



SCHOOL STRATEGIC PLAN

(OBJECTIVE 1) St. Felix Catholic School will meet the academic needs of all students.

(STRATEGY 1) Use MAP data to guide instruction through staff development and available resources.

	Timeline	Responsibility	Progress Report
(Action Step 1) In-service to train staff on how to interpret and utilize data MAP testing provides.	2020-21 School year	Teachers Administrator	<i>2020-21 School year- Staff attend a NWEA training with the Diocese of Winona-Rochester in November, and March. 2021-22 School Year- Staff meets with Curriculum Person from the Diocese of Winona-Rochester to go over test data</i>
(Action Step 2) Conduct Staff development to provide continuing training to interpret and develop lesson plans based on MAP testing data.	Once a month Staff meeting	Teachers Administrator	<i>2020-21 School year- Starting in February we had one of our staff meeting about MAP testing 2021-22 School year- Continued to have one meeting a month to talk about NWEA</i>
(Action Step 3) Performance reviews will include evidence of differentiation in instruction based on MAP data.	Once a school year	Administrator Teachers	<i>2020-21 School year- Due to COVID-19, held off on this. We will begin 2021-22 school 2021-22 School year- Meet with teachers individually to over test scores and make sure differentiation was taking place.</i>

(STRATEGY 2) Integrate ACE Curriculum training with current curriculum practice to create a more rigorous learning experience.

	Timeline	Responsibility	Progress Report
(Action Step 1) Complete Math Units for ACE Curriculum.	December of 2020	Teachers Administrator	<i>2020-21 School year- Due to COVID-19, it is on hold for the school year 2021-22 School year- Help support the Diocese with what was needed to complete. Next School year, our workshop week will focus on continuing incorporating them into the classroom</i>
(Action Step 2) Complete Science Units for ACE Curriculum.	December of 2021	Teachers Administrator	<i>2020-21 School year- Due to COVID-19, it is on hold for the school year 2021-22 School year- Help support the Diocese with what was needed to complete. Next School year, our workshop week will focus on continuing incorporating them into the classroom</i>
(Action Step 3) Complete Religion Units for ACE Curriculum.	December of 2022	Teachers Administrator	<i>2020-21 School year- Due to COVID-19, it is on hold for the school year 2021-22 School year- Waiting for the final approval by the Diocese of Winona-Rochester</i>
(Action Step 4) Complete Language Arts Units for ACE Curriculum.	December of 2023	Teachers Administrator	<i>2020-21 School year- Due to COVID-19, it is on hold for the school year 2021-22 School year- Waiting for the MDE completions of the review and implementation of the new standards.</i>

(Action Step 5) Create a review plan and process to evaluate Social Studies, Math, Religion and Language Arts Curriculum.	Yearly Review	Teachers and Administrator	2020-21 School year- We are evaluating our Religion Curriculum along with Math Curriculum. 2021-22 School year- We are evaluating our Science and Social Studies Curriculum
(STRATEGY 3) Develop a process to identify, assess, and prescribe service base on emergent academic and/or social-emotional needs of students.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Establish a team to review the current process of identifying, assessing, and prescribing services to meet students needs.	Fall 2021	Teachers Administrator	2020-21- In April of 2021, we started working on reviewing our process of identifying services needed for our students. Starting working on ways to address those services. 2021-22 School year- We identified that we needed someone in-house to help with identifying and working with our students, so for the 2022-23 school year we hired an interventionist.
(Action Step 2) Collaborate with public school personnel to align the school process with district requirements for student evaluation.	Fall 2022	Public School Teachers Administrator	2020-21- We have not started this step. 2021-22 School year- We started having a conversation with the public school to create a better process for evaluation.
(Action Step 3) Develop a student evaluation process and present to school administration and public school officials for review.	Fall 2023	Teachers Administrator	2020-21- We have not started this step. 2021-22- We have not started this step.
(Action Step 4) Adopt a final student evaluation process and share it with faculty.	Spring 2023	Teachers Administrator	2020-21- We have not started this step. 2021-22- We have not started this step.
(STRATEGY 4) Develop a formal in-house system of student support.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Establish a task force to research in-house student support needs.	Fall 2021	Teachers Administrator	2020-21- We are starting to put a group together to start seeing in-house support needs to be done. 2021-22- We found that we needed someone to work with kids one on one to help those struggling but also work with those who need more of a challenge.
(Action Step 2) Analyze ways to meet student needs and provide support.	December 2021	Task Force Administrator	2020-21- We have not started this step. 2021-22- We paused this step for this year. We will be working with the new interventionist to help create ways to support our students.
(Action Step 3) Develop a student support proposal to ensure all students who need support receive services.	2022-23 School year	Task Force	2020-21- We have not started this step. 2021-22- This will be worked on with our new interventionist.

(Action Step 4) Present a student support plan to the administration for review.	Spring 2023	Task Force	2020-21- We have not started this step. 2021-22- We have not started this step.
(Action Step 5) Adopt a final, revised student support plan.	Summer of 2023	Task Force Teachers Administrator	2020-21- We have not started this step. 2021-22- We have not started this step.
(Action Step 6) Implement in-house student support plan.	2023-24 school year	Task force Teachers Administrator	2020-21- We have not started this step. 2021-22- We have not started this step.
(Action Step 7) Evaluate and revise the plan as needed to continuously meet changing needs.	Annually every school year	Task Force Teachers Administrator	2020-21- We are starting to review what our in-house needs are for the school year. 2021-22- We are working on ways to use our new interventionist teacher.
(STRATEGY 5) Integrate S.M.A.R.T. curriculum in preschool through 6th grade.			
	Timeline	Responsibility	Progress Report
(Action Step 1) In-service to train staff on how to integrate S.M.A.R.T into their classroom.	Fall of 2020 Spring of 2022	Teachers Administrator	2020-21- Due to COVID19, we had to push this back a year. 2021-22- Due to COVID19, we had to push this back a year.
(Action Step 2) Observe/research schools using S.M.A.R.T throughout their school.	2020-21 school year 2023-24 School Year	Teachers Administrator	2020-21- Due to COVID19, we had to push this back a year. 2021-22- Due to COVID19, we had to push this back a year.
(Action Step 3) Purchase/create curriculum to use in the teacher's classroom.	Annually every school year	Teachers Administrator	2020-21- Due to COVID19, we had to push this back a year. 2021-22- Due to COVID19, we had to push this back a year.
(Action Step 4) Evaluate and revise curriculum as needed to continuously keep material relevant.	Annually every school year	Teachers Administrator	2020-21- Due to COVID19, we had to push this back a year. 2021-22- Due to COVID19, we had to push this back a year.



(OBJECTIVE 2) St. Felix Catholic School will optimize the operations and safety of our facilities.

(STRATEGY 1) Utilize a long-range facilities plan.

	Timeline	Responsibility	Progress Report
(Action Step 1) Develop a process to identify and prioritize short and long term facilities needs.	Fall of 2021	School Advisory Board	<i>2020-21- We are working on a plan to improve areas of the school. 2021-22- We made improvements to the landscaping around the school, painted the gym, and new flooring in all the rooms, new volleyball net system, and fenced in our playground.</i>
(Action Step 2) Communicate the short and long term facilities' needs.	Spring of 2022	School Advisory Board	<i>2020-21- Once the list is created, we will communicate it to our stakeholders 2021-22- We have shared with our stakeholders what projects we have completed and the project we are going to be working on through parish bulletin.</i>
(Action Step 3) Implement the process for prioritizing needs.	Fall of 2023	Facilities Committee	<i>2020-21- We have not started this step. 2021-22- We have not started this step.</i>
(Action Step 4) Evaluate and revise the plan as necessary	Annually every school year	School Advisory Board Facilities Committee	<i>2020-21- We evaluated the need of upgrading light to LED this year and had them installed. We also installed new flooring to help with cleaning and COVID19. 2021-22- We made improvements to the landscaping around the school, painted the gym, and new flooring in all the rooms, a new volleyball net system, and fenced in our playground.</i>

(STRATEGY 2) Update school facilities.

	Timeline	Responsibility	Progress Report
(Action Step 1) Make sure the necessary upgrades are done to stay compliant with our kitchen and preschool and pre-k program.	Annually every school year	School Advisory Board Facilities Committee	<i>2020-21- We installed fence around our playground to stay compliant with our preschool and pre-k program. We made improvements to the landscaping around the school, painted the gym, and new flooring in all the rooms, new volleyball net system, and fenced in our playground.</i>
(Action Step 2) Complete identified facilities needs as funding becomes available.	Every School Year	School Advisory Board Facilities Committee	<i>2020-21- We received money for new flooring in the classrooms, replaced the sided doors to the gym, installed LED lighting to the gym, and keyless entry to the gym and school. 2021-22- We received money to turn a classroom into a Science/Home-Ec Lab.</i>



(OBJECTIVE 3) St. Felix Catholic School will provide a safe school environment for its students, physically, emotionally, socially, and spiritually.

(STRATEGY 1) Implement Responsive Classroom school-wide.

	Timeline	Responsibility	Progress Report
(Action Step 1) Provide all staff with Responsive Classroom training.	Fall of 2021	Teachers Administrator	<i>2020-21- During the summer of 2021, we are sending more teachers to Responsive Classroom training. 2021-22- Planning to do a refresher training with staff in the 2022-23 school year.</i>
(Action Step 2) Update the school handbook with Responsive Classroom wording.	Spring 2021	Teachers Administrator	<i>2020-21- Started to rework the wording in the handbook. 2021-22- Completed</i>
(Action Step 3) Review and clarify Responsive Classroom discipline procedure and philosophy including expectations, hopes & dreams/goals.	Monthly staff Meetings	Teachers Administrator	<i>2020-21- Not done this year. Starting next school year. 2021-22- Started to incorporate the expectations into staff meetings.</i>
(Action Step 4) Choose a topic to review at staff meetings within Responsive Classroom Curriculum.	Monthly staff Meetings	Teachers Administrator	<i>2020-21- Not done this year. Starting next school year. 2021-22- Started to include this in one staff meeting a month.</i>

(STRATEGY 2) Foster a welcoming community which is open to all families.

	Timeline	Responsibility	Progress Report
(Action Step 1) Create a Mentorship program for our new families, preschool and pre-k families.	Fall of 2021	Marketing Committee	<i>2020-21- We had members of the school board reach out and do mentorship for new families. 2021-22- We had members of the school board reach out and do mentorship for new families.</i>
(Action Step 2) Host multiple community-wide events.	Once a month	Marketing Committee	<i>2020-21- Due to COVID19, we were not able to do this. 2021-22- We were able to host our major fundraisers along with Father-Dance, Kickoff Dinner, and Christmas Play.</i>
(Action Step 3) Survey new families after the school year to create a plan that would ensure that all people are feeling welcome.	April of every year	Marketing Committee	<i>2020-21- We had excellent feedback from families about our school. 2021-22- We surveyed families in the Spring and got excellent feedback on being welcoming to them.</i>

(STRATEGY 3) Provide opportunities and resources for students, families and staff to grow in their faith.

	Timeline	Responsibility	Progress Report
(Action Step 1) All employees, parents, students, and volunteers annually commit to the Diocese of Winona-Rochester Code of Conduct, the Christian Witness Statement, and other guidelines and agreements, as applicable.	Fall of every school year	Office staff	<i>2020-21- Completed</i> <i>2021-22- Completed</i>
(Action Step 2) Provide service learning and reflection opportunities for students, parents, staff, and stakeholders that connect with the spiritual and corporal works of mercy.	3 events throughout the calendar year	Administrator School Advisory Board SPA	<i>2020-21- Due to COVID19, we were not able to have service learning projects/reflection opportunities.</i> <i>2021-22- We were not able to complete this year because things were not completely opened up.</i>
(Action Step 3) Promote a variety of Catholic resources and faith-based experiences for students, parents, staff, and stakeholders.	Monthly	Administrator School Advisory Board SPA	<i>2020-21- Provided lent and advent material to families but were scaled back because of COVID19.</i> <i>2021-22- Provided lent and advent materials. Scaled back activities because things were not completely open because of COVID19.</i>

(OBJECTIVE 4) St. Felix Catholic School will collaborate with stakeholders in meeting the development, enrollment management, and financial goals of the school.

(STRATEGY 1) Utilize a development plan for long term needs.

	Timeline	Responsibility	Progress Report
(Action Step 1) Analyze current development initiatives.	2021-22 school year 2022-23 School year	Development Committee	<i>2020-21- We have not started this step. 2021-22- We were not ready to take this task on with other priorities this year.</i>
(Action Step 2) Create a development plan for the sustainability of the school, including an alumni component.	2022-23 school year 2023-24 school year	Development Committee	<i>2020-21- We have not started this step.</i>
(Action Step 3) Implement a development plan and modify as warranted.	2023-24 school year 2024-25 School year	Development Committee	<i>2020-21- We have not started this step.</i>
(Action Step 4) Evaluate and revise the development plan as needed.	Annually every school year	Development Committee	<i>2020-21- We have not started this step. 2021-22- We were not ready to take this task on with other priorities this year.</i>

(STRATEGY 2) Seek to increase enrollment.

	Timeline	Responsibility	Progress Report
(Action Step 1) Identify target markets and implement best practices to recruit new students and families to St. Felix.	2020-21 school year	Marketing Committee	<i>2020-21- We are evaluating our community and starting to target other communities like Lake City and Plainview. 2021-22- We served our parents about growing St. Felix and continued to look at building connections with local businesses and surrounding towns.</i>
(Action Step 2) Research the desire of adding a 7th and 8th grade or childcare.	2021-22 school year	School Advisory Board Task force committee	<i>2020-21- We are starting to communicate with stakeholders about the need or desire for 7th and 8th grade or childcare. 2021-22- We surveyed parents about their interest in adding 7th and 8th grades and a great response supporting the expansion. We also had great support in expanding childcare.</i>

(Action Step 3) Create a plan to implement the addition of 7th and 8th grade or childcare.	2022-23 school year	School Advisory Board Task force committee	<i>2020-21- We have not started this step.</i> <i>2021-22- School Advisory Board is starting to work on expanding to 8th grade.</i>
(Action Step 4) Implement plan to expand 7th and 8th grade or childcare.	2023-24 school year	School Advisory Board Task force committee	<i>2020-21- We have not started this step.</i> <i>2021-22- We have not started this step.</i>
(STRATEGY 3) Utilize a sustainable financial plan.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Investigate strategies to increase revenue and decrease expenses.	2020-21 school year	Finance committee School Advisory Board	<i>2020-21- A budget review committee was created and meets every two month review are budget and share ideas.</i> <i>2021-22- We continue to meet and review the budget.</i>
(Action Step 2) Develop a sustainable financial plan for the operation of St. Felix School that also addresses the long-term affordability of a Catholic education.	2021-22 school year	School Advisory Board Finance committee	<i>2020-21- We have not started this step.</i> <i>2021-22- We are working toward a plan and meeting with donors to help with this.</i>
(Action Step 3) Implement the financial plan.	2022-23 school year	School Advisory Board Finance committee	<i>2020-21- We have not started this step.</i> <i>2021-22- We have not started this step.</i>
(Action Step 4) Evaluate and revise the financial plan as needed.	Annually every school year	School Advisory Board Finance committee	<i>2020-21- A budget review committee was created and meets every two month review are budget and share ideas.</i> <i>2021-22- We continue to me on regular basis.</i>
(STRATEGY 4) Tuition Free or reduce Tuition School			
	Timeline	Responsibility	Progress Report

(Action Step 1) Research schools that are tuition-free or reduce tuition.	Start in 2020 January of 2022	Tuition Task Force School Advisory Board	<i>2020-21- Due to COVID19, we pushed this back a year. 021-22- We have not started this step.</i>
(Action Step 2) Develop a plan to obtain tuition-free or reduced tuition school.	Start in 2022 2023	Tuition Task Force School Advisory Board	<i>2020-21- Due to COVID19, we pushed this back a year. 021-22- We have not started this step.</i>
(Action Step 3) Implement the plan to obtain tuition-free or reduced tuition school.	2025-26 school year 2026-27 School Year	Tuition Task Force School Advisory Board	<i>2020-21- Due to COVID19, we pushed this back a year. 021-22- We have not started this step.</i>