



SCHOOL STRATEGIC PLAN

(OBJECTIVE 1) Stakeholders shall live out and promote Assumption Catholic School's mission through welcoming all families, including those in financial need and from all backgrounds.

(STRATEGY 1) Getting students involved in greater Hibbing community

	Timeline	Responsibility	Progress Report
(Action Step 1) Implement class service projects in addition to Catholic Schools Week, and notify the local newspaper.	2013-14	Principal, Teachers, Principal's Assistant	2013/14 These projects occurred the week following Catholic Schools Week this year because of school cancellation.
(Action Step 2) Continue and promote all-school giving and extra-curricular activities in local media on a regular basis.	2013-19	Secretary, Teachers, Principal	2013/14 This action step should be rephrased or refocused for subsequent years so that it goes beyond merely continuing a practice but expanding it. The school's presence in the paper has been noticeably higher this year, however, because of this action step and the one previous.
(Action Step 3) Generate parent involvement with student projects.	2013-19	Principal's Assistant, Faculty	2013/14 Parent involvement with projects was somewhat low, given the rescheduling of the days. It has been suggested at board meetings that a "spring clean-up" (raking leaves, etc.) event take place in Lent as a further step in getting students involved in the community.

(Strategy 2) Continue and advance marketing to families of newly baptized infants.

	Timeline	Responsibility	Progress Report
(Action Step 1) Continue making and distributing "future Assumption Grad" bibs to baptized infants	2013-19	Partner's in Education (P.I.E.) (Home and school assoc.)	2013/14 This is largely a function taken on by the parish offices at this point, with requests being made to the parish family who does the embroidering. This item should be removed as an action step for future years
(Action Step 2) Request the sharing of baptismal records from the parish and keep an active file of baptisms in the school.	2013-19	Secretary, Principal, Parish Secretary	2013/14 This is not formally done yet, though record can be accessed via digital files when formalized. . Date reset for 2014.
(Action Step 3) Recontact at 3 years of age all baptized who have not yet indicated interest in Pre-K or Kindergarten.	2014-19	Secretary, Principal	2013/14 This step is not formally done yet. Date reset for 2014.

(Strategy 3) Develop and maintain cost-effective, community-minded marketing tools.

	Timeline	Responsibility	Progress Report
(Action Step 1) Develop and maintain an active Facebook page for the school.	2013	Principal's Assistant	The page is up and running, is updated regularly by the P.A., teachers and Principal. It receives more weekly hits than the school website.
(Action Step 2) Develop and distribute a flier to the local hospital, clinic and chamber of commerce.	2014	P.I.E., Principal, Secretary	This flier has been designed and was distributed at the beginning of the 2013 school year. It has been altered to include the correct legal language for non-discrimination.
(Action Step 3) Craft a message about the responsive teaching and creativity of Assumption faculty to include in flier	2014	Faculty, Board	A step to include in the flier re-makefor 2014
(Action Step 4) Incorporate testimonials in print and multimedia outlets for the school via flier and YouTube.	2014	Board, Principal, P.I.E., Principal's Assistant	A step to include in the flier re-makefor 2014
(Action Step 5) Invest in local radio PSA's beyond beginning of year school safety, (at major holidays, e.g.)	2015-19	Principal, Parish Business Manager	



SCHOOL STRATEGIC PLAN

(OBJECTIVE 2) Assumption students and faculty shall continue to stand out in the Hibbing community for our commitment to doing Christ's work and revealing his presence in the classroom and beyond.

(STRATEGY 1) Perform service in the Hibbing community as part of Christ's work.

	Timeline	Responsibility	Progress Report
(Action Step 1) Develop class service projects that emphasize the corporal and spiritual works of mercy	2013-14	Principal, Faculty, Principal's Assistant	2013/14 This is a redundant action step from Objective 1, Strategy 1, with the exception of the works of mercy.
(Action Step 2) Emphasize the corporal and spiritual works of mercy in classrooms and curriculum.	2013-14	Faculty	2013/14 Faculty work with priests in emphasizing the connection between serving others and growing prayer.
(Action Step 3) Expand the kinds of giving that the school takes part in beyond the weekly collection. E.g., participation in the parish Gala for our sister parish in St. Vincent, participation in CRS Rice Bowl, active participation in supporting local charities for the poor and homeless including Hibbing food shelf, Salvation Army and Goodwill.	2013-14	Faculty, Administrators, P.I.E.	2013/14 The School will collect for operation rice bowl this year and re-introduced a program during advent called "Advent Angels" which specifies items to purchase or donate to the food shelf, Pregnancy Lifecare Center and the S.A. The Parish no longer holds a Gala event for the St. Vincent parish.

(STRATEGY 2) Emphasize participation in Sacraments and sacramentals beyond 2nd grade.

	Timeline	Responsibility	Progress Report
(Action Step 1) Commit to working with pastor to ensure that each classroom sees priests weekly in religion classes.	2013-14	Teachers, Principal, Pastor, Parochial Vicar	2013/14 Pastor and Associate are in classrooms weekly in grades 1-6. Emphasis on prayer, sacraments, service and lives of the saints.
(Action Step 2) Teach the value of adoration and provide opportunities for adoration to students in both advent and lent.	2013-14	Faculty, D.R.E., Principal	2013/14 Adoration was not offered in Advent in 2013, but was in Lent, 2014. It was promoted to parents and made a part of the weekly all-school meetings in the gym.
(Action Step 3) Continue sacramental practices such as the 6 th grade cross walk, Lenten stations of the cross, 5 th grade hands-on lessons with sacramental objects/tools, and Feast of St. Francis pet blessing.	2013-14	Pastor, Faculty, D.R.E.	2013/14 These are excellent things, but are now habitual and should be removed as an action item.

(STRATEGY 3) Reach out to Stakeholders to keep them actively invested in the school.

	Timeline	Responsibility	Progress Report
(Action Step 1) Invite K of C into classrooms during Catholic Schools Week and at other points during the year.	2013-15	DRE, Pastor, Principal	2013/14 No action taken. This makes sense only in older grades, 5&6.
(Action Step 2) Extend more opportunities to volunteer in the school to parish grandparents to solidify parish and community involvement and support active learning in the classroom.	2014-15	Secretary, Faculty,	2013/14 Cohort of teachers put together in November, 2013 to work on how best to implement requests to parishioners for their involvement at the school. Idea is to have students make requests each week at mass during January (leading up to Catholic Schools Week), explaining one way to volunteer each week.
(Action Step 3) Update and review ACS mission statement every 5 years in order to preserve its meaning for all stakeholders.	2015	Faculty, Board	
(Action Step 4) Work toward the reintroduction of a congregation of sisters in the Parish and the school.	2017	Pastor, Associate Pastor, Principal	

MNSA SCHOOL STRATEGIC PLAN

(OBJECTIVE 3) Retain every student that matriculates through an Assumption education, with the aim of achieving 100% student capacity rate.

(STRATEGY 1) Quicken responses to and communication of behavioral intervention strategies.

	Timeline	Responsibility	Progress Report
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	(Action Step 1) Teach behavioral education programs at the beginning of every school year, whether school wide or classroom directed.	Fall 2014	Teachers, Principal	
	(Action Step 2) Communicate both classroom behavioral education programs to parents in Newsletter, teacher communications or Thursday Envelopes.	Fall 2014	Teachers, Principal	
	(Action Step 3) Emphasize the structure of behavioral consequences to parents at parent meetings and beginning of the year picnic.	Fall 2014	Teachers, Principal	

(STRATEGY 2) More effectively advertise openings to the community.

		Timeline	Responsibility	Progress Report
	(Action Step 1) Use digital marketing tools, incl. Facebook and the local paper's website to advertise the school's openings each year. Emphasizing availability of scholarships.	2013-4	Secretary, Principal, Principal's Assistant	2013/14 This action step makes sense on Facebook. The fact is that advertising via posters in local shops is more effective than the paper's website.
	(Action Step 2) Get financial support from other parishes in Deanery/diocese so as to allow children of these parishes to attend at parishioner tuition level.	2014-16	Pastor, Principal, Diocese	2013/14 How best to finance Catholic Schools is an ongoing discussion in the diocese. Fr. Gabriel is working with Fr. Method in Chisholm to reach some sort of agreement with St. Joseph's parish in this regard.

(STRATEGY 3) Emphasize the strength of an Assumption education for grades 3-6.

		Timeline	Responsibility	Progress Report
	(Action Step 1) Enact a college book scholarship essay competition for graduating Hibbing High School seniors who graduated from Assumption.	2013-4	School Board, Teachers, Principal	2013/14 No action taken on this yet. A cohort of teachers must be organized in the fall to begin this scholarship. Timeline for this action step to be revised.
	(Action Step 2) Make tuition assistance prioritized for older aged students and larger families.	2013-4	Business Manager, School Admin.	2013/14 This is not yet a formalized process and is rather <i>ad hoc</i> . This specific end/goal should be put on subsequent years' scholarship documents across the board.
	(Action Step 3) Specifically budget funding for the annual 6 th grade trip to St. Paul and the Virginia Homeless Shelter as part of social studies and religion curriculum. (Aim of the school would be to annually subsidize ½ the cost of the trip.)	2014-5	School Admin., Business Manager	2013/14 School Activities expenses specifically allows for this as an expense, but it is not yet a line item. This needs to be made an explicit, budgeted event every year.

(OBJECTIVE 4) Continue the growth of student-centered curriculum through multiple avenues, including affective classroom technology.

(STRATEGY 1) Creation and implementation of a long term professional development plan.

	Timeline	Responsibility	Progress Report
(Action Step 1) Create a long-term professional development plan as a faculty	Winter, 2014	Faculty	2013/14 The faculty brainstormed and wrote a structured, long-term plan at the January in-service. The plan will continue to grow and change.
(Action Step 2) Specify availability of relicensure hours to substitutes and part-time teachers.	Fall, 2014	Principal	2013/14 This has been made a specific goal in the school's long-term professional development plan. Follow through will be recorded in subsequent years.
(Action Step 3) Refine teaching strategies via yearly curriculum mapping and standardized test review time.	2014-15	Faculty, Principal	2013/14 As part of the long-term plan, these will become focusses in alternating years. Follow through will be recorded in subsequent years.
(Action Step 4) Provide a cycle of In-service hours on-site for the relicensure required fields of mental health, curriculum modification, behavior intervention, reading preparation and technology.	2015-2016	Principal, Faculty	2013/14 The plan currently includes offering at least one of these fields each year through 2019. Follow through will be recorded in subsequent years.
(Action Step 5) Coordinate with school district to involve ACS faculty in development opportunities and/or provide complementary opportunities for ACS and district teachers.	2016-17	Faculty, Secretary, Principal	

(STRATEGY 2) Replace aging materials in Science and Social Studies.

	Timeline	Responsibility	Progress Report
(Action Step 1) Encourage teacher use of online video resources for AV presentations and information.	2014-19	Classroom Teachers, Principal	2013/14 This action step has already become a habitual component of teacher's use of SmartBoards and should be excised in future years.
(Action Step 2) Research and invest in up-to-date science kit materials and equipment.	2015	Principal, Business Manager, Teachers	2013/14 STEM grant through MISF is granted for the 2014-15 school year to include hands-on catapult building projects for grades 1-6. The opportunity presented itself to improve science curriculum immediately in 2014 rather than waiting a year.

(STRATEGY 3) Streamline amount of printed curriculum to fit teacher preferences and student needs.

	Timeline	Responsibility	Progress Report
(Action Step 1) Whole faculty will emphasize use of text	2013-14	Principal, whole	2013/14 Evidence from discussion at 1-20 In-service. This is also evident in faculty meeting review of text series

	series that incorporate digital curriculum pieces or adapt to teacher preferences regarding digital materials.		faculty use of curriculum review schedule	conversations.
	(Action Step 2) Give preference for non-textbook curricula that push student development and growth, not merely meeting a standard.	2014-15	Whole faculty	
(STRATEGY 4) Expand cultural and language-skill development in the curriculum.				
	(Action Step 1) Research introduction of foreign language curriculum into school day and provide extracurricular opportunities for introduction to foreign languages. (e.g. Spanish, German)	2014	Faculty	2013/14 Inclusion of Exposure to Spanish in Pre-K and German Class at HHS in Gr. 5 and 6 in the 2013-14 school year. Space in budget for FL curriculum teacher is currently lacking.
	(Action Step 2) Introduce F.L. curriculum/ hire staff to teach F. L.	2016	Principal, Faculty	