

STRATEGIC PLAN 2015-2020



MISSION STATEMENT

The mission of Holy Family School is to instill Christian values and Catholic principles in students through the Gospel message of Jesus. We foster and nurture the development of the whole child and strive to achieve educational excellence. We are guided in faith and principle by our Schoolwide Learning Expectations, and we work toward enabling our students to grow and be successful in attaining them.

Schoolwide Learning Expectations

Holy Family School Students are . . .

- Spiritually Active Catholics
- Life Long Learners
- Effective Communicators
- Active Problem Solvers
- Well-Balanced Individuals

CATHOLIC IDENTITY

Catholic Identity is at the heart of Holy Family's mission, "to instill Christian values and Catholic principles in students through the Gospel message of Jesus."

Goals and Strategies

- Create a board position to support all aspects of faith formation.
- Provide service opportunities that are age-appropriate, increase student engagement, promote social justice and build community.
 - Evaluate and update the school-wide service program with an increased focus on "faith in action."
- Refine existing worship opportunities to ensure age-appropriate faith development and life-long discipleship.
 - Incorporate student voice, utilize technology and increase active student participation in worship and retreats.
- Actively promote kindness and respect for self and others' differences, unique gifts and abilities as God's beloved children.
 - Revitalize the Virtues of the Month Program to better engage faculty, staff, students and parents.
 - Investigate the use of "Restorative Justice" and other programs to promote kindness and respect in the school.

ADMINISTRATION, FACULTY & STAFF

Holy Family School will employ, train, and retain highly engaged and capable educators and staff personnel and will provide them with resources to foster professional growth and development.

Goals and Strategies

- Promote teaching excellence by all educational stakeholders.
 - Strengthen and utilize the current professional growth plan to determine areas for improvement.
 - Provide targeted and relevant professional learning opportunities.
 - Provide support and targeted training in best practices for technology use in the classroom.
- Ensure a supportive professional environment that includes regular evaluation, collaboration and systems of accountability.
 - Establish a system for peer observation and review.
 - Dedicate time each month to focus specifically on planning, curriculum, and collaboration between grade levels.

CURRICULUM & INSTRUCTION

Holy Family School develops curriculum and plans instruction in order to “foster and nurture the development of the whole child and . . . to achieve educational excellence,” as described in the school mission.

Goals and Strategies

- Foster the development of students who will graduate with the skills needed to be confident, responsible, independent learners.
 - Learning strategies and study skills will be incorporated in all grades and curricular areas.
 - All 7th and 8th grade students will take a high school preparation elective course.
- Support all student needs by providing differentiated instruction and project based learning opportunities that will both challenge high achieving students and provide support for students with learning difficulties.
 - Fully implement the STEP program.
- Provide an innovative educational technology program to enhance the learning experience of all students.
 - Evaluate the effectiveness of the technology program in its ability to enhance student learning, specifically in the 1:1 program.
 - Provide individualized technology support to teachers.
 - Set annual technology goals to optimize the use of technology in the classroom.
- Develop students' critical thinking skills through curriculum that challenges students to problem solve and work together as described in the Common Core State Standards (CCSS).
 - Provide ongoing professional learning for faculty on critical thinking and problem solving.
 - Provide support to parents in understanding the principles of CCSS.
- Evaluate new programs or initiatives in order to ensure that they are effectively supporting student learning.
 - Develop assessment tools that monitor trends of growth or decline in student performance.
 - Survey students, parents and faculty about successes and challenges of new programs and initiatives.
- Engage in focused dialog among faculty about new CCSS aligned standardized assessment results and their impact on classroom instruction.

COMMUNICATION

Holy Family School promotes strong communication across the community as a critical component for successful growth.

Goals and Strategies

- Provide consistent and timely communication throughout the school and school community.
 - Enhance the school website to keep pace with the changing learning and communication tools used by students and teachers.
 - Create a password-protected portion of the website for school community members only.
 - Streamline and oversee the use of various social media outlets.
- Maintain a consistent and recognizable “voice of the school.”
 - Utilize consistent images and logos for optimal branding.
 - Ensure oversight of outgoing communications.
- Optimize school enrollment through strategically targeted marketing efforts.
 - Annually update comprehensive marketing materials.
 - Seek out new and relevant avenues for exposure within the community.
- Utilize parish-wide communication vehicles and school technology to strengthen student faith formation efforts and highlight student work.

FINANCE & DEVELOPMENT

Holy Family School strives to provide an excellent education that is financially accessible to all members of the parish community. Holy Family works to ensure its financial strength through responsible stewardship and targeted development efforts.

Goals and Strategies

- Utilize financial best practices.
 - Focus annually on creating and following a sound, responsible and balanced budget.
- Ensure access and affordability for present and future members of the school community.
 - Increase funding efforts to support scholarship and financial aid for qualifying families.
 - Create guidelines and equitable structures to ensure fair access to financial support.
- Prioritize development efforts for ongoing needs in the areas of education, professional development, technology and facility upkeep and expansion.
 - Identify school programs that can be supported through grants and incorporate foundation giving into the long-term advancement plan.
- Investigate new ideas for fundraising that will continue to engage the school and stimulate broad community support.
 - Examine the volume and spacing of fundraising efforts in order to keep members engaged and guard against fundraising fatigue.
 - Create an alumni council to explore the involvement of alumni through an alumni association.
 - Establish a liaison with parish Director of Stewardship and align school and parish advancement efforts.
 - Utilize additional creative development strategies that seek outside funding as part of an overall advancement plan.

FACILITIES

Holy Family School provides a safe environment with clean, well-maintained and up-to-date facilities.

Goals and Strategies

- Ensure the safety and security of students on campus.
 - Collaborate with school and parish stakeholders to implement and continually review the school safety plan.
 - Complete and implement the plan for aesthetic school/parish perimeter barriers.
- Refine and implement a long-term physical plan that maximizes the use of physical space to include 21st century learning needs.
 - Redevelop the existing playground for more creative and practical use.
 - Redesign classroom spaces to better meet the needs of teachers and students.
 - Repurpose the Parish Hall as a multi-use facility.
 - Address storage needs for extra-curricular activities.
- Maintain and upgrade facilities as needed.
 - Ensure that there is an annual plan to inspect and maintain school campus facilities.
 - Utilize a priorities list of short-term and long-range needs for school buildings and grounds.