

VCEA FIVE YEAR STRATEGIC PLAN FOR IMPROVEMENT

SCHOOL All Saints Catholic School

PLAN DEVELOPED October 2022

The five-year plan is developed to provide a total vision for the school's future growth.

YEAR	DOMAIN/REFERENCE	DEFINED OUTCOME/GOAL
I 2022- 2023	<ol style="list-style-type: none"> 1. Domain I- SS p. 21 2. Domain I- SS p. 21 3. Domain II- SS p. 33 4. Domain II- SS p. 33 5. Domain III- SS p. 54 6. Domain III- SS p. 54 7. Domain IV- SS p. 67 	<ol style="list-style-type: none"> 1. Increase student awareness of the mission statement through the development of age-appropriate classroom lessons, integration of mission concepts in the Positive Behavioral Interventions & Supports (PBIS) program, and incorporation of the statement in school-day announcements. 2. Increase the visibility of the mission statement for the school community by including it in periodic communications such as social media and other school communications. 3. Consider the hiring of additional classroom assistants to reduce the teacher-student ratio and to enhance differentiation in the learning environment. 4. Develop a process for the annual review and selection of new textbooks, digital resources, and corresponding subscriptions, to include online learning applications and tools, aligned with a long-range calendar that identifies a specific area of the curriculum to be reviewed each year. 5. Review and select an updated mathematics program to include textbooks, digital resources, and manipulatives. 6. Review and select an online adaptive software platform to be used across grade levels to reinforce student understanding of math concepts and provide meaningful data for teachers. 7. Continue to develop and promote the Middle School Video Production Program to include a student-run morning newscast.
II 2023- 2024	<ol style="list-style-type: none"> 1. Domain I- VTR 1.2, 3.2, SS p. 22 2. Domain II- VTR 6.5, SS p. 33, Domain III 	<ol style="list-style-type: none"> 1. Provide students the opportunity to participate in an annual spiritual retreat, whether school- wide or in smaller grade level groupings, to allow for age-appropriate experiences. 2. Prioritize the hiring of a second school counselor and specialists in the areas of English

	<p>VTR 8.1</p> <ol style="list-style-type: none"> 3. Domain III- VTR 7.7, SS p. 54 4. Domain III- SS p. 54 5. Domain IV- SS p. 67 	<p>Language Learners (ELL) and special education, as the budget allows, in an effort to respond to the increasingly diverse needs of students.</p> <ol style="list-style-type: none"> 3. Provide training on the topic of Professional Learning Communities and time for teacher collaboration with the goal of developing, implementing, and continuously improving the effectiveness of the curriculum and instruction to result in high levels of student achievement. 4. Design and implement a professional development plan that includes ongoing technology training for teachers. 5. Develop a plan to increase student enrollment to 540 in the next five years.
III 2024- 2025	<ol style="list-style-type: none"> 1. Domain I- SS p. 21 2. Domain II- SS p. 33 3. Domain III- VTR 8.2, 8.5, SS p. 55 4. Domain IV- p. 67 	<ol style="list-style-type: none"> 1. Strengthen efforts to assist parents in their role as the primary educators of their children by offering additional opportunities for evangelization and faith formation. 2. Design and implement a process and timeline using a variety of tools to more consistently monitor, review, and evaluate student learning through data analysis in support of continuous improvement of curriculum and instruction. 3. Collaborate through Professional Learning Communities to monitor individual and class-wide student learning through the use of common assessments and rubrics. 4. Explore ways to increase revenue through the Annual Fund to \$25,000 by expanding participation levels across donor groups.
IV 2025- 2026	<ol style="list-style-type: none"> 1. Domain I- SS p. 21 2. Domain II- SS p. 33 3. Domain III- SS p. 54 4. Domain IV- SS p. 67 	<ol style="list-style-type: none"> 1. Strengthen the integration of the Catholic faith across subject areas through professional development and by providing opportunities for collaboration among teachers. 2. Strengthen the onboarding process and mentoring program for new faculty members to ensure that new teachers develop a comprehensive understanding of the school mission and detailed awareness of procedures while experiencing on-going support through collaboration with mentors. 3. Enhance the middle school house system by establishing a common curriculum and goals. 4. Coordinate with the Alumni Committee to provide more current data for the parish email and text messaging platform, which has a subset of data used by the school.
V 2026-	<p>Domain I- SS p. 21</p> <p>Domain III- SS p. 55</p>	<ol style="list-style-type: none"> 1. Develop and implement a program to integrate the theory and practice of Catholic social teaching as an essential element of the curriculum.

2027	Domain IV- SS p. 67	<ol style="list-style-type: none"> 2. Consider additional opportunities for students to become expert users of technology through their ability to create, publish, and critique digital products that reflect their understanding of the content and their technology skills. 3. Identify and implement stewardship strategies in support of environmentally sound practices such as green initiatives within the school building, and with respect to any initiatives of the parish.
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DESCRIBE THE PROCESS USED IN DEFINING THE FIVE-YEAR PLAN.

The assistant principal compiled all of the goals from the self-study and the visiting team report into one document. The faculty then worked in small groups to prioritize the goals after which the principal and assistant principal drafted a five-year plan based upon teacher input. The administration then presented the plan to the faculty for review and comment after which consensus was reached.

(A copy of the five-year plan should be resubmitted each year with the individual planning sheets for the year.)