



ALL SAINTS CATHOLIC SCHOOL

Growing Leaders in Mind, Body, and Spirit

Strategic Plan

Vision

All Saints Catholic School will be the premier Christ- and family-centered school community that is actively sought for its strong Catholic Identity, academic excellence, character development, and responsible stewardship.

Mission

The mission of All Saints Catholic School is to provide a Catholic education based on four fundamental values: Academic Excellence, Service to Others, Community Building, and Sharing Our Faith. By focusing on these four pillars, we seek to nurture growth in mind, body, and spirit and encourage each student to reach his or her personal potential.

Accreditation Standards

- Mission & Catholic Identity
 - Mission guides all planning
 - Student and adult faith formation
- Governance & Leadership
 - Responsible decision-making
 - Collaboration and admin and board
- Academic Excellence
 - Rigorous curriculum
 - Using data/assessment
 - Integrating faith into curriculum
- Operational Vitality
 - 3-5 Year financial plan
 - Facilities plan
 - Strategic plan

Board

- Executive Committee
 - President, Dana Marinesi-Brust
 - Vice President, Kathleen Hinchcliff
 - Secretary, Mary Beth Epacs

- Principal (ex-officio), Kristen Strausbaugh
 - Assistant Principal (ex-officio), Scott Wisniewski
 - Pastor Designate, Fr. Paul Ballien
- Board Members
- Athletics (CYO), Ted Rayha
 - Catholic Identity, Amy Roose
 - Facilities
 - Finance, Jodi Frisicaro
 - Marketing & Advancement, Michele Santillan
 - Parent Activity, Michelle Zyskowski
 - Strategic Planning, David Sweetman

Strategic Objectives

I. ASCS will strengthen our Catholic Identity and witness our faith

- A. Annual review all goals to ensure alignment with Archdiocesan Unleash the Gospel strategies.
- B. Annually monitor and implement improvement plans to ensure that curriculum at all grades levels incorporates and integrates Catholic values. We strive for a strong Catholic Identity where students internalize and live our faith by acting consistent with our faith without needing to think about it.
- C. Ensure that all student and adult participants understand and model Catholic Values as they participate in the CYO activities

II. ASCS will strive for academic excellence

- A. Annually review standardized testing results and implement necessary instructional strategies to achieve at least 95% of projected student growth (as defined by the standardized testing) throughout the academic year.
 1. Enhance language arts program to include greater emphasis on leveled-reading, writing, and differentiated spelling
 2. Use standardized test scores to evaluate domain map planning, looking at formative assessments and instructional strategies for the unit of study
 3. Use the first year of updated standardized tests to better understand nuance of tests and inform future goals
- B. Implement the 6 Traits writing program in K-6 by 2019-20. Grades 7-8 will adopt in the 2020-21 school year.
- C. Increase the learning resource program by 2021 in order to
 1. better meet the needs of struggling students
 2. enable the participation of all accelerated students

3. ensure understanding and awareness of what is available
- D. Provide teachers with additional professional development opportunities to discuss best practices across grades levels and based on departmental areas of instruction, and provide ongoing support and focus so that these best practices are consistently implemented.

III. ASCS will actively build our school community and strengthen our presence among the broader local and Archdiocese communities

- A. Plan and execute annual service or charitable activities within the Archdiocesan community
 1. Minimum one at each grade level
 2. Minimum two for the total student body
 3. Minimum one for staff, parents, and students
- B. Annually update and execute plan to increase the number of marketing outreach initiatives annually to create greater visibility for the school

IV. ASCS will offer a broad array of activities to ensure students have opportunities to pursue their interests, develop their character, and live their Catholic values.

- A. Offer a variety of school-sponsored student clubs that achieve 50% student participation rate of eligible students.
- B. Offer a variety of student centered extra-curricular events that achieves 80% participation by eligible students in at least two events.
- C. Provide consistent and sustainable organized sports opportunities for any student wanting to participate grades 1-8.
- D. Operate the CYO program such that it achieves 80% student participation rate of eligible students.

V. ASCS will grow enrollment to achieve optimal utilization of resources, classroom and facilities

- A. Create and maintain 3-5 year "vision" plan to ensure instructional capacity is aligned to enrollment projections to achieve balanced 90% classroom utilization rate (63 students per grade level).
- B. Develop specific goal/ plan to increase enrollment from Pre-K to K and from 5 to 6 (middle school).
- C. Annually review survey and other feedback and recommend updates necessary to maintain a minimum 97% student retention rate.
- D. Have parent transition meetings at year end for each milestone grade (3rd 4th given the transition to multiple teachers, and 6th to 7th given the transition to junior high)

VI. ASCS will attract and retain highly qualified staff and administration that are dedicated to the mission and vision of the school

- A. Develop and implement a total compensation plan for staff and administration that ensures that ASCS can competitively attract and retain talent by 2021.

VII. ASCS will attract and retain highly qualified staff and administration that are dedicated to the mission and vision of the school

- A. Annually review and update strategic, financial operating, fundraising, and long-term capital improvement plans
- B. Increase Fund For All Saints number of donations
- C. Investigate more grant opportunities for building and classroom projects.

VIII. ASCS will systematize operational procedures

- A. Annually review and update the discipline model to reflect lessons learned and feedback
- B. Annually review and update policies concerning business affairs of the school related to such areas as purchasing, rental agreements, outside contractors, etc.