

St. Dominic Savio Catholic High School

Strategic Plan

2018-2023

With Annual Goals

2019 – 2020

End of Year Review



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

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

Introduction to St. Dominic Savio Catholic High School.....	2
History.....	2
Patron Saint.....	2
The Crest.....	3
Mission, Philosophy and Goals.....	3
Core Values.....	3
Strategic Plan Areas of Priority	4
I. Catholic Identity.....	5
II. Governance, Administration and Management.....	13
III. Curriculum, Instruction and Assessment.....	28
IV. Student Activities, Resources and Activities.....	38
V. Plant and Facilities.....	45
V. Summary and Conclusion.....	50

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>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>Fall, 2019</p> <p>Fall 2019</p> <p>Fall 2018/Spring 2019</p>	<p>House Council, Classroom documentation</p>	<p>House Council developed multiple classes that involved the reviewing of the mission statement, what it means, and how we live that. Students made videos about integrating the mission into Family Time – its distribution is pending. Faculty and staff review of the mission will need to continue next year. A session was introduced to the coaches meeting in annual coaches training.</p> <p>Student Leadership Seminar (Freshman class) included the mission statement review as part of their course content.</p> <p>Faculty and staff integrated the mission statement into each of their</p>

<p>Discuss the concept of charism and vision with the Catholic Mission committee</p> <p>Responsible: President, Principal, AP Curriculum & Instruction, Director of Formation, House Council Advisor</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><i>Charism and Culture</i> by Dr. Timothy Cook</p>	<p>email signatures. Further development for faculty and staff will continue in this area through new teacher orientation, inservice and faculty meeting.</p> <p>The Catholic Mission committee determined that the school does not have a specific charism, rather it focuses on the mission and vision of the school.</p>
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	Participate in local parish events as Sponsor	Fall, 2019 Spring, 2020	\$1,000	We supported three parishes in their own parish festivals as sponsors
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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>Work with Christian Outreach to identify new opportunities and organize the information</p>	<p>Fall, 2019 Spring, 2020</p>	<p>Christian Outreach students and Sponsor, no cost</p>	<p>Christian Outreach implemented several new activities including Run for Water, No Shave November, Annie’s Way, Austin Youth and River Clean Up. These activities are added to blood drives, Imago Christ, etc</p>
<p>The school will communicate more effectively with students about service opportunities</p>	<p>Develop an online communication tool</p>	<p>Fall 2019, Spring, 2020</p>	<p>Current software available, no cost</p>	<p>Christian Outreach has developed a website, newsletter and podcast. Their work includes....</p>
<p>The school will provide meaningful retreats and other spiritual experiences for the faculty and staff (NB4.1)</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>September 20</p> <p>Monthly during school year</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>September faculty retreat was held at St. Williams, with Chris Bartlett as speaker entitled “To the Ends of the Earth about discipleship and evangelization.</p> <p>Monthly faculty meetings began with an opportunity of faith sharing based on the</p>

<p>Responsible: President, Principal, Director of Formation and Ministry, Christian Outreach Sponsor</p>	<p>The school will provide spiritual books for faculty and staff throughout the year</p>	<p>Advent, Lent</p> <p>Fall, 2019</p>	<p>Catholic publications, \$1500</p>	<p>liturgical season, and/or focused on various themes</p> <p>Two books were purchased for the faculty and staff: one for Advent and one for Lent. A subscription was made available for Formed.com. As the school transitioned to online instruction for the COVID-19 response, the Morning Huddle has continued to provide regular prayer.</p>
	<p>The school will provide documents identifying opportunities for spiritual enrichment</p>		<p>Catholic Identity Committee documents</p>	<p>The list still exists and is added to. More recent things added are Formed.com and new books. Due to the COVID-19 experience, the Church is providing a tremendous support in social media that can be integrated in the future.</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>	<p>The school added to the Permission to Hire document to be sure that the mission was a point of focus during the interview and hiring process.</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>Consider enrollment trends, tuition assistance, diocesan tuition levels, school needs</p>	<p>Fall, 2019</p>	<p>Historic data: enrollment parish subsidy, annual income, and Diocesan tuition rate document.</p>	<p>Tuition was increased by 484. for the 2020-2021 school year; allowing for strong reregistration of existing families.</p> <p>Tuition assistance has been increased from 13.2% to over 14.6%, largely due to the effects of the COVID-19 Pandemic. Tuition assistance increases have allowed families that have had their jobs affected to be able to continue at Savio.</p>
<p>Finalize annualized debt payment schedule for the loan, based on school bonds</p>	<p>Create annual budget and long-range debt service schedule based on loan guidelines.</p>	<p>Fall, 2019 Spring, 2020</p>	<p>Debt schedule digital template provided by the Diocese; school bond financing</p>	<p>The school is completed a bridge loan with BBVA on March 30 to pay off Diocesan debt and enter into a loan with BBVA for the servicing of debt through tax-exempt municipal bonds. The bond funding is expected on June 1, 2020.</p>

<p>Conduct board review of newly developed Athletic Master Plan; considering timeline</p>	<p>Evaluate the possibilities of a full or partial capital campaign; timeline</p>	<p>Fall, Spring 2019</p>	<p>Athletic Master Plan, created by Studio 16:19, Finance Committee & Board Review, Diocese</p>	<p>Anticipated debt service will be included in Long Range Financial Plans.</p> <p>Representatives from Studio 16:19 attended and presented at multiple meetings with the school board and planning committees. An estimated cost of \$11M was presented to the board. Project phases were identified beginning with enhancement of the baseball/softball and entrance area. Progress was made prior to closing of school in March due to COVID19.</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>Determine need, curriculum areas, timeline, funding</p>	<p>Spring & Summer 2020</p>	<p>Faculty surveys, classroom assessment, student projections</p>	<p>Classroom assessment was completed in fall. With COVID-19 in the Spring, it will take some time before enrollment projects are clear. Future discussions pending.</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 & Faith Formation</p>	<p>Plan for various mailings to the priests: thank you letter to Pastors</p>	<p>Fall, 2019</p>	<p>\$150 postage</p>	<p>Priests have received numerous invitations for school activities such as musical theatre and athletic events, liturgy, Soiree, and graduation</p>
	<p>Mailings of Savio Now</p>	<p>Fall, 2019</p>	<p>\$1500 print/mail</p>	<p>A copy of the school’s magazine Savio Now was received by priests and Diocesan clergy in Fall, 2019. Personnel changes and COVID-19 has impacted the spring work normally used to begin the next publication, possibly causing a publication delay.</p>
	<p>Mailings of Timothy Team Annual Report</p>	<p>June, 2020</p>	<p>\$1200 print/mail</p>	<p>A modified Timothy Team Annual Report will be prepared and mailed in summer, 2020 with President adding personal notes</p>

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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>	Edit content to include SRM	Fall, 2019	Crisis Management Plan, SRP & SRM documents	Changes in the school's schedule due to COVID-19 prevented the completion of this project in spring, 2020.
	Train faculty and staff	Fall, 2019		
	Inform students, parents and emergency response agencies	Fall, 2019	It is expected to be completed before school starts in the fall, so that faculty and staff can be trained during in-service.	
	Practice SRM plan to close sites	Fall, 2019		
	The administration will review the policies in a faculty meeting, including use of Stop It app	September, 2019	Materials and documents have been identified for use with students and parents.	
	The faculty will review the curriculum in a grade level meeting	September, 2019		Faculty will review material in the fall, 2020

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>Goal: 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>Summer, 2019</p>	<p>Strategic Plan Draft, no cost</p>	<p>Strategic Plan was submitted to board and faculty/staff for review in September and adopted in October, 2019. It was monitored and implemented throughout the year.</p>
	<p>Draft copies will be submitted to the board for review and input</p>	<p>August, 2019</p>		
	<p>Draft copy will be submitted to the faculty for review and input</p>	<p>August, 2019</p>		
	<p>Fall surveys will be conducted to obtain information can be reviewed and considered for implementation during the current school year.</p>	<p>Fall, 2019</p>	<p>Survey document and results; no cost</p>	<p>Numerous annual surveys have been completed for parents including the fall parent survey, parent survey on transportation, school security survey, regular survey’s throughout online learning due to COVID-19, a survey for graduation venue’s, and a survey for out of state travel during Spring Break.</p>
	<p>Key items will be incorporated in employee handbooks, in-service training and professional development</p>	<p>Summer, 2020</p>		
<p>Surveys will be reviewed for upcoming year’s Strategic Plan goals.</p>	<p>Fall, 2019</p>		<p>Teachers participated in a software questionnaire, annual fall survey, school security survey, COVID-19 resources,</p>	
<p>Survey will use Harvard’s Universal Question “How Likely is it that you would recommend our school to others?”</p>				

				<p>and end of year reflection.</p> <p>Sophomore's participated in a retreat survey.</p> <p>Students participated in a prom survey and end of year reflection survey.</p>
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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>Goal: 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>Tuition was increased 484. per Catholic student, or 4%. Tuition assistance was increased from 13.2% to 14.6% for 2020-21.</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>With the refinancing loan closing on June 1, 2020, the new principal and interest numbers can be used for future projections in long range financial planning.</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>	<p>Needs identified: Hiring of Learning Specialist; creation of separate spaces for College Advising and Guidance; more effective use of storage inside and outside the school; technology upgrades were identified and implemented.</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>	<p>The Institution Advancement Plan will be completed in summer, 2020 with new Directors of Advancement and Communication and implemented in the fall.</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, Development and Technology, Assistant Principals for Curriculum and Instruction and for Student Life</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>	<p>Survey input has been used to: 1) evaluate and implement technology changes and device options,</p> <p>2) evaluate program effectiveness during COVID-19, providing essential information used to improve the program and increase security of online instruction</p> <p>3) due to positive parent engagement in online presentations, numerous events were moved online – parent coffee, parent/student orientation, parent/student/coach training for Play Like a Champion, and Academic Awards ceremony.</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>Quarterly</p> <p>Monthly</p>	<p>Curriculum documents, College Board curriculum: test scores: No Cost</p> <p>Grade analysis, test scores: No Cost</p>	<p>Weekly admin meetings were held throughout the year to monitor curriculum and instruction; as a result the school was better able to monitor instruction during online instruction, evaluate daily work load and homework load.</p> <p>Admin held weekly meeting regarding academic and social emotional needs.</p> <p>The AP met monthly with Department Chairs. Numerous topics were the focus including: standardized unit lesson plans, consistent grading policies, homework levels,</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>February</p>	<p>Estimated Cost \$2,550 for 9th and 10th Grade</p>	<p>assessment formats.</p> <p>The results of the CLT 10 exam indicated that students scored well in verbal reasoning and writing. Geometrical reasoning is the greatest target for improvement. 9 students were recognized as Regional Scholars, more than any other school that participates in the CLT10</p>
	<p>Conduct a student survey to obtain 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</p>		<p>Student survey results; no cost</p>	<p>A student life survey will be conducted in June 2020 regarding the House System, Family Time, Academic Office Hours and Assemblies</p>

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>Evaluate funds available and determine how it can be divided. Investigate use of Title 2 and 4 funding.</p>	<p>Fall, 2019</p>	<p>Round Rock ISD to advise, partial funding through RRISD, school to complete funding</p>	<p>Title funding was used to support professional development for 2 new AP courses and a new engineering course.</p>
<p>The school will focus on whole department attendance at national conferences for: Science, Math, Social Sciences, and Engineering/Technology department.</p>	<p>Determine conferences that whole departments will attend, and make plans accordingly</p>	<p>Fall, 2019</p>	<p>Substitute teachers, conference information</p>	<p>The science department attended the CAST Conference in Dallas. The Social Sciences department attended the NCSS Conference in Austin. Other departments attended online gatherings due to COVID-19</p>
<p>Faculty will be asked to present instructional strategies learned during professional development that can</p>	<p>Schedule time during monthly faculty meetings for this to occur;</p>	<p>Fall, 2019 Spring, 2020</p>	<p>Department meeting time will be used to</p>	<p>COVID-19 preparations superseded time for departments to</p>

<p>be used across other curriculum areas</p> <p>Responsible: President, Principal, Directors for Admission, Communication and Development</p>			<p>plan the presentations</p>	<p>share what they learned at their conferences. This time was instead used to train teachers in the use of Google Meet, Zoom, and other online tools.</p>
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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 3.2 - 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>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>Fall, 2019</p> <p>Fall, 2019</p> <p>Fall, 2019 Spring, 2020</p>	<p>Science resources, \$2,000</p> <p>\$500</p>	<p>Biology was awarded an “Advancing Our Mission” grant to purchase supplies. Biology and physics equipment purchased.</p> <p>Modeling kits purchased for biology</p> <p>Savio Science Fair occurred 1/16/20 with PAP Bio and PAP Chem students. PAP Physics students will participate in 2021. Greater participation in the Austin Regional Science Fair will be encouraged going forward.</p>

Responsible: Principal, Assistant Principal for Curriculum and Instruction, Science Dept. Chair	Build partnerships with local research facilities for Senior projects	Fall, 2019		COVID-19 put this goal on hold. A senior internship class was added to the course guide for 2020- 2021.
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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>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 Survey re: library; evaluation of library materials;</p> <p>Student needs/computer options: \$1600</p> <p>Student Aides</p> <p>Teacher lessons</p>	<p>Library continued to make available many resources. The next step is to find new ways to encourage teachers/students to use</p> <p>Students and teachers greatly increased the use of products such as Zoom, Meet, Socrative, Quizziz, and Kahoot! during distance learning.</p> <p>Computers were cleaned and updated to improve performance.</p> <p>Student aides participated in inventory of physics and math supplies.</p> <p>Distance learning demonstrated that our existing BYOD technology and teacher computers are</p>

<p>Responsible:</p> <p>Principal, Assistant Principal for Curriculum and Instruction, Director of Technology, Librarian</p>			<p>adequate. Nearly 100% of students accessed classes on a daily basis. For 2020-2021, MacBooks will be permitted as student devices. The Director of Technology completed a full evaluation of existing technology systems.</p>
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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>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>Fall 2019</p> <p>Fall 2019</p> <p>Fall 2019,</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>ASCD Activate was utilized on a limited scale (ebooks, pilot program for PD InFocus). Will reduce membership to administration and department chairs in 2020-2021.</p> <p>Technology training with the Director of Technology became a regular part of the faculty meetings. Teachers were prepared for online instruction during March Faculty Meeting.</p> <p>A site visit was conducted to Regent's Learning Center. Plans to establish learning lab put on hold pending resolution of COVID-19 crisis</p>

<p>Develop a relationship with local professionals to enrich the instructional experience</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>Spring, 2020</p>		<p>and availability of funds.</p> <p>COVID-19 put this goal on hold. Some professionals did visit the school in the fall and early spring to meet with science classes. Computer science classes toured a facility in March.</p>
<p>Responsible:</p> <p>Principal, Assistant Principal for Curriculum and Instruction, Director of Guidance, Faculty</p>	<p>Evaluate data on students with an Academic Performance Plan and accommodations</p>	<p>Spring, 2020</p>	<p>PSAT scores, student grades, student evaluation data</p>	<p>Weekly “Students to Watch” meetings were implemented to monitor student progress in academic and social-emotional domains.</p>

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

Annual Goal/ Responsibility	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>The school will develop a plan that responds to the 21st century needs of students.</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>Fall 2019</p> <p>Fall 2019</p> <p>Fall 2019-2020</p> <p>Spring 2020</p>	<p>Visits to local high school libraries; no cost</p> <p>Librarian stopped EdD program during Spring 2020</p>	<p>In person visits did not take place. Online tours and website visits did occur.</p> <p>Diane?</p> <p>Plan outlined by AP for C&I. The plan needs to be discussed with the librarian</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>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>Spring 2020</p> <p>Spring 2020</p>	<p>Library World</p> <p>EBSCO, Library World</p> <p>Library Records</p> <p>No cost at this time</p>	<p>Cataloging process completed. Electronic resources are linked through the library website and ebooks are being added to the catalog holdings.</p> <p>Student use records will be reviewed upon return to school.</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 & 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> <p>Departments began to develop common grading practices. Some of these practices were adjusted to better fit distance learning expectations.</p> <p>Document tracking student test scores and class grades was started. Updates to the document will continue through the summer.</p> <p>Preliminary data was used to guide course recommendations for 2020-2021.</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>	<p>No Diocesan materials exist. Need to find and adapt existing materials (eg SEL) for use on campus.</p> <p>Meetings were held to develop character lessons for House. Put on hold pending resolution of COVID-19 crisis.</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>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>August, September 2019</p> <p>August 2019</p> <p>All year</p> <p>Fall 2019</p>	<p>Ren Web accommodation</p> <p>Accommodations folders; no cost</p> <p>No Cost; Rosters of students on an Academic Performance Plan</p>	<p>Did not occur. Will schedule for next year.</p> <p>Did not occur. Will implement next year.</p> <p>Grade level meetings occurred, but were not long enough to cover all topics. Meetings will be scheduled for the entire year in advance of August.</p> <p>The Principal has established a schedule for 2020-2021 school year.</p> <p>Need to develop criteria for first two years at Savio.</p> <p>Director of Guidance will meet with parents to discuss Support Plans.</p>

<p>Determine the feasibility of establishing a Learning Center to meet the needs of struggling students, 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>Visit comparable Catholic schools that already have an established learning center</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>	<p>Spring 2019</p>	<p>No Cost</p>	<p>Visit to Regents occurred.</p> <p>College Center will move to the office. Additional space in Guidance Office can be used for Learning Center.</p> <p>No additional staff can be brought into this role for 2020-2021.</p>
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Goal 4.3 - The school provides support to new families and students on the campus to ensure success.
 (AB 4.4)

Annual Goal/ Responsible	Action Steps	Timeline	Resources/ Cost	Evaluation
<p>Goal:</p> <p>Evaluate options for a summer gathering for incoming students and parents</p> <p>Responsible:</p> <p>President, Principal, Assistant Principal for Student Life, Director of Admissions</p>	<p>Director of Admission will work with SPA and Booster to determine options for the best event that will work for large groups</p>	<p>Fall, 2019</p>	<p>SPA, Booster, family contact information: Cost TBD</p>	<p>An online plan is being developed in the case that in person gatherings are not possible during the summer. The online Principal's Coffee showed that this can be done.</p>

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>Evaluate lease vs purchase options</p> <p>Consider greater van than bus use for routes and need for another school van</p> <p>Determine the need for new routes</p>	<p>Fall, 2019</p> <p>Fall, 2019</p> <p>Fall, 2019</p> <p>Fall, 2019</p>	<p>Faculty, student and parent surveys: no cost</p> <p>Vehicle dealerships: cost TBD</p> <p>Evaluation of family interest and their home locations: no cost</p>	<p>Survey was not distributed due to COVID-19 limitations. Need to clarify needs.</p> <p>Parent survey confirmed that current routes were still most effective.</p> <p>Two vans were purchased as part of Fund a Need.</p> <p>Four Points might be a future route. Will evaluate again each summer.</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>Evaluate and develop future plans to address:</p> <p>Athletic field & strength and conditioning needs</p> <p>Storage needs for chairs, tables, etc</p>	<p>Evaluate field condition, irrigation, fencing, bleachers, dug outs</p> <p>strength and conditioning Evaluate needs</p> <p>Discard unusable items to ensure effective use of existing space; plan for additional space</p>	<p>Fall, 2019</p> <p>Spring, 2020</p> <p>Spring, 2019</p>	<p>Best practices; athletic equipment information</p> <p>Inventory, facility planning</p>	<p>The Athletic Master Plan has been completed including football field, 8 lane track, field event areas, baseball/softball batting cages, concession area and enhanced parking.</p> <p>Summer 2020 plans have been identified for strength and conditioning in keeping with COVID-19 guidelines. Groups included: football, basketball, cross country, cheer and dance.</p> <p>Price has been determined for outside storage container for tables and chairs. Will be purchased in June</p>

Parking lot management	Create parking assignments for students, faculty and staff. Repaint lots and number spaces	Spring, 2020	Evaluation of student, faculty and staff needs. Painting schedule and plan	Student lottery was conducted for parking spaces. Lot spaces were numbered and assigned to students, faculty and staff.
Eating space for students	Determine future seating needs	Fall, 2019	Lunch schedules and plan	Evaluate again when the Pavilion at Holy Family is constructed
Designated space for student health needs	Evaluate best space for addressing student health needs	Spring, 2019	Space and equipment evaluation	Efforts will be made to clear the clinic area for a part time nurse in fall, 2020
Responsible: President, Principal, Athletic Directors, coaches, Director of Facilities				

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>Identify multiple reunification locations</p>	<p>August, 2018</p>	<p>I Love You Guys Foundation Trainer, Mr. John-Michael Keyes</p>	<p>We collaborated with Holy Family Admin to work on a Reunification Plan (SRM). Plan will be completed Summer of 2020.</p>
<p>Modify Crisis Management Plan to include SRM information. (BM 2.4)</p>	<p>Update plan once SRM is determined</p>	<p>Fall 2019</p>	<p>Texas School Safety Center</p>	<p>We collaborated with Holy Family admin to work on a Reunification Plan (SRM). Plan will be completed Summer of 2020.</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>Letters to be sent/contact/meetings to be held with law enforcement, fire departments, EMS< County and/or City Emergency Managers</p>	<p>Fall, 2019</p>	<p>Current Emergency Management Manual, SRP and SRM materials, Texas School Safety Center</p>	<p>Letters will be written in fall, following finalized plans</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>Review SRM with faculty, staff prior to student training</p>	<p>October</p>	<p>I Love You Guys Foundation material and website</p>	<p>Assistant Principal for Student life reviewed new evacuation procedure with students, faculty and staff.</p>
<p>The school will drill each of the actions of the SRM</p>	<p>Students will be taught and practice</p>	<p>Fall, 2019</p>	<p>I Love You Guys Foundation material and website</p>	<p>Assistant principal scheduled monthly evacuation drills as well as two shelter-in-place drill</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>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>	<p>We had a transition to a new AP for Life at the start of the semester. As a result, the SRP information that was to be sent to parents did not go out. Plans are in place to send that information out in August 2020.</p>
<p>Responsible: President Principal, AP for Student Life</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.