost; Rosters of students on an Academic Performance Plan</p> <p>No Cost</p>	

<p>students with accommodations, and students on an Academic Performance Plan</p> <p>Responsible:</p> <p>Principal, Director of Guidance, Assistant Principal for Curriculum and Instruction</p>	<p>Determine the location and space requirements for a Learning Center</p> <p>Determine the human resources necessary to staff the Learning Center</p>			
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**Goal 4.4** - The school provides additional services and resources to meet student needs. (AB 4.4)

Annual Goal/ Responsibilities	Action Steps	Timeline	Resources/Cost	Evaluation
<p>Goal:</p> <p>Evaluate the interest/need for summer program offerings</p> <p>Evaluate need for changes to transportation routes and vehicle requirements</p> <p>Responsible:</p> <p>President, Principal, AP for Student Life, Director of Facilities</p>	<p>Prepare survey and distribute by email to students and parents</p>	<p>Fall, 2019</p>	<p>Faculty, student and parent surveys: no cost</p>	
	<p>Evaluate lease vs purchase options</p>	<p>Fall, 2019</p>	<p>Vehicle dealerships: cost TBD</p>	
	<p>Consider greater van than bus use for routes and need for another school van</p>	<p>Fall, 2019</p>	<p>Evaluation of family interest and their home locations: no cost</p>	
	<p>Determine the need for new routes</p>	<p>Fall, 2019</p>		

**Goal 4.5** - The school sponsors extracurricular activities, including athletics and student organizations, to meet the special interests of the students. (AB 4.5)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>Consider interest and requirements of any new sports – costs, uniforms, location, budget</p> <p>Responsible:</p> <p>President, Principal, Athletic Director</p>	<p>Investigate costs for implementation of a new sport</p>	<p>Fall, 2019</p>	<p>Area programs, venue costs, local leagues: cost TBD</p>	

**V. Plant and Facilities**

**Standard 5:** The physical plant/facilities and safety practices of the school promote a safe environment conducive to student learning.

**Benchmark 5.1** – The physical facilities and indoor/outdoor area(s) of the school are designed for their functions.

**Benchmark 5.2** – The school maintains a safe environment for the school community.

**Benchmark 5.3** – The school community is informed and aware of safety practices.

**Goal 5.1** – The physical facilities and indoor/outdoor area(s) of the school are designed for their functions. (AB 5.1)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>School will evaluate and develop future plans to address:</p> <p>Athletic field &amp; strength and conditioning needs</p> <p>Storage needs for chairs, tables, etc</p> <p>Parking lot management</p> <p>Eating space for students</p> <p>Designated space for student health needs</p> <p>Responsible: President, Principal, Athletic Directors, coaches, Director of Facilities</p>	<p>Evaluate field condition, irrigation, fencing, bleachers, dug outs, strength and conditioning area</p> <p>Discard unusable items to ensure effective use of existing space; plan for additional space</p> <p>Create parking assignments for students, faculty and staff. Repaint lots and number spaces</p> <p>Determine future seating needs</p> <p>Evaluate best space for addressing student health needs</p>	<p>Fall, 2019 Spring, 2020</p> <p>Fall, 2019 Spring, 2020</p> <p>Fall, 2019</p> <p>Fall, 2019</p> <p>Spring, 2020</p>	<p>Best practices; athletic equipment information</p> <p>Inventory, facility planning</p> <p>Evaluation of student, faculty and staff needs. Painting schedule and plan</p> <p>Lunch schedules and plan</p> <p>Space and equipment evaluation</p>	

**Goal 5.2** The school shall maintain a safe environment for the school community. (AB5.2)

Annual Goal/ Responsible	Action Steps	Responsible/ Timeline	Resources/ Cost	Evaluation
<p>Goal: Introduce I Love You Guys Foundation-Standard Reunification Method (SRM)</p> <p>Modify Crisis Management Plan to include SRM information. (BM 2.4)</p> <p>Comply with Foundation Memorandum of Understanding to inform all first responder groups of the use of SRM and SRM.</p> <p>Responsible: President, Principal, AP for Student Life</p>	<p>Identify multiple reunification locations</p> <p>Update plan once SRM is determined</p> <p>Letters to be sent/contact/meetings to be held with law enforcement, fire departments, EMS&lt; County and/or City Emergency Managers</p>	<p>August, 2018</p> <p>Fall 2019</p> <p>Fall, 2019</p>	<p>I Love You Guys Foundation Trainer, Mr. John-Michael Keyes</p> <p>Texas School Safety Center</p> <p>Current Emergency Management Manual, SRP and SRM materials, Texas School Safety Center</p>	

**Goal 5.3** - The school community is informed and aware of safety practices. (AB 5.3)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal: The school will provide students with training on the SRM at least once each year.</p> <p>The school will drill each of the actions of the SRM</p> <p>The school will provide parents with information about the I Love You Guys Foundation, SRP and SRM, online references and/or print.</p> <p>Responsible: President Principal, AP for Student Life</p>	<p>Review SRM with faculty, staff prior to student training</p>	<p>October</p>	<p>I Love You Guys Foundation material and website</p>	
	<p>Students will be taught and practice</p>	<p>Fall, 2019</p>	<p>I Love You Guys Foundation material and website</p>	
	<p>Parents will be detailed information about the SRP and SRM within the Parent Handbook</p>	<p>Summer, 2019</p>	<p>I Love You Guys Foundation material and website</p>	

## **Summary and Conclusion**

The Strategic Plan provides a valuable opportunity for ongoing evaluation of program and school needs. The document serves as a general guideline for planning and decision making and can be modified as new information becomes available. We look forward to the opportunities that our goals and action steps provide, and we look forward to enjoying the progress that can be made in a growing and ever-evolving school.