



SCHOOL STRATEGIC PLAN

(OBJECTIVE 1) School will ensure academic program that integrates the Catholic vision of faith, service, and community

(STRATEGY 1) Develop and Implement a Written Philosophy of Assessment

	Timeline	Responsibility	Progress Report
(Action Step 1) Organize a select group of teachers to serve on philosophy of assessment Ad Hoc Committee	Fall 2020-21 school year	Principal oversees establishment of Ad Hoc Committee	<i>When and what happened?</i>
(Action Step 2) Establish what is assessed	2020-21 school year	Ad Hoc Committee	
(Action Step 3) Establish types of assessment used	2020-21 school year	Ad Hoc committee	
(Action Step 4) Establish the connection of standards and instruction to assessment	2020-21 school year	Ad Hoc Committee	
(Action Step 5) Establish how assessment is communicated	2020-21 school year	Ad Hoc Committee	
(Action Step 6) Establish the connection of assessment to grading	2020-21 school year	Ad Hoc Committee	
(Action Step 7) Establish written philosophy of assessment. Share with administration.	2020-21 school year	Ad Hoc Committee	
(Action Step 8) Make any necessary changes. Share with teachers. Make any necessary changes. Repeat until complete.	2020-21 school year	Ad Hoc Committee	

(STRATEGY 2) Evaluate Effectiveness of Learning Specialist Program

	Timeline	Responsibility	Progress Report
(Action Step 1) Survey Faithful Shepherd Teachers	Fall 2020-21	Principal, Learning	

		Specialist	
(Action Step 2) Get comparable data from other Catholic Schools	Fall 2020-21	Principal, Learning Specialist	
(Action Step 3) Establish written goals for learning specialist program	Fall 2020-21	Principal will oversee Learning Specialist	<i>When and what happened?</i>
(Action Step 4) Establish criteria for student services	2020-21	Principal will oversee Learning Specialist	
(Action Step 5) Establish steps for teachers to take with new student concerns	2020-21	Principal will oversee Learning Specialist	
(Action Step 6) Establish schedule for student services	ongoing	Principal will oversee Learning Specialist	
(Action Step 7) Evaluate effectiveness of student growth	ongoing	Principal will oversee Learning Specialist	
(STRATEGY 3) Evaluate Structure of Specialist Classes			
	Timeline	Responsibility	Progress Report
(Action Step 1)) Establish written goals for specialist program	2021-22 school year	Principal will oversee Specialist Committee	<i>When and what happened?</i>
(Action Step 2) Establish what is assessed	2021-22 school year	Principal will oversee Specialist Committee	

(Action Step 3) Establish types of assessment used	2021-22 school year	Principal will oversee Specialist Committee	
(Action Step 4) Establish the connection of standards and instruction to assessment	2021-22 school year	Principal will oversee Specialist Committee	
(Action Step 5) Establish the connection of assessment to grading	2021-22 school year	Principal will oversee Specialist Committee	
(Action Step 6) Conduct a comparative study of other area school offerings	2021-22 school year	Principal will oversee Specialist Committee	
(Action Step 7) Establish class offerings	Fall of 2022	Principal will oversee Specialist Committee	
(Strategy 4) Ensure FSCS Has Effective and Competitive Technology			
	Timeline	Responsibility	Progress Report
(Action Step 1) Update the 3-year technology plan	2021-22	Principal, Executive Director, IT Staff, Ad Hoc Committee	<i>When and what happened?</i>
(Action Step 2) Assess the need for new interactive technology in each classroom	2022-23	Executive Director, IT Staff, Ad Hoc Committee	
(Action Step 3) Review the use of technology in area schools.	2022-23	Principal, Executive Director, IT Staff, Ad Hoc Committee	

(Action Step 4) Provide staff training	Ongoing	Principal, Executive Director, IT Staff, Ad Hoc Committee	
(STRATEGY 5) Strengthen Catholic Science, Technology, Engineering and Math (C-STEM) in the Curriculum			
	Timeline	Responsibility	Progress Report
(Action Step 1) Expand STEM offerings in middle school STEM classes	2020-21	Middle School STEM, science, and math teachers, Principal	<i>When and what happened?</i>
(Action Step 2) Expand STEM offerings in K-5 science and math	2020-21	K-5 teachers, Lead STEM teacher, Principal	
(Action Step 3) Evaluate STEM offerings in middle school	2021-22	Middle School STEM, science, and math teachers, Principal	
(Action Step 4) Evaluate STEM offerings in K-5	2021-22	K-5 teachers, Lead STEM teacher, Principal	
(Action Step 5) Provide ongoing staff training	Ongoing		
(STRATEGY 6) Retain and Attract Excellent Teachers That Fulfill the FSCS Mission			
	Timeline	Responsibility	Progress Report
(Action Step 1) Evaluate salary and benefits package – Conduct a salary/benefits comparison with other Catholic schools	2022-23	Principal, ED, Finance Committee, Business Office	<i>When and what happened?</i>
(Action Step 2) Review staff tuition discount policy/compare to other schools	2022-23	Principal, ED, Finance Committee,	

		Business Office	
(Action Step 3) Review and enhance professional development program	2022-23	Principal, Teacher Advisory Committee	
(Action Step 4) Implement a 3-year review process of salary scale	2022-23	Principal, ED, Finance Committee, Business Office	
(Action Step 5) Conduct staff surveys; evaluate the work environment; implement appropriate changes	2022-23	Principal, Teacher Advisory Committee	
(OBJECTIVE 2) Strengthen the students' faith experience through a commitment to gospel values			
(STRATEGY 1) Grow Our Faith in Action and Service Programs			
	Timeline	Responsibility	Progress Report
(Action Step 1) Connect the lives of Saints to our service opportunities	2023-24	Principal, Faith in Action Committee, Middle School Service Coordinator	<i>When and what happened?</i>
(Action Step 2) Foster environment of Kind Acts and Service in grades K-5	2023-24	Principal, K-5 teachers	
(Action Step 3) Enhance the middle school service program with improved integration with the parishes	2023-24	Principal, middle school teachers	
(Action Step 4) Increase awareness of student service to the community	2023-24	Principal, Faith in Action Committee	
(STRATEGY 2) Deepen the Catholic faith and Identity of FSCS Staff Through Professional Development			
	Timeline	Responsibility	Progress Report

(Action Step 1) Provide professional development in integration of faith and teaching methods	2024-25	Principal, Priests, Teacher Advisory Committee	<i>When and what happened?</i>
(Action Step 2) Hold annual retreat	2024-25	Principal, Priests, Teacher Advisory Committee,	
(Action Step 3) Expand opportunities for staff to pray/share faith together	2024-25	Principal, Priests, Teacher Advisory Committee	

(OBJECTIVE 3) Build long-term financial stewardship that is transparent, aspirational, and ensures long term viability

(STRATEGY 1) Evaluate Current and Future Fundraising Efforts at FSCS Including Viability and Feasibility

	Timeline	Responsibility	Progress Report
(Action Step 1) Assess fundraising events' viability and feasibility	2024-25	ED, Finance Committee	<i>When and what happened?</i>
(Action Step 2) Increase fundraising efforts' income by 10% while reducing risk	2024-25		

(STRATEGY 2) Build a Robust Financial Aid Program that Ensures All Students Have the Opportunity to Attend FSCS

	Timeline	Responsibility	Progress Report
(Action Step 1) Identify the number of potential students who need financial aid	2024-25	ED, Finance Committee, Board	<i>When and what happened?</i>
(Action Step 2) Identify new revenue sources to fund the program	2024-25	ED, Finance Committee, Board	

(Action Step 3) Develop targeted communications plan	2024-25	ED, Finance Committee, Board	
(STRATEGY 3) Assess the Feasibility of Conducting a Capital and Endowment Fund Campaign			
	Timeline	Responsibility	Progress Report
(Action Step 1) Identify the pros and cons of conducting a capital and endowment fund campaign	2025-26	ED, Finance Committee, Board	<i>When and what happened?</i>
(Action Step 2) Determine a go or no-go decision	2025-26	ED, Finance Committee, Board	
(STRATEGY 4) Establish a Method of Acknowledging Contributions to the School			
	Timeline	Responsibility	Progress Report
(Action Step 1) Develop a donor Recognition Plan	2021-22	ED, Development Committee	<i>When and what happened?</i>
(Action Step 2) Meet with and/or tour other schools for ideas on forms of permanent recognition	2021-22	ED, Development Committee	
(Action Step 3) Review options at FSCS to locate a donor wall or other form of permanent recognition	2021-22	ED, Development Committee	
(STRATEGY 5) Leverage Building and School Grounds for Extra-Curricular and Community Use			
	Timeline	Responsibility	Progress Report
(Action Step 1) Expand rental opportunities for school space	2024-25	Athletic Director, Marketing Committee, ED	<i>When and what happened?</i>
(Action Step 2) Pursue sponsorship for school space and athletic facilities	2024-25	Athletic Director, Marketing Committee, ED	

(OBJECTIVE 4) Strengthen Organizational Effectiveness			
(STRATEGY 1) Build and Sustain an Effective Board of Directors			
	Timeline	Responsibility	Progress Report
(Action Step 1) Assemble a FSCS Board of Directors Handbook	2021-22	Board Sub Committee, ED	<i>When and what happened?</i>
(Action Step 2) Develop an onboarding process for new board members	2021-22	Board Sub Committee, ED	
(Action Step 3) Develop and conduct a board assessment process	2021-22	Board Sub Committee, ED	
(Action Step 4) Follow board meeting protocols including written reports by committee chairs, “Rules of Engagement” etc.	2021-22	Board Sub Committee, ED	
(Action Step 5) Maintain Board Calendar	Ongoing	Board Sub Committee, ED	
(Action Step 6) Development and implement a governance plan, including ideal size, board composition, selection process and committee structure	2022-23	Board Sub Committee, ED	
(STRATEGY 2) Effectively Direct and Coach the Executive Director			
	Timeline	Responsibility	Progress Report
(Action Step 1) Identify professional development goals each year	Ongoing	Board Sub Committee, ED	<i>When and what happened?</i>
(STRATEGY 3) Assess and Determine the Optimal Enrollment Size for FSCS			
	Timeline	Responsibility	Progress Report
(Action Step 1) Determine optimal enrollment	2022-23	Board	<i>When and what happened?</i>
(Action Step 2) Implement organizational structure to support enrollment	2023-24	Board	
(STRATEGY 4) Develop and Manage a Three-Year Communications Plan			
	Timeline	Responsibility	Progress Report

(Action Step 1) Establish/refine communication standards	2021 -22	ED; Marketing Committee	<i>When and what happened?</i>
(Action Step 2) Establish communication calendar	2021-22	ED, Marketing Committee	
(Action Step 3) Develop and refine marketing collateral library.	2021-22	ED, Marketing Committee	
(Action Step 4) Consolidate all internal communications and migrate to one optimized platform	2021-22	ED, Marketing Committee	
(OBJECTIVE 5) Commit to a collaborative community engagement strategy			
(STRATEGY 1) Strengthen the FSCS School, Parish, and Family Relations, and Engagement			
	Timeline	Responsibility	Progress Report
(Action Step 1) Execute and plan for strategic collaboration between the parishes and school	2021-22	Principal, Priests	<i>When and what happened?</i>
(Action Step 2) Increase priests' presence in the classroom	2022-23	Board Sub Committee, ED	
(Action Step 3) Enhance parish liaison program among the three parishes	2023-24	Board Sub Committee, ED	
(Action Step 4) Increase parish communication	2024-25	Board Sub Committee, ED	
(STRATEGY 2) Strengthen the FSCS Community Identity			
	Timeline	Responsibility	Progress Report
(Action Step 1) Develop a plan to build a supportive community that supports each other and FSCS in all that we say and do	Spring 2021-22	Board Sub Committee, ED	<i>When and what happened?</i>