

St. Dominic Savio Catholic High School

Strategic Plan 2018-2023

**With Annual Goals
And**

**End of Year Assessment
2018-2019**



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

Diocese of Austin

The Catholic Church of Central Texas

STRATEGIC PLAN FOR ST. DOMINIC SAVIO CATHOLIC HIGH SCHOOL

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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.

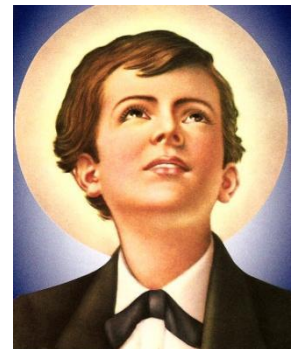
Construction of St. Dominic Savio Catholic High School commenced on October 12, 2008 and A Certificate of Formation was signed and filed with the Texas Secretary of State on December 22, 2008. Phase one of construction includes 83,690 square feet of new construction, housing 13 classrooms, two science 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.

TCCBED Accreditation Standards serve as the Overarching Goal for the following areas and they are consistent each year.

- I. Catholic Identity (Standard 1)
- II. Governance, Administration and Management (Standard II)
- III. Curriculum, Instruction and Assessment (Standard III)
- IV. Student Services, Resources and Activities (Standard IV)
- V. Plant and Facilities (Standard V)

Long Range Goals are identified annually and are typically from the Accreditation Benchmarks or from the National Standards and Benchmarks.

Annual Goals are identified for each long range goal and change each year. Additional information is provided regarding persons responsible, action steps, timeline, resources and evaluation.

The **original source of goal statements** are identified when used in the document, including:

NS – National Standard

AS – Accreditation Standard

NB – National Benchmark

AB – Accreditation Benchmark

I. Catholic Identity Overarching Goal

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. (AS 1.1)

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. (AB 1.2)

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. (AB 1.2)

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

Benchmark 1.4 - The school hires faculty/staff that support the mission of the school. (AB 1.4)

Long Range Goal 1.1

The mission statement will provide direction for all decisions and is understood and embraced by the school community (AB 1.1B).

Annual Goal/ Responsible	Action Steps	Timeline	Resources	Evaluation
<p>Goal: The mission will be visible in public places and contained in official documents (NB 1.4)</p> <p>Responsible: President, President's Admin Asst, Board, Advancement, Principal, Faculty & Staff</p>	<p>Board documents will reflect the mission statement</p>	<p>2018-2019, Fall & Spring</p>	<p>Digital documents, interview process form, website, social media sites, email signatures, bulletin boards, faculty/student documents</p>	<p>The mission statement has been added to board agendas and minutes</p> <p>Mission statement is attached to faculty and staff emails</p>
	<p>The mission will be present on all written and electronic communications.</p>	<p>2018-2019, Fall & Spring</p>		<p>The mission was shared with new families at Parent Orientation, with students at Freshman retreat, and within the Eagle Weekly.</p>
	<p>The mission will be shared with all parents and students (NB1.5)</p>	<p>2018-2019, Fall & Spring</p>	<p>Family Time will be emphasized next school year.</p>	
	<p>The school will ensure that the interview process for new faculty and staff defines the importance of mission and vision for the school. (AB 1.4)</p>	<p>Fall, 2018</p>	<p>Update interview process document</p>	<p>Hiring documents were edited to include a review of mission and vision</p>

Long Range Goal 1.2

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

Annual Goal/ Responsible	Action Steps	Timeline	Resources	Evaluation
<p>Goal:</p> <p>Discern the charism for the St. Dominic Savio CHS</p> <p>Responsible: President, Principal, Director of Formation and Ministry, Catholic Mission committee</p>	<p>Establish charism committee</p> <p>Collect data (surveys, etc) from Savio community</p> <p>Define school charism in a document</p>	<p>Fall 2018</p> <p>Fall 2018/Spring 2019</p> <p>Spring 2019</p>	<p><i>Charism and Culture</i> by Dr. Timothy Cook</p>	<p>Catholic Identity committee read the <i>Charism and Culture</i> chapters related to developing Charism.</p> <p>Committee discussions were held about possibilities for Charism.</p> <p>No final determination was made this year. Work was done on the questions for a survey. The item will be placed on the agenda for next year's Catholic Identity committee to continue evaluation and create a timeline.</p>

Long Range Goal 1.3

Every student is offered timely, regular, and age-appropriate opportunities to reflect on their life experiences and faith through retreats and other experiences. (NB 3.2)

Annual Goal/ Responsible	Action Steps	Timeline	Resources	Evaluation
<p>Goal:</p> <p>Recognize and support vocations in our students</p> <p>Get more students involved in the faith leadership</p> <p>Responsible: President, Principal, Director of Formation and Ministry</p>	<p>Recognize alumni vocations with a "Vocations Wall"</p> <p>Vocation trips to Ann Arbor/South Bend</p> <p>Ministry talks through theology classes by students involved in faith leadership</p>	<p>Fall, Spring</p> <p>Fall, Spring</p> <p>Fall, Spring</p>	<p>Head shots of alumni in formation</p> <p>Annual vocation retreats for Dominican Sisters in Ann Arbor, and a vocation retreat to attend an ordination at Notre Dame, if student interest is expressed</p> <p>Tim's Team class</p>	<p>A Vocations Wall has been worked on this year, with plans to finalize before Homecoming, 2019. Consider plans for dedicating the wall.</p> <p>Three young men attended the ordination at Notre Dame</p> <p>In retrospect, it was determined that the practice of providing student witnesses to the student body during Adoration and the retreat program would be more effective. This has occurred at 8 Adorations during the school</p>

	<p>Testimonial videos from each student faith group on website</p>		<p>Videos</p>	<p>year and 6 retreats.</p> <p>Student faith witness has been highlighted in the new school video, the Senior video and a Savio student was highlighted in a Diocesan video for the Celebration of Catholic Schools event. Student witness was included in the Tim's Team Annual Report and periodically through alumni events and school publications.</p>
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Long Range Goal 1.4

The school will provide opportunities for prayer, liturgy, spiritual formation, and service. (AB 1.3)

Annual Goal/ Responsible	Action Steps	Timeline	Resources	Evaluation
<p>Goal: The school will provide ongoing faith formation for faculty and staff (AB1.3A)</p> <p>Responsible: President, Principal, Catholic Mission Committee, Social Justice teacher, faculty and staff</p>	<p>Establish an adult faith formation committee to organize and facilitate FF events, eg Advent and Lenten activities, book study, etc</p>	<p>Fall & Spring 2018 - 2019</p>	<p>USCCB resources, Catholic book lists, NCEA resources, Austin Diocese</p>	<p>Catholic Identity committee developed a list of resources that was shared with the faculty and staff.</p> <p>The Director of Faith Formation organized the faculty retreat with Jason Deutermann as leader. Advent and Lenten booklets were provided to the faculty and staff. Guided Meditations were added to the start of several faculty meetings.</p>

II. Governance, Administration and Management Overarching Goal

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. (AS 2)

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

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.” (AB 2.2)

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

Benchmark 2.4 – The school operates in compliance with applicable federal and state laws and regulations. (AB2.4)

Benchmark 2.5 - The school demonstrates long range strategic planning to support the school’s mission, vision and/or philosophy. (AB 2.5)

Benchmark 2.6 The instructional program and educational facilities are funded to meet the stated goals of the Long Range Strategic Plan. (AB 2.6)

Benchmark 2.7 – There is a comprehensive plan for institutional advancement. (AB 2.7)

Benchmark 2.8 – The school is aware of and responds to the changing needs of the community. (AB 2.8)

Benchmark 2.9 – School effectiveness is monitored and evaluated by the principal and/or the administrative team. (AB 2.9)

Benchmark 2.10 – The school provides professional development opportunities for faculty and staff. (AB 2.10)

Long Range Goal 2.1 The board will ensure that the instructional program and educational facilities are funded to meet the stated goals of the Strategic Plan. (AB 2.6)

Annual Goal/ Responsible	Action Steps	Timeline	Resources	Evaluation
Goal: Consider overall needs of the school, as tuition is set for upcoming year.	The board will consider enrollment trends, tuition assistance needs, diocesan tuition levels and identified school needs in setting tuition for the upcoming year	Fall preparation to set tuition in December, 2019	Historic data for enrollment trends, parish subsidy, annual income, and Diocesan tuition rate document.	The board considered enrollment and budget needs when setting tuition for the 2019-2020 school year.
Finalize annualized debt payment schedule for the loan	Enter current financial data for 2018-2019, implement projections for enrollment and costs	Late Fall, 2018 Spring, 2019	Debt schedule digital template provided by the Diocese	A 30 year debt schedule has been developed and is being followed in anticipation of future loan adjustments
Evaluate options for the Athletic Master Plan	Evaluate current request for easement for road and its effects on Savio property available for development	Spring & Summer 2019	Finance Committee Review, Diocese	<p>The school contracted with Studio 16:19 to complete the tree survey within the athletic fields area. It was completed in early spring, 2019.</p> <p>The school contracted with Studio 16:19 to develop the Athletic Master Plan. A committee was formed of field sport coaches, admin, and Athletic Directors to identify needs of the athletic fields. Their input</p>

<p>Document capital improvement funds in the budget Responsible: President, Board, Principal, Business Manager, Finance Committee</p>	<p>Consider ways to identify funds within the budget, as opposed to on the balance sheet or reserves</p>	<p>Spring, 2019</p>	<p>Diocesan budget template</p>	<p>will be submitted to Studio 16:19 by the end of June. An August get together is planned with Studio 16:19 to review their drawings and recommendations.</p> <p>Capital projects have been identified in the Repairs and Maintenance section of the budget or the equipment section for technology. Some end of year funds are used for capital expenses. Fund a Need is often identified for capital expenses.</p>

Long Range Goal 2.2 School effectiveness will be monitored and evaluated by the principal and/or administrative team. (AB 2.9)

Annual Goal/ Responsible	Action Steps	Timeline	Resources	Evaluation
Goal: Evaluate staffing needs as school continues to grow toward capacity	Update timeline for adding additional faculty & staff, based on enrollment trends	Spring, 2019	Finance data, accreditation requirements, survey data	Evaluation determined the need for a new Theology and PE teacher, which has been planned for fall, 2019. Surveys conducted re: transportation/driver needs for the future.
Evaluate program needs	Review engineering program to determine best strategy/program	Fall & Spring 2018-2019	Project Lead the Way, other engineering models available	Survey of parents, students and alumni was conducted to obtain input. The decision was made to go with Engineer Your World since this program was determined to better serve the curricular and formation needs. Incoming Engineering teacher will attend EYW training in summer, 2019.
Initiate classroom visits by Assistant Principal	Create a plan and schedule for Walk Thru observations by the Assistant Principal	Fall, 2018	New Diocesan Classroom Observation tool	The new AP conducted Walk Thru's of all faculty and used the Diocesan observation tool. Faculty all received digital copies, with some conversations held. Documents are filed in personnel records.

<p>The school will ensure that annual surveys for parents, faculty and staff assess the school's requirements of accreditation and areas of Strategic Plan focus. (B 2.5)</p> <p>Responsible: President, Principal, Asst Principal for Curriculum and Instruction, Department Chairs, faculty and staff</p>	<p>Create surveys that ask the Universal Question – Would you recommend us to a friend? Etc</p>	<p>Spring, 2019</p>	<p>Documents from National Standards, TCCBED Standards and Strategic Plan</p>	<p>The school created a survey based on the Universal Question from Harvard research, and made it available to parents through the Parent Alert and Eagle Weekly. Data was collected, evaluated and summarized for the E-newsletter, and presented it to the faculty.</p> <p>Other surveys were conducted for engineering, transportation, and athletics.</p>
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Long Range Goal 2.3 The school will operate in compliance with applicable federal and state laws and regulations. (AB 2.4)

Annual Goal/ Responsible	Action Steps	Timeline	Resources	Evaluation
<p>Goal: Updating Crisis Management Plan to include new Standard Response Protocol, and Standard Reunification Method. (AB2.4a)</p> <p>Ensure that faculty/staff are informed of applicable laws and regulations regarding OSHA safety standards (AB2.4b)</p>	<p>Edit content to include SRP info</p> <p>Train faculty and staff</p> <p>Inform the school community – students & parents</p> <p>Implement plan by training students and practicing drills</p> <p>Evaluate need for additional OSHA posters in building; inform faculty and staff</p>	<p>Fall, Spring, 2018</p> <p>October, 2018</p> <p>October & November, 2018</p> <p>Fall, 2018, Spring, 2019</p> <p>Fall, 2018</p>	<p>Crisis Management Plan, and SRP documents</p>	<p>Plan was edited to include SRP program details</p> <p>Faculty and staff received SRP/SRM training in October, 2018</p> <p>Parents were informed through the Eagle Weekly</p> <p>The new protocols for SRP were implemented through the school drills for Lockout, Lockdown, Shelter, Hold and Evacuate.</p> <p>OSHA posters are posted in the teachers lounge and updated as changes occur</p>

Long Range Goal 2.4 The school will implement a comprehensive plan for institutional advancement in the areas of communications, development and admission. (NS 13)

Annual Goal/ Responsible	Action Steps	Timeline	Resources	Evaluation
<p>Goal: Communications/ marketing plan will sure the implementation of contemporary, multiple technologies to reach targeted audiences to promote and communicate the Savio’s message and mission to current and prospective families. (NB 13.1)</p> <p>The school will supervise annual and continuous measurement and analysis of both enrollment and retention patterns for all student groups. (NB 13.2)</p> <p>The school will ensure that key strategies are used to identify, grow and maintain significant funding prospects, including alumni(ae) (NB 13.3)</p> <p>Responsible: President, Directors of Communication, Admission, Development, Dev Assist./Committee</p>	Update school website with improved format, focus on online tools such as Niche and Google analytics,	Fall, 2018	Website developer guidelines, online school search engines	Website header was reworked. Updated functionality. Updated Niche profile. Monitored Google analytics
	Create school video for promotion	Fall, 2018 Spring, 2019		School video created. Used during Parent Ingo Sessions
	Evaluate advertisement plans	Fall, 2018 Spring, 2019		Omitted Google ads due to cost
	Enrollment patterns will be analyzed. Trends in retention patterns will be analyzed.	Fall 2018, Spring 2019		Enrollment and retention patterns were monitored and evaluated for future consideration
	President’s outreach to new families with October letter	Fall, 2018		President’s letter to new families will begin in fall, 2019
	Consider ways to increase participation in the annual appeal	Fall, 2018 & Spring, 2019	Giving history, grants	Funds raised were well beyond goal based on changes to volunteer outreach

III. Curriculum, Instruction and Assessment Overarching Goal

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)

Benchmark 3.1 – The curriculum and instructional program are rooted in Catholic teachings, traditions and values. (AB 3.1)

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

Benchmark 3.3 There is evidence of the use of current technology in the instructional program. (AB 3.3)

Benchmark 3.4 – Individual student needs are met through programs of instruction. (AB 3.4)

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

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

Long Range Goal 3.1 Curriculum (objectives to be taught) and instruction (what is actually taught) are explicitly aligned. (AB 3.2)

Annual Goal	Action Steps	Responsible/Timeline	Resources	Evaluation
<p>Goal:</p> <p>Demonstrate and verify vertical and horizontal alignment between learning opportunities and high learning expectations</p> <p>(AB 3.1C)</p> <p>Responsible:</p> <p>Principal, Assistant Principal for Curriculum and Instruction, Faculty</p>	<p>Identify the critical components of an effective lesson plan for Savio teachers.</p> <p>Each department will develop a common lesson plan format using the critical components identified</p> <p>Establish a schedule of grade level meetings focusing on student data</p>	<p>Fall 2018</p> <p>Spring 2019</p> <p>Fall 2018 & Spring 2019</p>	<p>TEKS Resource System, other standards documents, department lesson plans</p>	<p>Working to develop a common lesson plan; will present draft to faculty in August, 2019</p> <p>Departmental lesson plan format will be introduced in August, 2019</p> <p>Meetings were held for grade level teachers twice during the school year. They discussed homework, assessment data, student concerns.</p>

Long Range Goal 3.2 Individual student needs are met through programs of instruction. (AB 3.4)

Annual Goal	Action Steps	Timeline	Resources	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 enrichment and remediation opportunities within in the classroom (AB 3.4E)</p> <p>Responsible: Principal, Assistant Principal for Curriculum and Instruction, Director of Guidance, Faculty</p>	<p>Professional development opportunities will be coordinated through the AP for Curriculum and Instruction.</p>	<p>Fall 2018</p>	<p>Professional development listings, RRISD Office for Professional Development</p>	<p>AP for Curriculum & Instruction developed a rotation for all faculty, by department, to attend quality professional development.</p>
	<p>Faculty meetings will provide more professional development content.</p>	<p>Fall 2018</p>	<p>Savio faculty expertise</p>	<p>Several faculty meetings included PD content covering topics such as classroom management, digital tools, and instructional methods</p>
	<p>Develop a process for remediation based on standards-based grading norms.</p>	<p>Spring 2019</p>	<p>Standards-based curriculum</p>	<p>Summer, 2019 work will continue on developing student support system for remediation.</p>
	<p>The teachers and Director of Guidance will work together to identify students who would most benefit from enrichment and/or remediation.</p>	<p>Fall 2018/Spring 2019</p>	<p>RenWeb, teacher feedback, assessment data, Diocesan and TEA resources on remediation</p>	

Long Range Goal 3.3 The administrative team and faculty review and analyze student achievement information and test results to plan program effectiveness. (AB 3.6)

Annual Goal	Action Steps	Timeline	Resources	Evaluation
<p>Goal: Establish common grading practices and criteria within departments (AB 3.6A)</p> <p>Establish process for the collection and evaluation of longitudinal growth data (AB 3.6C)</p> <p>Responsible: Principal, Assistant Principal for Curriculum and Instruction, Department Chairs</p>	<p>Meet with department chairs to discuss possible grading practices and criteria (standards-based grading)</p>	<p>Fall 2018</p>	<p>Standards-based curriculum</p>	<p>Academic Council meets monthly and grading practices were discussed re: weighted grades, number of grades, timeliness of grading and entering grades</p>
	<p>Department chairs will facilitate develop of department grading policies.</p>	<p>Spring 2019</p>	<p>Grading polices</p>	<p>Department grading discussions will continue in August, 2019</p>
	<p>Determine list of metrics and/or data points to measure student performance (PSAT, CLT, etc)</p>	<p>Fall 2018/Spring 2019</p>	<p>PSAT, SAT, CLT exams</p>	<p>Evaluated use of Classical Learning Test as a measure of student growth. Trial sample included PreAP Geometry and PreAP English II.</p>
	<p>Determine desired student outcomes</p> <p>Academic Council will develop process for collection and evaluation of data</p>	<p>Fall 2018/Spring 2019</p> <p>Spring 2019/In-service 2019</p>	<p>Analytics from chosen assessments</p>	<p>Evaluating the CLT for use in advanced placement</p> <p>Data has been collected; will be evaluated in August, 2019</p>

IV. Student Services and Activities Overarching Goal

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

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

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

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

Benchmark 4.4 – The school provides additional services and resources to meet student needs. (AB 4.4)

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

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

Annual Goal	Action Steps	Timeline	Resources	Evaluation
<p>Goal:</p> <p>Initiate a formal guidance program in conjunction with classroom teachers (AB 4.1 D)</p> <p>Responsible:</p> <p>President, Principal, Director of Guidance, theology teachers, House coordinator, House leaders</p>	<p>Identify topics/themes to cover with each grade level</p> <p>Work with House system and Director of Guidance to determine best method to present material</p>	<p>Fall 2018</p> <p>Fall 2018</p>	<p>Diocesan recommendations for guidance programs</p> <p>Models Social/Emotional Intelligence</p>	<p>Guidance Counselor provided a program of themes and activities to the House Council.</p> <p>House Council developed and implemented the lesson plan during Family Time.</p> <p>Head Boy, Head Girl and House Council teacher met with the principal to evaluate the effectiveness of the lesson.</p>

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

Annual Goal	Action Steps	Timeline	Resources	Evaluation
<p>Goal:</p> <p>Establish guidelines for implementation and documentation of student accommodations</p> <p>Establish teacher mentoring for at-risk students</p> <p>Responsible:</p> <p>Principal, Director of Guidance, Assistant Principal for Curriculum and Instruction</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>Develop a program for at-risk students to work with a mentor teacher during Academic Office Hours</p>	<p>August 2018</p> <p>August 2018</p> <p>Fall 2018/Spring 2019</p> <p>Spring 2019</p>	<p>RenWeb accommodation</p> <p>Accommodation folders</p> <p>“At Risk” Guidelines</p>	<p>Meetings were held with the faculty member</p> <p>Folders were distributed</p> <p>Grade level meetings included discussion of student needs including accommodations</p> <p>Implemented with students needing support for academics by required Academic Office Hour attendance.</p>

**Long Range Goal 4.3 The school provides additional services and resources to meet student needs.
(AB 4.4)**

Annual Goal	Action Steps	Timeline	Resources	Evaluation
<p>Goal:</p> <p>Improve transportation services</p> <p>Evaluate the interest/need for summer program offerings</p> <p>Responsible: President, Principal, Assistant Principal for Student Life</p>	<p>Hire qualified (CDL) drivers</p> <p>Compare cost of operating buses to contracting transportation services</p> <p>Consider greater van than bus use for routes and need for another school van</p> <p>Survey students/families to determine interest</p>	<p>Spring 2019</p> <p>Spring 2019</p> <p>Spring, 2019, Ongoing</p> <p>Early Spring 2019</p>	<p>Budget history for transportation costs; quotes for service</p> <p>Vehicle pricing, models, etc</p> <p>Survey</p>	<p>The job position for CDL drivers continues to be posted. While we have had several applicants, none have been viable. Two were interviewed but declined due to lack of benefits.</p> <p>DECATS considered transportation, but decided against it.</p> <p>Transportation survey was conducted for route interest. Evaluating interest in other areas for new pick ups and for low ridership.</p>

Long Range Goal 4.4 The school sponsors extracurricular activities, including athletics and student organizations, to meet the special interests of the students. (AB 4.5)

Annual Goal	Action Steps	Timeline	Resources	Evaluation
<p>Goal:</p> <p>Survey the community to determine interest in various sports</p> <p>Following the survey, consider requirements of any new sports – costs, uniforms, location, budget</p> <p>Responsible:</p> <p>President, Principal, Athletic Directors</p>	<p>Prepare survey and distribute by email to students and parents</p> <p>Investigate costs for implementation of a new sport</p>	<p>Oct, 2018</p> <p>Fall, 2018 Spring, 2019</p>		<p>Athletic survey was distributed in fall to determine areas of interest for participation. Questions were asked about commitment to off season practice and strength and conditioning, as well as specific question for football participation</p> <p>Inquiries are being made in summer, 2019 re: possible costs of future sports. Dance is being considered for fall, 2019.</p>

V. Plant and Facilities Overarching Goal

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

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

Benchmark 5.2 – The school maintains a safe environment for the school community. (AB 5.2)

Benchmark 5.3 – The school community is informed and aware of safety practices. (AB 5.3)

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

Annual Goal	Action Steps	Timeline	Resources	Evaluation
Goal:				
Optimize storage space	Inventory existing storage and remove unnecessary items	Spring 2019		Unnecessary items removed. Consider additional storage going forward.
Enhance network capacity	Purchase equipment/services with previously allocated budget	Fall 2018	Quotes from vendors; Network enhancements	Replaced network infrastructure and increased bandwidth, resulting in faster, more reliable internet. Faculty and staff computers were replaced in fall.
Designate a space for student health needs	Consider location for sick students to reside	Spring to Summer, 2019	Evaluate facility	Plans are underway to place a cot in the back office area
Increase student dining capacity	Obtain additional outdoor dining tables	Spring 2019	Tables from Eagle Scouting	Scout changes area of focus
Improve parking lot safety	Add signage and other safety features (speed bumps, etc)	Fall 2018, Spring 2019	Signage	Directional signs were added. Staff markings were made for staff and visitors parking spaces.
Streamline facilities scheduling	Create a calendar/process for scheduling facility use (gym, offices, etc)	Spring 2019	Calendar	Gym calendar was created. Identifying needs for a facilities calendar
Responsible: President, Principal, Assistant Principal, Director of Facilities				

Long Range Goal 5.2 The school shall maintain a safe environment for the school community. (AB 5.2)

Annual Goal/ Responsible	Action Steps	Responsible/ Timeline	Resources	Evaluation
<p>Goal: Introduce I Love You Guys Foundation – Standard Response Protocol (SRP) & Standard Reunification Method (SRM)</p> <p>Modify Crisis Management Plan to include new SRP and 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>Evaluate status of security cameras</p> <p>Responsible: President, Principal, Assistant Principal for Student Life, Director of Technology</p>	<p>Provide initial training for faculty and staff</p> <p>The school will provide annual training on the SRP at least once each year.</p> <p>Rewrite sections of manual to comply</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>Evaluate models that coordinate with infrastructure</p>	<p>Fall, 2018</p> <p>Fall 2018, Spring 2019</p> <p>Fall 2018</p> <p>Fall 2018</p> <p>Fall, 2018, Spring, 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> <p>Local vendors, TX2 Security</p>	<p>Faculty and staff was trained in October.</p> <p>Plans are being made for new employees to receive SRP training.</p> <p>Crisis Management Plan has been updated.</p> <p>Letters will be sent after SRM is finalized.</p> <p>Security cameras will be installed in summer, 2019.</p>

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

Annual Goal/ Responsible	Action Steps	Timeline	Resources	Evaluation
<p>Goal: The school will provide students, faculty, and staff with training on the SRP at least once each year.</p> <p>The school will drill each of the five actions of the SRP.</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, Assistant Principal for Student Life</p>	<p>Review SRP, SRM with faculty, staff prior to student training</p> <p>Students will be taught and practice the 5 actions with drills</p> <p>Parents will be sent detailed information about the SRP and SRM</p>	<p>Fall 2018</p> <p>Fall 2018/Spring 2019</p> <p>Fall 2018</p>	<p>I Love You Guys Foundation material and website</p> <p>I Love You Guys Foundation material and website</p> <p>I Love You Guys Foundation material and website</p>	<p>Faculty and staff were trained in October. Books were distributed to each employee.</p> <p>Students were trained in fall.</p> <p>Parents were sent information about the SRP and SRM.</p> <p>The school conducted drills on Evacuation, Shelter, Lockdown, Lockout, and Hold. Members of law enforcement and the school security company observed two of our drills including a debrief by a member of law enforcement at that afternoon's faculty meeting.</p>

Long Range Goal 5.4 The school shall maintain a safe environment for the school community. (AB 5.2)

Annual Goal/ Responsible	Action Steps	Responsible/ Timeline	Resources	Evaluation
<p>Goal: Develop campus plan to identify and address campus security issues.</p> <p>Responsible: President, Principal, Assistant Principal for Student Life, TX2 personnel</p>	Review school security audits.	Fall 2018	TX2 Security Audits, A Feedback from Matt McGinnis	Implemented additional supervision in areas of need.
	Limit school access points for students and community entry.	Fall 2018	Signage	Organized an admin rotation throughout the campus, and throughout the day. The school added an administrative presence during all campus events and school sponsored off campus events.
	Inform all stakeholders of door policy.	Fall 2018		
	Network access for security cameras	Spring 2019		<p>The network will be modified to access security cameras.</p> <p>The school modified student entry access. The school changed lock/unlock protocols.</p> <p>Faculty and staff were informed of changes. Students were directed to entry points.</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.