



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	2014/15 All-school Fall Clean-up planned and executed the 3 rd Wednesday of October. Sixteen students and twelve adults assisted in raking and cleaning up 8 yards throughout the community
(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	Step to be removed for coming years. This is now habit.
(Action Step 3) Generate parent involvement with student projects.	2013-19	Principal's Assistant, Faculty	2014/15 Incorporation of parent involvement with STEM grant "catapults away!" curriculum as carpenters and expert engineers. Parent turnout for fall clean-up on Oct. 21 was one for every 4 students involved. (25 people participated, a good start to a project worth growing.)

(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.)	
(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	2014/15 This process is now formalized and has definite structure. It was reported to the board as part of ongoing recruitment and retention efforts. Records are obtained in April.
(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	2014/15 This process is now formalized and has definite structure. It was reported to the board as part of ongoing recruitment and retention efforts. Mailings are sent in May, with invitation to the 8-15 Feast of the Assumption Open House and the school Christmas program.

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

	Timeline	Responsibility	Progress Report
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	(Action Step 1) Develop and maintain an active Facebook page for the school.	2013	Principal's Assistant	2014/15 Step completed 2013.
	(Action Step 2) Develop and distribute a flier to the local hospital, clinic and chamber of commerce.	2014	P.I.E., Principal, Secretary	2014/15 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	2014/15 Eliminated as a necessary step.
	(Action Step 4) Incorporate testimonials in print and multimedia outlets for the school via flier and YouTube.	2014 2015	Board, Principal, P.I.E., Principal's Assistant	2014/15 Fr. Gabriel and Mr. Schlachter to approach 2 candidates for shooting videos in Summer 2015.
	(Action Step 5) Invest in local radio PSA's beyond beginning of year school safety, (at major holidays, e.g.) Strategically use local radio stations to announce major school/parish events: Fall Festival, Christmas Program, Open-house on Catholic Schools Week.	2015-16	Principal, Parish Business Manager	2014/15 Step re-focused by Board discussion and consultation between Principal and Pastor.

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(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) Emphasize the corporal and spiritual works of mercy in classrooms and curriculum.	2013-14	Faculty	2014/15 Adoption of Matthew Kelly's language of "becoming the best version of yourself" when teaching the works of mercy at school functions, assemblies, in classrooms.
(Action Step 2) 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.	2014/15 Step is now habitual and ongoing. Should be eliminated for 2015-16.

(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	2014/15 Step is now habitual.
(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	2014/15 Step is now habitual
(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.	

(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	2014/15 Step to be eliminated.
(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,	2014/15 Appeal was made at Sunday mass by students in September to get more parishioners involved in volunteer opportunities. Several signed up for assisting with in-school projects like STEM grant curriculum; poor response for extra-curricular activities.
(Action Step 3) Update and review ACS mission statement every 5 years in order to preserve its meaning for all stakeholders.	2015	Faculty, Board	2014/15 ACS mission statement reviewed at January faculty meeting and March and April board meetings. Approval of the change of the word "parish" to "Catholic" in the first sentence to emphasize Catholic Character and identity while not drastically altering the vision of the statement.
(Action Step 4) Work toward the reintroduction of a congregation of sisters in the Parish and the school.	2017	Pastor, Associate Pastor, Principal	

(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
(Action Step 1) Teach behavioral education programs at the beginning of every school year, whether school wide or classroom directed.	Fall 2014	Teachers, Principal	2014/15 First 6 weeks of Monday Morning Meetings incorporated steps toward a better school climate. Role-playing scenarios were acted out for teacher/student mutual respect examples and bully-victim-bystander examples. Students reviewed rules of the school, the Christian reasons why the rules are in place, and what the consequences are for infractions. Incorporation of "thought for the day" morning announcements about morals and responsibility.
(Action Step 2) Communicate both classroom behavioral education programs to parents in Newsletter, teacher communications or Thursday Envelopes.	Fall 2014	Teachers, Principal	2014/15 Teacher communication of programs and behavioral consequence steps in handbook has been included at appropriate times in teacher weekly communication for gr. K-4.
(Action Step 3) Emphasize the structure of behavioral consequences to parents at parent meetings and beginning of the year picnic.	Fall 2014	Teachers, Principal	2014/15. This step has been implemented as part of packet picnic and the beginning of office-parent conversations about behavior reviews the structure of consequences in the handbook.

(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	2014/15 Step attained and now habitual.
(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	2014/15 nothing to report as of May.

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

	Timeline	Responsibility	Progress Report
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	(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	2014/15 Establishment of a scholarship contest by the Gunville family in April, 2015. Scholarship to be first awarded for seniors in 2016.
	(Action Step 2) Make tuition assistance prioritized for older aged students and larger families.	2013-4	Business Manager, School Admin.	2014/15 issue addressed in parent survey, Mar. 21- April 8. Results indicate interest in free tuition option for Grade 6. Suggestion for tiered tuition reduction after Grade 3.
	(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	2014/15 Budgeted and anticipated for each subsequent year.
	(Action Step 4) Restructure use of classroom aides and use of parent/grandparent volunteers to systematically accommodate advanced workgroups in language arts and mathematics	2015-6	Principal, staff	

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(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	2014/15 Implementation and addition continues, this year focus on reading and language arts skills, including teaching academic vocabulary as part of reading and grammar.
(Action Step 2) Specify availability of relicensure hours to substitutes and part-time teachers.	Fall, 2014	Principal	2014/15 Part-time faculty are now required to attend all in-service times.
(Action Step 3) Refine teaching strategies via yearly curriculum mapping and standardized test review time.	2014-15	Faculty, Principal	2014/15 This began this year via a deliberate examination of our testing practices, using data formatively during the middle of the year, and reexamining student grouping for classwork.
(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	

	(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 A/V presentations and information.	2014-19	Classroom Teachers, Principal	
	(Action Step 2) Research and invest in up-to-date science kit materials and equipment.	2015	Principal, Business Manager, Teachers	2014/15 \$7500 STEM grant from MISF allowed all grades K-6 to implement a hands-on unit on force and motion.
(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 series that incorporate digital curriculum pieces or adapt to teacher preferences regarding digital materials.	2013-14	Principal, whole faculty use of curriculum review schedule	2014/15 preferences for language arts this school year reflect the familiarity with digital components and the need for training in ipad technology to respond to needs of older students.
	(Action Step 2) Give preference for non-textbook curricula that push student development and growth, not merely meeting a standard.	2014-15	Whole faculty	2014-15 Text series choices in Gr. 4-6 reflect increased interest in trade books and online resources. Gr. K-3 require more support in moving away from textbook series and worksheets, but all are adept at using online resources. Potential to re-introduce Writing Road To Reading resources on hand.
	(Action Step 3) Design a hand-held device contract for student ipad usage following best practices in neighboring Catholic schools and districts.	Summer 2015	Principal, Secretary	
	(Action Step 4) provide ipad software training for 5 th and 6 th grade teachers, upgrade bandwidth and acquire a funding source for implementation of ipad cart for those grades.	2015-16	Business Manager, Principal, Gr. 5 and 6 teachers	
	(Action Step 5) Hire/reposition staffing for a tech coordinator and implement use of ipads in 5 th and 6 th grade classroom.	2016-17	Business Manager, Principal, Gr. 5 and 6 teachers	
(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	2014	Faculty	2014/15 Students voted for implementation of Spanish Club to meet once a week, no volunteer teacher stepped

	opportunities for introduction to foreign languages. (e.g. Spanish, German)			forward. Application for teaching Spanish received, April 2, 2015, but there is no funding source available currently.
	(Action Step 2) Introduce F.L. curriculum/ hire staff to teach F. L.	2016	Principal, Faculty	