



<b>OBJECTIVE 1</b>			
<i>Sacred Heart Catholic School will create an environment in which students will have multiple opportunities to actively live out their Catholic faith.</i>			
<b>STRATEGY 1</b>			
<b>Create a safe, caring learning environment where all students are respectful of each other.</b>			
	<b>TIMELINE</b> <i>(When?)</i>	<b>RESPONSIBILITY</b> <i>(Who?)</i>	<b>PROGRESS REPORT</b> <i>(Results/Outcomes?)</i>
<b>ACTION STEP 1</b> Review and reinforce Discipline with Purpose (year 2) with focus on middle school. Additional training in August for all staff.	Fall, 2011	Staff Administration	August, 2011 All teachers attended a DWP workshop and middle school staff attended an extra half day to focus on MS behaviors to standardize language, methods, and procedures.
<b>ACTION STEP 2</b> Monitor and reinforce "Discipline with Purpose" in all areas-lunchroom, playground, hallways, etc. Use consistent language among staff.	Fall, 2011	All staff	Fall, 2011 School-wide rules posted in shared areas of school: lunchroom, hallways, etc. A recess knapsack was created with rules and Think it Through cards for student consequences.
<b>ACTION STEP 3</b> A DWP committee will plan activities for grade level meetings and all school staff regarding "Discipline with Purpose".	Winter/Spring, 2012	All staff DWP committee Administration	Winter, 2012 At PLC grade level meetings, teachers discussed certain reoccurring behaviors that needed attention and review of DWP lessons.
<b>ACTION STEP 4</b> Research playground programs, K-8, to ensure safety and respect for each other.	<del>Spring, 2012</del> Fall, 2012	All staff Playground committee Administration	Spring, 2012 Due to the number of long term sub teachers this year, we were unable to complete this action step. Inconsistency in staff all year.
<b>ACTION STEP 5</b> Implement chosen playground program for K-8. Meet regularly as a staff to monitor and make improvements.	Fall, 2012	All staff Playground committee Administration	Spring, 2012 Teachers developed a rubric for overall behavior that is useful on the playground also. Improvements will be monitored next year.
<b>ACTION STEP 6</b>	Summer, 2016	Administration	Summer, 2016 Created a new emergency plan for the school. Trained teachers in

			<b>August.</b>
<b>STRATEGY 2</b>			
<b>Expand on classroom opportunities that promote student participation in the liturgy.</b>			
<b>ACTION STEP 1</b> Teach the definition of the parts of the Mass, Mass responses, and the proper use of worship aids to enrich students' mass experience.	<b>Timeline</b> Fall, 2011	<b>Responsibility</b> Religion teachers	<b>Progress Report</b> Fall, 2011 Teacher/students focused on mass responses to enhance the mass experience.
<b>ACTION STEP 2</b> Research and provide liturgy resources for teachers to use in the classroom, including the new translations of mass.	Winter, 2012	Pastor Administration Teachers	Winter, 2012 Purchased the web site license for Catholic teacher resources, an interactive Smart board web site tool for teachers/students. Very hands-on resource for K-8.
<b>ACTION STEP 3</b> Teach and implement the new translations for weekly liturgy to staff and students.	Winter, 2012	Teachers Administration	Fall, 2012 New mass translations taught by pastor and teachers to allow for easy transition end of November, 2011.
<b>ACTION STEP 4</b> Incorporate the rituals, traditions, and symbols of our Catholic faith into our curriculum.	Fall, 2012	Administration Pastor Teachers	Fall, 2012 Purchased The Mass CD to reinforce church rituals, traditions, symbols and also purchased Catholic Teacher Resources online for additional support for religion for saints, holidays, traditions.
<b>STRATEGY 3</b>			
<b>Develop opportunities for on-going spiritual growth for the faculty and staff.</b>			
<b>ACTION STEP 1</b> Using the IFG survey through NCEA, plan and implement staff in-service based on the needs of our staff to increase knowledge of the Catholic faith.	<b>Timeline</b> Fall, 2011	<b>Responsibility</b> Administration	<b>Progress Report</b> August, 2011 In-service topic: New Roman translations and rituals of the mass by Fr. Erickson. This was two-fold: personal spiritual enrichment for staff and lessons to focus on with students.
<b>ACTION STEP 2</b> Implement the IFG online survey for grades 5 and 8 to assess their knowledge of the Catholic faith.	Fall, 2011	Administration Religion teachers	September, 2011 Gr. 5/8 students took IFG survey administered by religion teachers. Spring, 2013 Gr. 5/8 took the ACRE assessment again to receive solid feedback on the Archdiocese religion standards. Given Spring this year vs. Fall to maximize teaching. April, 2016 Gr. 5/8 took the ACRE IFG assessment again this year to monitor

			progress on the religion standards. This will be the baseline for our C-STEM program.
<b>ACTION STEP 3</b> Use the IFG student assessment from gr. 5 and 8 to review our religion curriculum to determine strengths and weaknesses.	Winter, 2012	Administration Religion teachers	November, 2011 Gr. 5/8 religion teachers and principal determined areas of strength/weaknesses of our religion curriculum. Info shared with all religion teachers and School Advisory Committee. Spring, 2013 Results of IFG survey were compared and shared with staff. April, 2016 Results of the IFG survey were compared and shared with staff.
<b>ACTION STEP 4</b> Research religion resources to strengthen the religion curriculum based on IFG survey.	Spring, 2012	Religion teachers Administration	Winter, 2012 Purchased Catholic Teacher Resources site license so all religion teachers can access this web site for resources, games, web quests, etc. to plan interactive Smart board lessons. Fall, 2013 Continued using Catholic Teacher resource web site. Excellent Smart Board visuals.
<b>ACTION STEP 5</b> Use staff development for additional faith development opportunities, including additional prayer times as a staff.	Fall, 2013	Administration Pastor	2013-2014 Teachers/staff met before school to pray during Advent/Lent/and times of sorrow & celebration.
<b>ACTION STEP 6</b> Staff will correlate religion textbook with the Archdiocesan religion standards to ensure all areas/topics are covered.	<del>Fall, 2013</del> Fall, 2015	Administration Religion teachers	2013-2014 Due to Insights tool, this has been delayed. 2015-2016 Once again, this was delayed due to the focus on our new C-STEM program. Our emphasis has been on the science standards.

<b>STRATEGY 4</b> <b>Incorporate the Catholic Social Teachings in our service to others.</b>			
<b>ACTION STEP 1</b> Designate and plan which Catholic Social Teachings will be taught at each grade level and school wide.	<b>Timeline</b> Fall, 2012	<b>Responsibility</b> Religion teachers	<b>Progress Report</b> Spring, 2012 A plan was developed to incorporate the Catholic Social teachings into school calendar year, all school and grade level.
<b>ACTION STEP 2</b> Research and provide Catholic Social Teaching resources for the staff and students.	<del>Winter, 2013</del> Fall, 2013	Administration	This has shifted to Fall, 2013, once we incorporate the service projects.
<b>ACTION STEP 3</b> Incorporate service projects with the Catholic Social Teachings and also coordinate the projects with the parish. Plan at least two-three community service projects with the parish and school to integrate members.	Fall, 2013  Fall, 2015	All staff  All staff	Fall, 2013 Instead of having a Student Council, we shifted our focus to a Middle School Service Team. Each trimester, service projects were planned for the school and community. Each student was able to participate.
<b>ACTION STEP 4</b> Incorporate Holy Year of Mercy 2015 with our parish. Focus on works of mercy each month with parish & school.	Winter, 2015	All staff	January, 2016 As a school, we are completing the poster "Works of Mercy checklist" by participating in a service project for each Works of Mercy.

<b>OBJECTIVE 2</b> Sacred Heart Catholic School will ensure a high quality academic program to meet the needs of each student.			
<b>STRATEGY 1</b> Apply a process to review, revise, and implement exemplary curriculum in language arts, math, science, social studies, religion, music, Spanish, art, health, and physical education.			
<b>ACTION STEP 1</b> Study and utilize the most current research and national/state standards to develop a new template for curriculum.	<b>TIMELINE</b> Fall, 2011	<b>RESPONSIBILITY</b> Administration Teachers	<b>PROGRESS REPORT</b> Fall, 2011 We developed a template that combines MN standards and our curriculum into one document that will be user friendly for teachers. Fall, 2013 Due to the new Insights tool created by the Archdiocese, teachers added SHCS curriculum to the new template. Focus will be on the Language Arts Standards for K-8.

			<p>Fall, 2014 Updates have been made in the areas of math and language arts.</p> <p>Fall, 2015 Since the Insights Tool only has math and language arts standards, curriculum Google templates were created for all other subjects.</p>
<p><b>ACTION STEP 2</b> Revise the curriculum review cycle to best meet the needs of school curriculum.</p> <p>Curriculum review cycles needs review.</p>	<p>Winter, 2012</p> <p>Fall, 2016</p>	<p>Administration Teachers</p> <p>Principal</p>	<p>Winter, 2012 With input from teachers, the curriculum review cycle was revised to meet needs of school.</p> <p>Spring, 2017 <b>Curriculum review schedule has been updated.</b></p> <p>Spring, 2017 <b>A new math program, Math Expressions (gr. K-6) and Math in Focus (gr. 7-8) will be implemented Fall, 2017.</b></p>
<p><b>ACTION STEP 3</b> Utilize the new curriculum template to write the standards for 1-2 subject areas per year.</p> <p>Finish mapping all subject areas.</p>	<p>Winter, 2012</p> <p>2016-2017</p>	<p>Teachers Administration</p> <p>Teachers</p>	<p>Winter, 2012 Math teachers, K-8, updated our new curriculum template with MN state standards and aligned standards with our Saxon math curriculum.</p> <p>Fall, 2012 All teachers, K-8, updated the curriculum template with MN state standards for reading, language, and writing.</p> <p>Fall, 2013 Insights tool-Completed Language Arts for all grades.</p> <p>2015-2016 Teachers are completing curriculum templates for science, social studies, and specialists.</p> <p>2017-2018 <b>Curriculum mapping has been updated in all subject areas.</b></p>
<p><b>ACTION STEP 4</b> Meet in subject teacher teams (K-8) to discuss scope and sequence of subjects across all grade levels.</p>	<p>Winter, 2012</p>	<p>Administration Teachers</p>	<p>Winter, 2012 Math teachers met in grade level teams and with all math teachers, K-8, to finalize math curriculum template to ensure consistency.</p> <p>Winter, 2013 Math teachers met 4 times to ensure that we were meeting the standards in the area of math. Gr. 5-8 shifted to new, current math books aligned with the standards.</p> <p>Fall, 2013 Teachers met to discuss how to incorporate more informational text in the</p>

			classroom focusing on the MN standards.
<b>ACTION STEP 5</b> Research standards-based report cards, K-8	Spring, 2012	Teachers Administration	Winter, 2012 Principal and two staff attended Archdiocesan book club using the book "Developing Standard-based Report Cards". Shared results at a faculty meeting.
<b>ACTION STEP 6</b> Incorporate standard-based report card to school management system.	<del>Summer, 2013</del> Summer, 2014	Administration Office Assistant	Spring, 2014 Decision made to incorporate standard-based report cards for K-4 next fall. Grades 5-8 need more time to plan. Fall, 2014 Standardized report cards were implemented to Cornerstone and staff training provided by the Archdiocese for teachers, gr. 1-4.
<b>ACTION STEP 7</b> Implement standard based report cards for all grade levels, K-8.	<del>Fall, 2014</del> Fall, 2015	Teachers Administration	Fall, 2014 Grades 1-4 transitioned to standard-based report cards using Cornerstone. Parents were educated.
<b>STRATEGY 2</b> Collect data to evaluate and ensure the continuous intellectual, social, and physical development of each student.			
<b>ACTION STEP 1</b> Develop a "Response to Intervention" (RTI) committee to support teachers and para-professionals with creating interventions and tracking of information to meet student needs.	Fall, 2012	RTI committee Teachers Administration	Winter, 2013 A new template was created to track interventions and tracking of information. All paperwork is kept in an orange file folder in a student's CUM file for easy identification. Winter, 2014 Colored CUM's worked well. Blue folders now used for students with an IEP.
<b>ACTION STEP 2</b> RTI Committee will meet monthly to provide support for teachers monitoring student interventions and give feedback.	Winter, 2013	RTI committee Teachers Administration	Winter, 2013 Due to "newness", all teachers met to discuss RTI and how we can best meet student needs. District 281 provided support on how to track and record. Need to continue discussion next year.
<b>ACTION STEP 3</b> Coordinate efforts with Dist. 281 special education team to keep posted on federal laws and the requirements for qualification.	Winter, 2013	Administration	Winter, 2013 District 281 provided feedback to principal on how to track and record. They would not come to school for staff development. Need to continue discussion next year with more professional development.
<b>ACTION STEP 4</b> Examine and revise classroom assessment practices and rubrics to ensure alignment with curriculum outcomes and performance indicators.	<del>Spring, 2013</del> Fall, 2013	Administration Teachers	Spring, 2013 The alignment of our curriculum took longer than expected on new template. Pushed back to Fall, 2013. Our focus this year has been the OLPA MCA math test that grade 3,5,7 took in April. Winter, 2014 Three lead teachers attended a two

			<p>day workshop by the Archdiocese on assessment practices. Teachers met to discuss assessment and aligning with curriculum for consistency. Teachers agreed on rubric standards for SHCS.</p> <p>Winter, 2014 Teachers met to create an assessment philosophy and template for formative/summative assessment. Many grade level meetings were held to ensure consistency.</p>
<p><b>ACTION STEP 5</b> Differentiate classroom assessment tools to meet learner needs.</p>	Fall, 2013	Administration Teachers	<p>Winter, 2014 Adaptations were made on rubrics for students with interventions.</p>
<p><b>ACTION STEP 6</b> Use assessments with accompanying rubrics; and add assessment practices to all subject areas in all grades.</p>	Winter, 2014	Administration Teachers	<p>Winter, 2014 After creating an assessment philosophy, all teachers in all subject areas are now using rubrics.</p> <p>2014-2015 After implementing standard-based report cards in gr. 1-4, teachers matched assessments to report card standards listed.</p>

<b>STRATEGY 3</b> Use a variety of instructional strategies to encourage critical thinking, problem solving, performance skills, and active engagement in learning for all students.			
<b>ACTION STEP 1</b> Expand our differentiation initiative by the creation of new lessons and units that allow for various learning styles of students.	Fall, 2012	Teachers	Fall, 2013 Teachers met in grade level groups 7-8 times to discuss differentiation methods/practices used. Lessons incorporated at all grade levels/subjects. Our math tests are consistently high so we put more focus on reading this year.
<b>ACTION STEP 2</b> Incorporate staff development for professional learning communities (PLC) to learn from each other.	Winter, 2013	Administration Teachers	Fall, 2012 Gr. 3-5 math teachers were involved in the District 287 Math Grant "Expanding Children's Mathematical Reasoning using Rational Numbers. Attended 5 teacher workshops and monthly PLC groups to work on projects with class. Fall, 2013 PLC groups created to read/discuss the book <u>Teach Like a Champion</u> . Will continue to book next year.
<b>ACTION STEP 3</b> Principal will observe teachers using differentiated instruction (formal/informal observations) and new assessment practices.	Winter, 2013	Administration	Winter, 2013 Principal observed formally/informally gr. 3-5 math teachers using new math practices/activities learned from math grant. More hands-on lessons incorporated especially with Fraction Circles and problem solving.
<b>STRATEGY 4</b> Use a consistent standardized testing program to monitor student progress across grade levels.			
<b>ACTION STEP 1</b> Learn how to interpret additional reports for NWEA MAP standardized testing and effectively analyze and interpret the data to meet the needs of all students.	Fall, 2011	Administration Teachers	Winter, 2014 A consultant was hired to help teachers correlate MAP/OLPA/Study Island results. Fall, 2014 A consultant was hired to help teachers align MN standards for the MCA test. 2017-2018 A data wall of NWEA test results was created to monitor grades 1-8 in reading, language arts, math, and science.
<b>ACTION STEP 2</b> Monitor goals of each student throughout the year by using mid-year NWEA assessment.	Winter, 2012	Teachers	Winter, 2012 Teachers wrote instructional goals for each student to help them achieve MAP growth goal in spring. Shared at parent/student conferences. Fall, 2014 Teachers used Study Island to help each student meet the growth goals designated by MAP. Teachers monitored student blue ribbons for successful mastery



			of standards.
<b>ACTION STEP 3</b> Research and implement in effective assessment for kindergarten, either NWEA or another tool. Administer the NWEA Science test to students in grades 3-8 for STEM assessment.	Fall, 2012  Fall, 2015	Administration Kinder teacher(s)  Administration Teachers, gr. 3-8	Fall, 2012 Sacred Heart developed a new kindergarten assessment tool to be administered three times a year. 2015-2016 Students in grades 5-8 took the NWEA MAP Science test in fall and spring.

<b>STRATEGY 5</b> <b>Implement a C-STEM program, Pre-K through 8<sup>th</sup> grade.</b>			
<b>ACTION STEP 1</b> Teachers will become STEM certified through St. Catherine's (One course each semester) Finish remaining 2 STEM courses.	Fall, 2015  Summer, 2016 Fall, 2016	All teachers Principal  All teachers/principal	2015-2016 Teachers completed two courses for STEM certification-SySTEMic Integration and Technology Integration. We are halfway through our program. 2017-2018 Fifteen teachers/principal completed STEM certification from St. Kate's in January.
<b>ACTION STEP 2</b> Teachers will implement 1-2 STEM units into the curriculum each semester based on STEM course. Citizen Science	Fall, 2015  2016-2017	All teachers	2015-2016 Teachers integrated 2 STEM units into their curriculum and teachers were observed during their lesson. 2017-2018 Teachers continue to create STEM units for their grade level/specialist area. All classroom incorporated H2O for Life lessons each month, all school Katie Spatz assembly, STARBASE gr. 4/5, STEM Link gr. 5-6, Creativity Fair gr. 3-4, Pumpkin Drop, Invention Fair, etc.
<b>ACTION STEP 3</b> Purchase STEM resources to enhance the science curriculum for hands-on learning at each grade level. Focus on engineering resources for science lessons.	Winter, 2015  Fall, 2016	All teachers	Spring, 2016 STEM carts containing STEM materials were purchased for Pre K-5 <sup>th</sup> grade. 2017-2018 Engineering lessons were implemented this winter/spring upon finishing the Engineering class Fall, 2017.

**OBJECTIVE 3** Sacred Heart Catholic School will ensure that it has the financial means and stability to continue to provide a high quality Catholic education program for students at an affordable tuition rate.

**STRATEGY 1**

**Develop new revenue stream generating new funds to help keep tuition increases at a minimum yet increasing tuition scholarships to meet the needs of all families.**

ACTION STEP 1	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
Research other school's experience with fundraising to add outside revenue to the budget. (ex. Golf tourney, auction, Read-a-thon, bingo, etc)	Fall, 2011	Director of Advancement	<p>Fall, 2012 Development director attended MISF development meetings to gather new ideas for funds.</p> <p>Spring, 2014 New fundraiser-SHCS sponsored the Lil' Birdie Fun Run for the City of Robbinsdale.</p>
<p><b>ACTION STEP 2</b> Review any new fundraising recommendations with the School Advisory Committee and Parish Finance.</p>	<p><del>Winter, 2012</del> Fall, 2012</p>	Director of Advance. SAC Administration	<p>Director of Advancement resigned December, 2012. No replacement hired.</p> <p>Spring, 2013 Our fundraising policy was revised and we looked at all fundraising (income/expense) to focus on those that benefited the most and developed a schedule of events for next year.</p> <p>Spring, 2014 A parent electronic survey sent out to receive feedback on having a "Gala" and eliminate other smaller fundraisers.</p>
<p><b>ACTION STEP 3</b> Identify community members with experience and interest in marketing and communications to provide support to the Director of Advancement.</p>	<p><del>Winter, 2012</del> Spring, 2013</p>	Director of Advancement	<p>Director of Advancement resigned in December, 2012. No replacement hired.</p> <p>Spring, 2013 Our new Director of Advancement is working on this during the summer.</p> <p>Winter, 2014 Development Committee created and met monthly.</p>
<p><b>ACTION STEP 4</b> Research and evaluate grant opportunities.</p>	Fall, 2013	Director of Advancement	<p>Winter, 2014 Discussions held on how to sustain enrollment due to new charter schools and STEM school in the district.</p> <p>November, 2014 Grant submitted to the Schulze Foundation for additional support for C-STEM program.</p> <p>December, 2014 Grant submitted to Catholic United</p>

			<b>Financial.</b>
<b>ACTION STEP 5</b> Submit grant opportunities for additional funding for programs.	Winter, 2014	Director of Advancement	<p>Spring, 2014 Grant submitted to GHR to transition our school to a STEM school, K-8. Partnership with St. Kate's for teacher STEM certificate for all teachers.</p> <p>December, 2014 Grant submitted to Century Link for technology.</p> <p>January, 2015 Grant awarded of \$138,000 to SHCS for a C-STEM program through St. Catherine's.</p> <p>February, 2015 Grant awarded of \$50,000 for C-STEM for technology, materials, and scholarships to attract new students to NEW C-STEM program.</p> <p>February, 2015 Grant awarded from Catholic United Finance for \$500 for technology.</p>
Continue to seek out grants for STEM and technology.	Fall 2016	School Parent	
<b>STRATEGY 2</b> <b>Develop and maintain a formal development program to include alumni.</b>			
<b>ACTION STEP 1</b> Review and revise the current job description for the Director of Advancement to best utilize this position.	<b>Timeline</b> Fall, 2011	<b>Responsibility</b> Administration	<b>Progress Report</b> Winter, 2012 Administration with help of SAC committee revised the job description for Director of Advancement.
<b>ACTION STEP 2</b> Develop and implement an alumni outreach plan.	Winter, 2012	Administration Director of Advancement	<p>Winter, 2012 Director of Advancement and principal planned all class reunion September, 2012. Through this effort, we increased our alumni database through word of mouth and Facebook.</p> <p>Spring, 2014 Director of Advancement added an "Alumni Blogspot" to our web site and the alumni newsletter is now electronic to reduce costs.</p>
<b>ACTION STEP 3</b> Prioritize a plan and develop a three year timeline of goals for marketing/advancement.	Fall, 2013	Director of Advancement	<p>Spring, 2013 A rough draft has been formulated in regards to marketing efforts. Plan will be revised each year.</p> <p>2017-2018 A revised marketing plan is now in place for 2016-2019.</p>
<b>ACTION STEP 4</b> Enhance alumni database to include more members and skill sets.	<del>Fall, 2013</del> Fall, 2014	Director of Advancement	Spring, 2015 Continued work on alumni database to keep addresses current and include them in school events. All alums invited to 1 <sup>st</sup> Spring Gala.
<b>STRATEGY 3</b> <b>Develop a marketing plan designed to reach and maintain full school enrollment.</b>			
	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
<b>ACTION STEP 1</b>			Due to development director leaving in Dec. 2012, we

<p>"Brand our school with a tagline to have consistency with all marketing materials.</p>	<p>Fall, 2011 Winter, 2013</p>	<p>School Advisory Committee</p>	<p>were unable to complete this step. Spring, 2013 A parent survey was developed to receive input from parents to identify key values and norms of our school. Results shared with SAC committee. A list of taglines has been created but not identified at this point. Fall, 2013 Finally, a tagline is created and added to all marketing tools. Winter, 2016 A C-STEM logo was created to promote our new program for marketing purposes. 2017-2017 A new school web site went live in January, 2017 to help market our school.</p>
<p><b>ACTION STEP 2</b> Conduct market research to identify boundaries, demographics, etc.</p>	<p>Winter, 2012</p>	<p>Administration Dir. of Advancement School Advisory Comm.</p>	<p>Winter, 2012 Partnered with UST marketing school to conduct a marketing survey of ideas to building revenue and enhance marketing initiative. Director of Advancement started and Administration completed with UST. Winter, 2014 After research, a direct mail postcard was sent to households in area based on several factors. Winter, 2015 Direct mail Open House postcards mailed out based on GROW demographics. Spring, 2015 Second direct mail postcards mailed promoting new C-STEM program.</p>
<p><b>ACTION STEP 3</b> Develop a marketing plan to include new marketing materials, school fairs, advertising, newspaper articles, daycares, updates to web site, etc.</p> <p>Develop new marketing strategies for C-STEM program to increase enrollment.</p>	<p>Spring, 2012</p> <p>Winter, 2016 Fall, 2016</p>	<p>Dir. of Advancement Administration</p> <p>Dir. of Advancement</p>	<p>Winter, 2012 Administration standardized all marketing brochures to include same format and visual look. We attended two new school fairs for marketing purposes. No formal marketing plan was written due to Director of Advancement leaving and no replacement was hired. Spring, 2013 See marketing plan above. Spring, 2016 A new marketing plan was created to retain, recruit and enroll students to our C-STEM program.</p>
<p><b>ACTION STEP 4</b> Increase awareness of Sacred Heart Catholic School in the Robbinsdale area and the surrounding communities as identified in the UST market research.</p>	<p>Fall, 2013</p>	<p>Dir. of Advancement Administration All Staff</p>	<p>Winter, 2014 SHCS joined the Robbinsdale Chamber of Commerce to build relationships with area businesses and events in the community. Spring, 2014 SHCS sponsored City of Robbinsdale Birdtown Kids Fun Run. This is first marathon in the city. Spring, 2015 Continued sponsorship of Fun Run and Chamber of Commerce, Facebook postings 3-4 times a week, monthly Aim Higher posts, awarded 4 Blue</p>

			<p>Ribbon Awards in Sun Post community paper.  <sup>2016-2017</sup> <b>Continued recognition for Sacred Heart School in our local Sun Post paper, Catholic Spirit, Ch.4 &amp; 9 News for our Lego Robotics team, STEM Pumpkin Drop, Blue Ribbon awards for Robbinsdale, and Katie Spotz assembly and Top Teacher Award.</b></p>
<p><b>STRATEGY 4</b>  <b>Develop, maintain and strengthen existing revenue streams.</b></p>			
<p><b>ACTION STEP 1</b>  Research outside support to the school budget through donations, additional programs to our school, etc.</p>	<p><b>Timeline</b>  Fall, 2012</p>	<p><b>Responsibility</b>  Administration  Dir. of Advancement</p>	<p><b>Progress Report</b>  <sup>Spring, 2012</sup> Held a school-wide art live auction at Family Fun Night. Raised an additional \$3000.</p>
<p><b>ACTION STEP 2</b>  Evaluate the long-term viability of current revenue streams.</p>	<p><b>Timeline</b>  Winter, 2013</p>	<p><b>Responsibility</b>  Administration  Dir. Of Advancement</p>	<p><sup>Spring, 2013</sup> Evaluated current fundraisers to eliminate those that do not bring in revenue and those that we can focus our time on. Participated in Give to the Max Day and Matching grant from the Pohlad foundation.</p>
<p><b>ACTION STEP 3</b>  Identify potential new revenue streams such as another daycare, Gala event, Spanish club, etc.</p> <p><sup>Review fundraising efforts to limit the number of fundraisers, but maximize funds.</sup></p>	<p><b>Timeline</b>  <sup>Spring, 2013</sup>   <sup>Summer, 2016</sup></p>	<p><b>Responsibility</b>  Dir. of Advancement  Administration  SAC</p>	<p><sup>Spring, 2013</sup> Partnered with Fun2Raise to create a local business discount card when families Robbinsdale area shops/restaurants to create new revenue. Researching a Thanksgiving bingo night, and a “Don’t Keep Me Hanging” photo night.  <sup>Fall, 2013</sup> Added “Don’t Leave me Hanging” and a Spring Fold n Go fundraiser this year.  <sup>Fall, 2015</sup> Created a Gala committee to plan 1<sup>st</sup> Gala event at school.</p>
<p><b>ACTION STEP 4</b>  Implement new revenue streams.</p>	<p><b>Timeline</b>  <del>Fall, 2013</del>  Fall, 2014</p>	<p><b>Responsibility</b>  Dir. of Advancement  Administration</p>	<p><sup>Spring, 2014</sup> Through survey results, a Gala will be planned for next spring.  <sup>Spring, 2015</sup> 1<sup>st</sup> Annual Spring Gala event held. Great publicity and revenue stream.  <sup>Spring, 2016</sup> Hired a professional auctioneer this year and made improvements to our Gala and doubled our revenue.</p>

**OBJECTIVE 4** *Sacred Heart Catholic School will use technology to improve, enhance, and extend student learning.*

**STRATEGY 1**

**Expand student access to individual technologies school-wide.**

ACTION STEP 1	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
Create a regular replacement schedule of computers, servers, software, etc. and keep an up-to-date inventory on a yearly basis.	Spring, 2012	Administration Tech. specialist	Summer, 2012 This will be completed this summer by administration.

<p><b>ACTION STEP 2</b> Continue supporting the installation of Smart Boards and other new technology in all classrooms.</p> <p>Continue replacement Smartboard projectors in classrooms.</p>	<p>2011-2013</p> <p>Summer, 2016</p>	Administration	<p>2011-2012 Purchased 3 Smart boards and 4 teacher lap tops.</p> <p>2012-2013 Purchased 4 Smart boards, 5 teacher lap tops.</p> <p>2013-2014 Purchased 16 iMac's for the computer lab, 3 flat screen TV's/Apple TV's for specialist areas.</p>
<p><b>ACTION STEP 3</b> Seek revenue to purchase and implement one-to-one learning for students with the purchase of student response system, iPads, iPhones, cell phones, etc.</p> <p>Add 1:1 devices for our 6<sup>th</sup> graders.</p>	<p>Winter, 2013</p> <p>Fall, 2016</p>	Tech. specialist	<p>Winter, 2013 Purchased 8 iPads for K-2 thru Give to the Max funds.</p> <p>2013-2014 Purchased 5 iPads for middle school thru Give to the Max funds.</p> <p>Fall, 2015 Implemented a 1:1 iPad program for grades 7-8 through technology fees for each student.</p> <p>Winter, 2015 Created a new technology plan for the school.</p> <p>2016-2017 Added 1:1 Chromebooks for grades 5-6.</p>

**STRATEGY 2**

**Provide training for staff in the area of technology.**

ACTION STEP 1	Timeline	Responsibility	Progress Report
Hire a part time technology specialist to help train staff in all areas of technology and provide tech support during school day.	Fall, 2013	Administration	<p>Fall, 2013 Hired a part time technology teacher/tech support.</p> <p>Summer, 2015 Training was provided to middle school team for iPads-Google Classroom, Apps, integration of iPad into subject area, etc.</p>

<b>ACTION STEP 2</b> Develop and implement a technology mentor program for staff.	Spring, 2014	Tech. specialist	Spring, 2014 <sup>4</sup> Principal and teacher attended iPad integration meetings and shared info with middle school staff to introduce 1:1 integration for next fall. Fall, 2015 <sup>5</sup> MS team meets monthly to share technology tips and Apps.
<b>ACTION STEP 3</b> Technology specialist will help teachers integrate technology into the classroom by keeping up-to-date with new integration strategies and programs at each grade level.	Spring, 2014	Tech. specialist All staff	Spring, 2014 <sup>4</sup> MS teachers joined an iPad user group on Edmodo for discussion on Apps, integration, instruction, etc. Fall, 2014 <sup>4</sup> After completing a technology cohort, one of our teachers is a mentor for individual teachers for 1:1 iPads to offer support and help.
<b>ACTION STEP 4</b> Research technology that will help meet the needs of all learners, focusing on helping students reach their goals on MAP testing and gifted learners.	Spring, 2014 Fall, 2014	Tech. specialist All staff	Spring, 2014 <sup>4</sup> Consultant hired is helping teachers use Study Island more efficiently to help students meet growth goals.

### STRATEGY 3

#### Improve communication tools in the school to help keep parents informed.

	Timeline	Responsibility	Progress Report
<b>ACTION STEP 1</b> Conduct a survey of website users and create a plan for any required updating of the website (format and functionality)	Fall, 2013	Tech. specialist Administration	Spring, 2013 <sup>3</sup> Implemented this sooner due to hire of Director of Advancement. Planning on going LIVE with new web site June, 2013.  January, 2017 <sup>7</sup> <b>New website went LIVE in August.</b>
<b>ACTION STEP 2</b> Implement a user friendly web site for prospective families.	Winter, 2014	Tech. specialist	Fall, 2013 <sup>3</sup> More traffic on our web site from prospective families. Saw higher rate of tours than last year.
<b>ACTION STEP 3</b> Research and implement an automatic phone parent notification system. (ex. Alert Now)	Fall, 2014	Tech specialist Office staff	Winter, 2015 <sup>5</sup> After research, the decision was made not to implement an automatic phone notification system due to cost. Parents rely on emails, web site, and Facebook.
<b>ACTION STEP 4</b> Establish a parent google docs website to keep important documents for parent use. Ex. Perm. Slips, calendars, fliers, etc.	Fall, 2014 Fall, 2015	Tech specialists Office staff	Spring, 2016 <sup>6</sup> Instead of Google Docs for our parents, more parent resources were added to our school website such as curriculum information. Forms, and information on teacher websites.





