

St. Dominic Savio Catholic High School

Strategic Plan

2018-2023

With Annual Goals

2020-2021



“Forming Servant Leaders in the
Image of Christ”

The Catholic Church of Central Texas

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I. Introduction to St. Dominic Savio Catholic High School

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

History

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

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

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

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

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

Patron Saint

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



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

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

The Crest

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



II. Mission, Philosophy and Goals

Mission

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

Philosophy and Goals

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

We seek:

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

Vision Statement

- Forming Servant Leaders in the Image of Christ

Core Values

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

Strategic Plan Areas of Priority

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

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

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

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

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

NS – National Standard

AS – Accreditation Standard

NB – National Benchmark

AB – Accreditation Benchmark

I. Catholic Identity

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

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

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

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

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

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. (AB1.1)

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
<p>Goal: The mission and vision will be reviewed and understood by new faculty, staff and students.</p>	<p>Responsible: President, Principal, Director of Formation, House Council Advisor, Faculty</p>	<p>The mission will be shared with new students (transfer and freshmen) throughout the year including New Student Orientation, freshman activities, and within the House System</p>	<p>Fall, 2020</p>	<p>Freshman Orientation, New Student Orientation, House Council, Classroom documentation</p>	<p>TBD</p>
		<p>House Council will identify information and activities to be used during the family time presentations so students learn and understand the Savio mission and vision statement</p>	<p>Fall, 2020</p>	<p>Savio vision statement, Savio mission statement, online activities, recording equipment</p>	<p>TBD</p>

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. (AB1.2)

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Expand communication efforts to Diocesan parishes	President, Principal, Director of Formation and Ministry, Catholic Mission committee, Director of Communication	Collaborate with St. Vincent de Paul parish staff regarding music, liturgy and planning	Fall, 2020	Liturgical planning document. No cost	TBD
		Include parishes and diocesan personnel in the school mailings: school magazines, development and school activity invitations	Fall, 2020 Spring, 2021	\$500	TBD
		Outreach to new students: House Council to send letters to new applicants welcoming them to the school	Spring 2021	Stationary supplies	
		Family time activity: Thanksgiving season cards signed by Savio students, sent to clergy throughout the Diocese	October, 2020	\$600	TBD
		Invite parish priests to celebrate weekly	Fall, 2020 Spring, 2021	Stipends for each Mass	TBD

		Mass from our school chapel, live-streamed for the Savio community			
		Invite parish priests or deacons First Friday Exposition of the Blessed Sacrament our school chapel, live-streamed for the Savio community	Fall, 2020 Spring, 2021	No cost	TBD
		Invite Pastors and Associate Pastors to Clergy Day	Fall, 2020	\$800	TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
The school will develop a COVID reopening schedule that will allow Savio students, faculty, and staff to attend Mass and Adoration virtually in Phase 1 and in-person in Phase 2 depending on the status of the COVID pandemic	President, Principal, Director of Formation and Ministry, Christian Outreach Sponsor	Work with Admin, Director of FAM, and Liturgy Coordinator to develop a weekly schedule that incorporates Mass and Adoration	Fall, 2020 Spring, 2021	Christian Outreach students and Sponsor, no cost	TBD
Reestablish and continue Morning Prayer and ensure that online-students can participate in the Morning Prayer	President, Principal, Director of Formation and Ministry, Christian Outreach Sponsor	TIM Team will start doing Morning Prayer again; online students will be directed to log on before the start of morning prayer	Fall, 2020 Spring, 2021	Prayers for each day	TBD
The school will provide meaningful online retreats and other spiritual experiences for students during the COVID pandemic	President, Principal, Director of Formation and Ministry, Christian Outreach Sponsor, Faculty retreat leaders	Grade-level retreats will be adapted so they can be online.	Fall 2020, Spring, 2021	Student devices, teacher devices, live-streaming equipment, ice breakers, speakers, activities, refreshments, materials, rental; est.	TBD

				\$2800	
The school will provide meaningful online retreats and other spiritual experiences for the faculty and staff under COVID (NB4.1)	President, Principal, Director of Formation and Ministry, Christian Outreach Sponsor	Faculty/Staff retreat will be adapted to be online. The school will provide spiritual books for faculty and staff throughout the year.	Fall, 2020; Spring, 2021; Monthly during school year; Advent, Lent	Speaker for Retreat; Catholic publications, \$1500; USCCB resources, Catholic book lists, NCEA resources, Austin Diocese; \$300	TBD
The school will adapt the Diakonia Service Program so that students can do service under COVID	President, Principal, Director of Formation and Ministry, Theology Department Chair, Theology Teachers	Students will complete four service projects with no hour requirements.	Fall, 2020 Spring, 2021	No cost; materials will vary based on students' projects	TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
The school will continue to refine and implement a hiring process that sufficiently communicates the school's mission and ensures it's understanding	President, Principal, Department Chairs, Athletic Directors	Review of hiring process, adding new requirements from state and Diocese, including baptism requirement. Incorporate statements related to Savio mission and vision	Fall, 2020 Spring, 2021	School hiring documents, USCCB, NCEA, Catholic resources, Diocese ; no cost	TBD
	Principal, Director of Athletics, Department Chairs	Processing all coaches and substitute teachers as employees, according to new requirements of the Diocese	Fall, 2020 Spring, 2021	Diocesan templates, permission to hire processes; Hiring checklist	TBD
	Principal, Athletic Director	Training for coaches will emphasize Savio's mission and vision, as well as important of the role of the Catholic faith in Savio's Athletic Program, including Play Like a Champion	Fall, 2020	Parent Wkshp 1 \$500 Coaches Wksh- \$500 Per coach - \$200 Athlete Wksh\$250 Total \$1450 Parent Wksh 2- \$250 Athlete Wksh 2- \$150 Overall total-\$1825	TBD

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. **(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.

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.

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Develop a Five Year Financial Plan	Responsible: President, Board, Principal, Business Manager, Finance and Development Committee	Create draft budgets for 2021-2026 school years projecting income and expenses.	Fall, 2020	Historic data affecting income and expenses re: debt schedule, COVID 19 costs, tuition, facility, transportation & personnel.	TBD
Consider overall needs of the school as tuition is set for the upcoming year.	Responsible: President, Board, Principal, Business Manager, Finance and Development Committee	Determine income sources from tuition, grants. Determine expenses for salaries and benefits, program needs, and tuition assistance.	Fall, 2020 Spring, 2021	Debt schedule digital template provided by the Diocese; RRISD salary scales, tuition assistance and enrollment history	TBD
Board to review final planning for Phase III including classroom building, play field, landscape	Responsible: President, Board, Principal, Business Manager, Finance Committee	Classroom building costs in bond funds: finalize funding options for play field and landscape	Fall, 2020 Spring, 2021 Summer, 2021	Five Year Financial Plan, debt schedule, Finance Committee, Board Review & Diocese, civil engineer	TBD

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.” (AB2.2)

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Promote a greater understanding about a Savio education among Diocesan personnel and clergy regarding the school	President, Principal, Director of Communication	Plan for mailing of various Savio publications to parish priests and personnel: <i>Why Savio?</i> <i>Savio Now/ Annual Report of Gifts</i>	Fall, 2020 Fall, 2020	\$500 postage \$1000 print/mail	TBD
	President, Director of Development	Mail invitations to parish priests and Diocesan personnel for development activities	Spring, 2021	\$500	TBD
	President, Principal, Directors of Communication & Faith Formation	Plan for mailing information about school activities and athletic events to parish priests and personnel.	Fall, 2020 Spring, 2021		TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Updating Crisis Management Plan to include Standard Reunification Method. (AB2.4a)	Principal, AP for Student Life, Director of Guidance, faculty and staff	Edit content to include SRM	Fall, 2020	Crisis Management Plan, SRP & SRM documents	TBD
	Principal, AP for Student Life, Director of Guidance, faculty and staff	Train faculty and staff	Fall, 2020	Texas School Safety Center, local agencies	TBD
	Principal, AP for Student Life, Director of Guidance, faculty and staff	Practice SRM plan to relocation sites	Fall, 2020	No cost, transportation to relocation sites	TBD
Meet with Round Rock ISD to explore options and create SRM. Visit SRM sites to plan in conjunction with Holy Family.	Principal, AP for Student Life, Director of Guidance, faculty and staff	Admin site visit to Kelly Reeves Stadium to do a walk through with Round Rock ISD Personnel. (Completed 8/4/20)	August, 2020	Round Rock ISD Personnel, Round Rock ISD facilities	TBD

<p>The school will review existing policies and programs for bullying</p>	<p>Principal, AP for Student Life, Director of Guidance, faculty and staff</p>	<p>Clarify language and consequences for cyberbullying in handbook</p> <p>Review policies in a faculty meeting, including the use of Stop It App.</p> <p>Admin visits to freshmen classes to discuss the issue.</p>	<p>September, 2020</p>	<p>StopIt app; <i>Faculty Handbook, Student Handbook</i></p>	<p>TBD</p>
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Benchmark 2.4 - The school demonstrates long range strategic planning to support the school’s mission, vision and/or philosophy. (AB2.4)

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
The school will ensure that stakeholders are included in long range strategic planning	President, Board,	The President will seek review and input of Strategic Plan Draft documents by board members	October, 2020	Strategic Plan Draft, no cost	TBD
	President, Principal	Will seek review and input re: the Strategic Plan Draft documents by faculty and staff	November, 2020	Strategic Plan Draft, no cost	TBD
	President, Principal	Will incorporate input from board, parents, students, faculty & staff into final Strategic Plan document	Fall, 2020 Spring, 2021	Strategic Plan Draft, no cost	TBD
	Principal, AP for Curriculum and Instruction, AP for Student Life	Will work with the faculty and staff to initiate the annual goals	November, 2020	Strategic Plan Draft, no cost	TBD
	President, Principal,	Will share final	November, 2020	Strategic Plan Draft, no cost	TBD

	Director of Communications	document with board, faculty, staff, families and post on website			
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Benchmark 2.5 The instructional program and educational facilities are funded to meet the stated goals of the Long Range Strategic Plan. (AB 2.5)

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
The school will ensure long range strategic resource management of budgets and facilities	President, Board, Principal, Business Manager, Finance Committee	A Five Year Financial Plan will be created to include anticipated income and expense needs from 2021-2026 school years	November, 2020	Financial data including projections for income and expense; review of historic info	TBD
The school will evaluate the human, material, and fiscal resources to meet the schools' identified needs and priorities	President, Board, Principal, Business Manager, Finance Committee	Personnel needs to be determined through the 2025-2026 school year.	Fall, 2020	RRISD Salary Scales	TBD
	President, Board Principal, Business Manager, Faculty	Instructional program needs will be determined through the 2025-2026 school year.	Fall, 2020	Survey information related to curriculum and instruction, programs and student activities, Self Study	TBD
	President, Board Principal, Business Manager	Facility needs will be determined through the 2025-2026 school year.	Fall, 2020	Survey info obtained from staff, facility advisors, and vendor interviews regarding facility needs	TBD

Benchmark 2.6 – There is a comprehensive plan for institutional advancement. (AB 2.6)

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
The school will combine multiple plans for communication, development and admission into one Advancement Plan	President, Directors of Admission, Communications and Development for each school	Review existing documents	Fall, 2020	No cost	TBD
		Determine key areas for areas of focus for areas of Admission, Communication and Development;	Fall, 2020	No cost	TBD
		Identify timeline and prioritize action steps	Fall, 2020	No cost	TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
The school will offer quarterly surveys related to school effectiveness in order to evaluate the experience of online and in person learners	President, Principal, Directors for Admission, Communication and Development	Review results, categorize information for sharing with faculty and staff; integrate instructional practices as needed	Oct., 2020 Jan., 2020 March, 2021 May, 2021	Handbooks, best practices for instruction; no cost	TBD
	President, Principal, Directors for Admission, Communication and Development, Director of Guidance	Review results, categorize information for sharing with faculty and staff; integrate instructional practices as needed	Fall, 2020	Technology resources; ASCD Activate through Diocesan license – webinars, ebooks, instructional videos	TBD
The school will monitor tuition assistance needs throughout the year	President, Principal, Directors for Admission, Communication and Development	Respond to parent requests for tuition assistance and document causes for needing tuition assistance.	Fall, 2020 Spring 2021	Number of students granted tuition assistance during the school year.	TBD
The school will implement and monitor safety protocols due to COVID	President, Principal, Directors for Admission, Communication and Development,		Fall, 2020 Spring, 2021	Number of positive COVID cases on campus; continuation of in-person & online instruction as well as activities	TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Determine the effectiveness of school programs in curriculum and instruction and student life.	Principal, Assistant Principals, Department Chairs, Assistant Principal for Curriculum and Instruction, students, parents	Principal will meet quarterly with Assistant Principals to review grades, attendance, AP test scores, ACT, SAT and CLT scores	Quarterly	Curriculum documents, College Board curriculum: test scores: No Cost Results shared annually in school profile	TBD
Determine the effectiveness of school programs in curriculum and instruction	Principal, Assistant Principals, Department Chairs, Assistant Principal for Curriculum and Instruction, students, parents	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	Monthly	Grade analysis, test scores: No Cost	TBD
Determine the effectiveness of school programs in curriculum and instruction and student life.	Principal, Assistant Principals, Department Chairs, Assistant Principal for Curriculum and	Include the CLT 10 (exam and analytics and reporting) as one of the measures for evaluating the effectiveness of	February	Estimated Cost \$2,550 for 9th and 10th Grade	TBD

	Instruction, students, parents	curriculum and instruction			
		Consider offering SAT and/or ACT at Savio in Fall and Spring. Pilot "School Day" testing in October 2020	Fall 2020	Cost covered by student testing fees	TBD
Determine the effectiveness of school programs in student life.	Principal, Assistant Principals, Department Chairs, Assistant Principal for Curriculum and Instruction, students, parents	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	March, 2020	Estimated Cost \$2,550 for 9th and 10th Grade	TBD

Benchmark 2.9 – The school provides professional development opportunities for faculty and staff. (AB 2.9)

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
The school will provide funds for targeted professional development by department	President, Principal, Directors for Admission, Communication and Development	Evaluate funds available and determine how it can be divided. Investigate use of Title 2 and 4 funding.	Fall, 2020	Round Rock ISD to advise, partial funding through RRISD, school to complete funding	TBD
The school will focus on whole department attendance at national conferences for: Science, Math, Social Sciences, and Engineering/Technology department.	President, Principal, Directors for Admission, Communication and Development	Determine conferences that whole departments will attend, and make plans accordingly Prepare for online conference options	Fall, 2020	Substitute teachers, conference information, PD funds (reduced cost due to COVID)	TBD
Faculty will be asked to present instructional strategies learned during professional development that can be used across other curriculum areas	President, Principal, Directors for Admission, Communication and Development	Schedule time during monthly faculty meetings for this to occur	Fall, 2020 Spring, 2021	Department meeting time will be used to plan the presentations	TBD

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, 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.

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Develop “online-ready” cross curricular activities that support Catholic identity (AB 3.1A)	Principal, Assistant Principal for Curriculum and Instruction, Director of Formation and Ministry, Department Chairs	Set aside time during department meetings to discuss how to incorporate Catholic identity beyond prayer	Fall, 2020	Curriculum documents; NCEA National Standards, Benchmarks & Rubrics; no cost	TBD
Director of Formation and Ministry will work with teachers to build comfort in discussing Catholic identity	Principal, Assistant Principal for Curriculum and Instruction, Director of Formation and Ministry, Department Chairs	Set aside time during faculty meetings for discussion	Spring, 2020	Teacher lesson plans; classroom walkthroughs	TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Science classes will move to incorporate more laboratory explorations	Principal, Assistant Principal for Curriculum and Instruction, Science Dept. Chair	Implement labs that make use of science equipment purchased last year	Fall, 2020 (May be delayed due to COVID)	PD Materials provided by vendors	TBD
Savio will work to build a culture of authentic research experiences for students	Responsible: Principal, Assistant Principal for Curriculum and Instruction, Science Dept. Chair	Introduce science fair participation to PAP/Honors Physics (in addition to PAP/Hon Bio and PAP/Hon Chem) as recommended by UT Austin partners	Fall, 2020	Registration fees	TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Improve use of technology in the library (3.3 D)	Principal, Assistant Principal for Curriculum and Instruction, Director of Technology, Librarian	Continue to improve e-book access	Fall, 2020	Free	TBD
Create professional development opportunities that explore options for classroom technology.)	Principal, Assistant Principal for Curriculum and Instruction, Director of Technology, Librarian	Turnitin training	Fall, 2020	Cost included with license	TBD
	Principal, Assistant Principal for Curriculum and Instruction, Director of Technology, Librarian	Teacher led PD for EdPuzzle, Jamboard, etc	Fall, 2020	Free	TBD
Inventory and evaluate use of technology in STEM courses (3.3 C)	Principal, Assistant Principal for Curriculum and Instruction, Director of Technology, Librarian	Monitor and measure student comfort/familiarity with technology	Fall, 2020 Spring, 2021	Free; classroom observations (in-person and through Zoom)	TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Develop program for teachers to design and use instructional strategies that reflect best practices for student mastery (AB 3.4 D)	Principal, Assistant Principal for Curriculum and Instruction, Director of Guidance, Faculty	Increase teacher led PD sessions both in person and through Zoom	Fall, 2020 Spring, 2021	Free; perhaps an incentive program (small gift card?)	TBD
Provide students with remediation opportunities (3.4 E)	President, Principal, Assistant Principal for Curriculum and Instruction, Director of Guidance, Faculty	Continue to investigate establishing a Learning Lab and hiring a “Learning Coach” Record classes for student replay (currently paused due to bandwidth issues)	Fall, 2020	Budget for additional position	TBD
	President, Director of Facilities	Move Director of Guidance to the library for a more central location and space for student testing	Fall, 2020	Construction materials	TBD
	Principal, Assistant Principal for Curriculum and	Increase use of student data during weekly “Students to	Fall, 2020	Student grades, teacher comments	TBD

	Instruction, Director of Guidance, Faculty	Watch" meetings			
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Benchmark 3.5 – The library provides resource and media support to the school’s instructional program. (AB 3.5)

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
The school will develop a plan that responds to the 21 st century needs of students.	President, Director of Facilities, Principal, Librarian, Assistant Principal for Curriculum and Instruction, Department Chairs	Construct office space in the library for Director of Guidance and Director of Formation and Ministry (solidifying the library as a hub of school activity)	Fall , 2020	Construction materials	TBD
Evaluate current print and electronic resources to determine the extent to which they support the instructional program of the school. (AB 3.5A)	Principal, Librarian, Assistant Principal for Curriculum and Instruction, Department Chairs	Continue cataloging process of library holdings	Fall, 2020 Spring, 2021	Library World	TBD
	Principal, Librarian, Assistant Principal for Curriculum and Instruction, Department Chairs	Develop and implement formal process for review of classroom texts and resources	Fall, 2020 Spring, 2021	MBS Textbooks	TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Establish common grading practices and criteria within departments (AB 3.6A)	Principal, Assistant Principal for Curriculum & Instruction, Dept. Chairs	Convert unit lesson plans to new formats developed by departments	Fall, 2020 Spring, 2021	Free	TBD
Develop a documented process for longitudinal growth using test data (AB 3.6C)	Principal, Assistant Principal for Curriculum & Instruction, Dept. Chairs	Review student data to improve course/college recommendation process	Spring, 2021	Free	TBD

IV. Student Services and Activities

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.

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.

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Develop a guidance and counseling program to be implemented through the House System	President, Principal, Director of Guidance, theology teachers, House coordinator, House leaders	Evaluate existing guidance material; modify for secondary students	Fall, 2020	Diocesan recommendations for guidance programs	TBD
	President, Principal, Director of Guidance, theology teachers, House coordinator, House leaders	Work with House Council teachers and Director of Guidance to determine best method to present material	Spring, 2021	Models Social/Emotional learning curriculum No cost	TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Establish guidelines for implementation and documentation of student accommodations	Principal, Director of Guidance, Assistant Principal for Curriculum and Instruction	Accommodation meetings with all faculty members	September, 2020	Ren Web accommodation	TBD
	Principal, Director of Guidance, Assistant Principal for Curriculum and Instruction	Distribute accommodation folders to keep track of student information	September, 2020	Accommodations folders; no cost	TBD
	Principal, Director of Guidance, Assistant Principal for Curriculum and Instruction	Monthly follow up for student accommodations during grade level meetings	All year	Grade-level meeting minutes	TBD
Establish and implement a Student Support Plan for monitoring and providing assistance for students on an Academic Performance Plan	Principal, Director of Guidance, Assistant Principal for Curriculum and Instruction	Continue with weekly Students to Watch meetings.	Weekly for the 2020-2021 school year	No Cost; Rosters of students on an Academic	TBD
	Principal, Director of Guidance, Assistant	Establish a timeline for monitoring and	Fall, 2020	No Cost; Rosters of students on an Academic	TBD

	Principal for Curriculum and Instruction	meeting students		Performance Plan	
	Principal, Director of Guidance, Assistant Principal for Curriculum and Instruction	Determine criteria for releasing students from their Academic Performance Plan	Fall, 2020	No Cost; Rosters of students on an Academic Performance Plan	TBD
	Principal, Director of Guidance, Assistant Principal for Curriculum and Instruction	Inform parents about the Student Support Plan	Fall, 2020	No Cost; Rosters of students on an Academic Performance Plan	TBD
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	President, Principal, Director of Guidance, Assistant Principal for Curriculum and Instruction	Visit comparable Catholic schools that already have an established learning center	Spring, 2021	No Cost	TBD
	Principal, Director of Guidance, Assistant Principal for Curriculum and Instruction	Determine the location and space requirements for a Learning Center	Spring, 2021	No Cost	TBD

	Principal, Director of Guidance, Assistant Principal for Curriculum and Instruction	Determine the human resources necessary to staff the Learning Center	Spring, 2021	No Cost	TBD
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Benchmark 4.3 – The school provides support to new families and students on the campus to ensure success. (AB 4.3)

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Evaluate options for a summer gathering for incoming students and parents	President, Principal, Assistant Principal for Student Life, Director of Admissions	Director of Admission will work with SPA and Booster to determine options for the best event that will work for large groups	Fall, 2020	SPA, Booster, family contact information: Cost TBD	TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Evaluate the interest/need for summer program offerings	President, Principal, AP for Student Life, Director of Facilities	Prepare survey and distribute by email to students and parents	Fall, 2020	Faculty, student and parent surveys: no cost	TBD
Evaluate need for changes to transportation routes and vehicle requirements	President, Principal, AP for Student Life, Director of Facilities	Evaluate lease vs purchase options	Fall, 2020	Vehicle dealerships: cost TBD	TBD
	President, Principal, AP for Student Life, Director of Facilities	Consider greater van than bus use for routes and need for another school van	Fall, 2020	Evaluation of family interest and their home locations: no cost	TBD
	President, Principal, AP for Student Life, Director of Facilities	Determine the need for new routes	Fall, 2020 Spring 2021		TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Consider interest and requirements of any new sports – costs, uniforms, location, budget	President, Principal, Athletic Director	Investigate costs for implementation of a new sport	Fall, 2020 Spring 2021	Area programs, venue costs, local leagues: cost TBD	TBD

V. Plant and Facilities

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.

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.

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
School will evaluate and develop future plans to address: Transition to LED lights for all exterior and interior lights	President, Director of Facilities	Transition to LED lights for all exterior lights - school sign and lighted cross on buildings Exterior lights	Fall, 2020 Summer, 2020	1800. 7,000.	TBD
School will evaluate and develop future plans to address: Transition to LED lights for all exterior and interior lights	President, Director of Facilities	Continue interior installation of LED bulbs in Building A - front academic hallway, first and second floor	Spring, 2021 Summer, 2021	Approximately \$2,000.	TBD
	President, Director of Facilities	Continue interior installation of LED bulbs in Building B - library and commons existing space; plan for additional space	Spring, 2021 Summer, 2021	Approximately \$2,000.	TBD
	President, Director of Facilities	Continue interior installation of LED in Building C - hallways for gym and fine arts	Spring, 2021 Summer, 2021	Approximately \$2,000	TBD

Establish Clinic to meet student health needs	President, Director of Facilities, Principal, Nurse	Convert current FAM Office to Clinic; Relocate office areas, paint, purchase furniture and equipment as needed Relocate library shelving	Fall, 2020	Building Materials	TBD
Build new office space in library for Director of Guidance	President, Principal, Director of Facilities	Convert alcove in Library into office space for Director of Guidance; Relocate office areas, paint, purchase furniture and equipment as needed Relocate library shelving	Fall, 2020	Building Materials	TBD
Relocate Director of Technology	President, Principal, Director of Facilities	Create office space for Director of Technology in the Library; Relocate office areas, paint, purchase furniture and equipment as needed. Renovate library storage area to	Summer, 2020 Fall, 2020	Building Materials	1500.

		receive Copy Room machines; relocate office to former copy room Relocate library shelving			
Establish Director of Formation office	President, Principal, Director of Facilities	Create new Director of FAM office by relocating Director of Technology.	Fall, 2020	Needed furnishings	TBD
Relocate library shelving	Director of Facilities, Librarian	Move from alcove to a different part of the library.	Fall, 2020	No cost	TBD
Athletic field & strength and conditioning needs	President, Principal Director of Facilities, Athletic Director	Evaluate field condition, irrigation, fencing, bleachers, dug outs, strength and conditioning area.	Fall, 2020, Spring, 2021	Best practices; athletic equipment information	TBD
Parking lot management	President, Principal, Director of Facilities, AP for Student Life	Create parking assignments for students, faculty and staff. Repaint lots and number spaces	Fall, 2020	Parking lot map; paint.	TBD

Eating space for students	President, Principal, Director of Facilities	Evaluate space options for use.	Fall, 2020 Spring, 2021	Campus map; Lunch schedule	TBD
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Benchmark 5.2 – The school maintains a safe environment for the school community. (AB 5.2)

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
Continue with the I Love You Guys Foundation- Standard Reunification Method (SRM)	President, Principal, AP for Student Life	Multiple reunification locations have been identified: Kelly Reeves Stadium, St. Vincent de Paul Catholic Church and St. William Catholic Church	August, 2020	I Love You Guys Foundation Trainer, Mr. John-Michael Keyes; Kelly Reeves Stadium map; St. William Catholic Church map	TBD
Modify Crisis Management Plan to include SRM information. (BM 2.4)	President, Principal, AP for Student Life	SRM Plan is under construction with Holy Family Catholic School	Fall, 2020	RRISD personnel; Kelly Reeves Center; St. William Catholic Church	TBD
Comply with Foundation Memorandum of Understanding to inform all first responder groups of the use of SRP and SRM..	President, Principal, AP for Student Life	Letters to be sent/contact/meetings to be held with law enforcement, fire departments, EMS< County and/or City Emergency Managers	Fall, 2020	Current Emergency Management Manual, SRP and SRM materials, Texas School Safety Center	TBD

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

GOAL	RESPONSIBLE	ACTION STEPS	TIMELINE	RESOURCE/COST	EVALUATION
The school will provide students with training on the SRM at least once each year.	President, Principal, AP for Student Life	Review SRM with faculty, staff prior to student training	October, 2020	I Love You Guys Foundation material and website	TBD
The school will drill each of the actions of the SRM	President, Principal, AP for Student Life	Students will be taught and practice actions of the SRM and SRP drill procedures	Fall, 2020	I Love You Guys Foundation material and website	TBD
The school will provide parents with information about the I Love You Guys Foundation, SRP and SRM, online references and/or print.	President, Principal, AP for Student Life	Parents will be detailed information about the SRP and SRM within the Parent Handbook	Fall, 2020	I Love You Guys Foundation material and website	TBD

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.