



SCHOOL STRATEGIC PLAN

(OBJECTIVE 1) **Holy Rosary School will foster Christian character development in students.**

(STRATEGY 1) **Implement *Virtues in Education*.**

	Timeline	Responsibility	Progress Report
(Action Step 1) Train staff in utilizing the Virtues program.	Fall 2023	Principal Teachers	<i>When and what happened?</i>
(Action Step 2) Determine a scope & sequence for introducing the Cardinal Virtues, schoolwide.	Fall 2023	Principal Teachers	
(Action Step 3) Link the Virtues program with the counselor's SEL lessons and the school discipline policy.	Fall 2023	Principal Teachers Counselor	
(Action Step 4) Inform parents about the program.	Winter 2023-24	Principal	
(Action Step 5) Implement the Cardinal Virtues incrementally during Morning Prayer assemblies, with reinforcement in the individual classrooms.	Winter 2023-24	Principal Teachers	
(Action Step 6) Evaluate effectiveness of the Cardinals Virtues rollout at monthly faculty meetings.	Spring 2024	Principal Teachers	
(Action Step 7) Determine a scope & sequence for the sub-Virtues.	Fall 2024	Principal Teachers	
(Action Step 8) Implement the sub-Virtues incrementally during Morning Prayer assemblies, with reinforcement in the individual classrooms.	Winter 2024-25	Principal Teachers	
(Action Step 9) Fully implement the Virtues program with monthly review at faculty meetings.	2025-26 School Year	Principal Teachers	

(STRATEGY 2) Instill in students an ethic of service.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Evaluate current classroom service projects as they relate to the school mission.	Winter 2025-26	Principal Teachers	<i>When and what happened?</i>
(Action Step 2) Create a framework outlining the plan for service projects, involving parish, community, and world.	Winter 2025-26	Principal Teachers	
(Action Step 3) Brainstorm year-round & annual service projects for each classroom.	Spring 2026	Principal Teachers Parish Youth Minister	
(Action Step 4) Invite various organizations to share how acts of service impact their organization.	Fall 2026	Principal Teachers	
(Action Step 5) Implement the framework of service projects.	Fall 2026	Principal Teachers	
(Action Step 6) Explore options for a peer ministry program.	Fall 2026	Principal Teachers	

(OBJECTIVE 2) Holy Rosary School will promote academic success of all students through enrichment and support opportunities.

(STRATEGY 1) Provide additional academic support to meet the needs of each student.

	Timeline	Responsibility	Progress Report
(Action Step 1) Consider MAP test results and classroom observation to determine student needs.	Fall 2023	Principal Teachers	
(Action Step 2) Maintain a qualified tutor to assist students with academics.	Fall 2023	Principal	
(Action Step 3) Recruit classroom volunteers to work with students at the direction of classroom teachers.	Winter 2023-24	Principal Teachers	
(Action Step 4) Evaluate the use and effectiveness of current Chromebook/iPad apps and web subscriptions.	Fall 2024	Teachers	
(Action Step 5) Seek professional development opportunities related to student needs.	Fall 2025	Principal	
(Action Step 6) Identify resources to effectively support students.	Spring 2026	Principal Teachers	
(Action Step 7) Create a timeline for application of identified resources, while utilizing best practices.	Fall 2027	Principal Teachers	
(Action Step 8) Explore possibilities for additional academic co-curriculars.	Fall 2028	Principal Teachers	

(STRATEGY 2) Strengthen student math performance through professional development and implementation of AVMR (Add+Vantage Math Recovery) strategies.

	Timeline	Responsibility	Progress Report
(Action Step 1) Train new staff members in AVMR methods.	2023-24 School Year	Principal AVMR Facilitator	

(Action Step 2) Incorporate AVMR methods into classroom lessons regularly.	2023-24 School Year	Teachers	
(Action Step 3) Schedule times for grade-level teachers to meet and discuss strategies.	Fall 2023 Spring 2024	Principal	
(Action Step 4) Provide ongoing support and professional development for teachers.	Fall 2023 Spring 2024	Principal AVMR Facilitator	
(Action Step 5) Review NWEA MAP assessment data annually to track progress.	Spring 2024-2030	Principal Teachers	

(STRATEGY 3) Develop a framework to maintain a consistent plan for evaluating and utilizing NWEA (Northwest Evaluation Association) MAP (Measures of Academic Progress) assessment data.

	Timeline	Responsibility	Progress Report
(Action Step 1) Explore options for staff training.	Fall 2023	Principal	<i>When and what happened?</i>
(Action Step 2) Schedule training sessions.	Fall 2024	Principal	
(Action Step 3) Attend training sessions.	2024 – 25 School Year	Principal Teachers	
(Action Step 4) Schedule times for staff to collaborate and evaluate data.	Fall/Winter 2025	Principal	
(Action Step 5) Personalize classroom instruction to support the needs of students.	Fall/Winter 2025	Teachers	
(Action Step 6) Evaluate spring MAP test data to determine growth and effectiveness of strategies used.	Spring 2026	Teachers	
(Action Step 7) Share MAP test data with teachers for the upcoming school year, annually.	Spring 2026-2030	Teachers	
(Action Step 8) Schedule staff collaboration times to review test data, annually.	Fall 2026- 2030	Principal	

(STRATEGY 4) Begin Lego Robotics program.

	Timeline	Responsibility	Progress Report
(Action Step 1) Recruit volunteers to lead after-school programming.	Fall 2023	Principal	<i>When and what happened?</i>
(Action Step 2) Set up a schedule of activities.	Fall 2023	Principal Instructor	
(Action Step 3) Establish sessions for 2 different age levels.	Winter 2023-24	Principal Instructor	
(Action Step 4) Host student after-school sessions.	Winter 2023-24	Principal Instructor	
(Action Step 5) Evaluate program success with parent survey and staff discussion.	Spring 2024	Principal Instructor Teachers	
(STRATEGY 5) Implement STEM related activities.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Inventory the current STEM materials.	Summer/Fall 2024	Teachers	<i>When and what happened?</i>
(Action Step 2) Determine classroom activities to support the state Science standards.	Fall 2024	Teachers	
(Action Step 3) Establish a plan for incorporation of STEM activities into the classroom.	Fall 2024	Teachers	
(Action Step 4) Purchase or acquire any additional materials needed for classroom use.	Fall 2024	Principal	
(Action Step 5) Incorporate quarterly STEM enrichment activities at each grade level in the classroom.	Spring 2025	Teachers	
(Action Step 6) Recruit adult leaders to guide an after-school STEM club.	Fall 2025	Principal	

(Action Step 7) Determine an after-school activities schedule.	Fall 2025	Principal Instructor	
(Action Step 8) Acquire needed materials for after-school programming.	Fall 2025	Principal	
(Action Step 9) Provide after-school opportunity to students.	Winter 2025-26	Instructor	
(Action Step 10) Evaluate program success with parent survey and staff discussion.	Spring 2026	Principal Instructor Teachers	

(STRATEGY 6) Incorporate Language Arts enrichment opportunities for students.

	Timeline	Responsibility	Progress Report
(Action Step 1) Recruit an advisor to lead an after-school writing club.	Summer/Fall 2026	Principal	<i>When and what happened?</i>
(Action Step 2) Determine an objective for the after-school writing club.	Fall 2026	Principal Instructor	
(Action Step 3) Establish a schedule.	Fall 2026	Principal Instructor	
(Action Step 4) Host after-school sessions for students.	Winter 2026-27	Instructor	
(Action Step 5) Evaluate program success with parent survey and staff discussion.	Spring 2027	Principal Instructor Teachers	
(Action Step 6) Recruit an advisor to lead an after-school book club.	Summer/Fall 2027	Principal	
(Action Step 7) Determine an objective for the after-school book club.	Fall 2027	Principal Instructor	
(Action Step 8) Establish a schedule.	Fall 2027	Principal	

		Instructor	
(Action Step 9) Host after-school sessions for students.	Winter 2027-28	Instructor	
(Action Step 10) Evaluate program success with parent survey and staff discussion.	Spring 2028	Principal Instructor Teachers	

(OBJECTIVE 3) Holy Rosary School will increase family engagement within the school community.			
(STRATEGY 1) Provide opportunities for family and student community building.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Brainstorm potential family activity nights & topics for professional speakers.	Fall 2023	Principal Teachers PTO Members	<i>When and what happened?</i>
(Action Step 2) Schedule 2 family activity events during the school year.	Fall 2023	Principal Teachers PTO Members	
(Action Step 3) Recruit committee members to organize the events.	Fall 2023	Principal Teachers PTO Members	
(Action Step 4) Hold scheduled family activity events.	Winter 2023-24 Spring 2024	Principal Teachers PTO Members	
(Action Step 5) Identify and schedule potential speakers.	Spring 2024	Principal Teachers PTO Members	

(Action Step 6) Evaluate event opportunities & challenges in preparation for next year's events.	Spring 2024	Principal Teachers PTO Members	
(Action Step 7) Schedule quarterly family activity events during the school year.	Fall 2024	Principal Teachers PTO Members	
(Action Step 8) Recruit committee members to organize the events.	Fall 2024	Principal Teachers PTO Members	
(Action Step 9) Hold scheduled events.	Winter 2024-25 Spring 2025	Principal Teachers PTO Members	
(Action Step 10) Evaluate program success with parent survey and staff discussion.	Spring 2025	Principal Teachers PTO Members	
(Action Step 11) Make plans & schedule events to be held each school year going forward.	Fall 2025	Principal Teachers PTO Members	
(STRATEGY 2) Familiarize new families with school events and procedures.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Compile a list of school events & procedures that might be unfamiliar to new families.	Spring 2026	Principal Teachers Administrative Assistant	<i>When and what happened?</i>

(Action Step 2) Host a family mentor informational meeting to provide expectations and solicit parent volunteers.	Spring 2026	Principal Administrative Assistant	
(Action Step 3) Pair new families with mentor volunteers.	Fall 2026	Principal Administrative Assistant	
(Action Step 4) Send monthly reminders to mentor families to notify mentees about upcoming events.	2026-27 School Year	Principal Administrative Assistant	
(Action Step 5) Survey mentors and mentees at year's end for feedback.	Spring 2027	Principal Administrative Assistant	
(Action Step 6) Use feedback to make plans for the next school year's mentorship program.	Spring 2027	Principal Administrative Assistant	

(Objective 4) Holy Rosary School will become more financially stable to provide a quality education for students.			
(Strategy 1) Create a 3-million-dollar endowment fund over a three-year period to assist with the annual operating expenses of the school.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Interview professional fundraising organization to determine feasibility and case statement.	Fall 2023	Pastor Finance Council Pastoral Council School Advisory Council	<i>When and what happened?</i>
(Action Step 2) Evaluate the results of the professional fundraising organization and hire.	Spring 2024	Pastor	

		Finance Council Pastoral Council School Advisory Council	
(Action Step 3) Prepare for capital campaign.	Fall 2024	Pastor Principal Director of Stewardship	
(Action Step 4) Launch silent phase of campaign.	Spring 2025	Pastor Director of Stewardship Members of School & Parish Councils	
(Action Step 5) Launch public phase of campaign.	Fall 2025	Pastor Director of Stewardship Members of School & Parish Councils	
(Action Step 6) Conclude campaign.	Spring 2026	Pastor Director of Stewardship Members of School & Parish Councils	
(Action Step 7) Continue outreach to increase value and number of named endowments.	Spring 2026 (recurring)	Director of Stewardship	

		Finance Council Pastoral Council School Advisory Council	
(Action Step 8) Plan giving seminars to develop the interest in endowments and family transfer of assets to named charity of Holy Rosary School.	Annually 2023 - 2030	Director of Stewardship Finance Council Pastoral Council School Advisory Council	
(STRATEGY 2) Holy Rosary School will evaluate fundraising efforts for viability and impact on families.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Review the 10-year historical data on all fundraisers.	Fall 2023	Director of Stewardship School Advisory Council Parent-Teacher Organization Finance Council	
(Action Step 2) Establish goals for funds to be raised, taking into consideration a balance between parish subsidy, tuition, and fundraisers.	Fall 2023	Director of Stewardship School Advisory Council	

		Finance Council	
(Action Step 3) Determine the desired viability, effectiveness, and number of fundraisers.	Spring 2024	Director of Stewardship School Advisory Council Parent-Teacher Organization Finance Council	<i>When and what happened?</i>
(Action Step 4) Evaluate current events and fundraisers for viability in a changing world.	Spring 2024 - 2030	Director of Stewardship School Advisory Council Parent-Teacher Organization Finance Council	
(Action Step 5) Consider new fundraising events and activities.	Spring 2024 - 2030	Director of Stewardship School Advisory Council Parent-Teacher Organization Finance Council	
(Action Step 6) Implement new events.	Fall 2024 - 2030	Director of Stewardship School Advisory Council	

		Parent-Teacher Organization	
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