



2017-2023

SCHOOL STRATEGIC PLAN — ST. JOHN PAUL II CATHOLIC PREPARATORY SCHOOL

(Objective 1) The St. John Paul II Catholic Preparatory School community provides a welcoming educational environment of respect for one another in a Christ-centered atmosphere.

(STRATEGY 1) Continue to build and foster strong and respectful relationships among our constituents.

	Timeline	Responsibility	Progress Report
(Action Step 1) Provide meaningful multicultural training and experiences to faculty, staff and administration.	Ongoing	Principal, Academy's Chief Academic Officer, Faculty	<i>When and what happened?</i>
(Action Step 2) Improve the frequency and effectiveness of communications to the parent/guardian community regarding our Christian Behavioral Expectations to bolster our welcoming environment.	2017-18	Dean of Students, Faculty	
(Action Step 3) Complete the review of “Top Twenty” and implement it or another program selected by the Academy to complement our Christian Behavior Expectations and other practices which are designed to curb hurtful behavior and increase tolerance and respectfulness with the goal of strengthening the intentionality of our practices and implementing expectations beyond the classroom to the whole campus.	2017-19	Academy's Chief Academic Officer, Principal, Chaplain, Dean of Students, Faculty	

(STRATEGY 2) Make our school's physical environment safe and welcoming.

	Timeline	Responsibility	Progress Report
(Action Step 1) Participate in a consultant-led process for updating classrooms using restricted funds from the Our Lady of Grace community.	Spring- Summer 2017	Principal, Consultant, Faculty, Family Representatives	<i>When and what happened?</i>

(Action Step 2) Develop online training for Right to Know and Biohazards, create a training schedule, and implement training for relevant employees.	2017-19	Parish maintenance manager, Academy's Technology Coordinator, Principal	
(Action Step 3) Develop a 3-5-year facilities plan of capital and technology projects for inclusion in the budgeting and development processes for the Academy and Holy Cross Parish.	Summer 2018	Principal, Holy Cross Pastor, Academy's Technology Coordinator, Faculty Technology Coordinator, Parish maintenance manager	
(Action Step 4) Develop a 3-year advancement plan; execute on that plan with appropriate assistance from the Principal; and refresh the plan on an ongoing basis so that it maintains a 3-year timeframe.	2017-23	Academy's Development Staff, Principal	

(Objective 2) The St. John Paul II Catholic Preparatory School community recognizes its primary responsibility to provide a quality education to each student, including a rich faith formation experience.

(STRATEGY 1) Review and map our curriculum to ensure that it provides a quality education and meets our Catholic mission, philosophy and goals.

	Timeline	Responsibility	Progress Report
(Action Step 1) Develop a written plan and process for curriculum review for implementation by school administration and faculty, which addresses all subject areas and considers	2017-18	Academy's Chief Academic Officer, Principal, Chaplain	<i>When and what happened?</i>

assessment data, teacher input, current research, and any changes in state and national standards.			
(Action Step 2) Complete the curriculum review in accordance with the written plan and process, studying the most current research and state and national standards in the curriculum area up for review; documenting outcomes and performance indicators as needed; and creating curriculum maps to reflect the teaching methods in use in the classrooms.	2019-23	Principal, Faculty, Academy's Chief Academic Officer	
(STRATEGY 2) Build on our religion curriculum's content and service components to enhance students' spiritual development.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Research and make a recommendation regarding the use of the National Catholic Education Association's ACRE Assessments (Assessment of Catholic Religious Education) to appropriate grade levels.	2018	Academy's Chief Academic Officer, Principal, Chaplain	<i>When and what happened?</i>
(Action Step 2) Provide professional development regarding best teaching practices to enhance religion instruction.	Ongoing	Academy's Chief Academic Officer, Principal, Chaplain, Faculty	
(Action Step 3) Expand the current social justice/service program by providing students with opportunities to engage more fully with the Northeast Minneapolis community and our sponsoring parish communities so that students experience the full impact of fulfilling their call to serve.	2019-23	Principal, Chaplain, Faculty	

(Objective 3) **The St. John Paul II Catholic Preparatory School community will instill in each student a desire to learn.**

(STRATEGY 1) Build on our English Language Learner (ELL) resources.

	Timeline	Responsibility	Progress Report
(Action Step 1) Offer professional development opportunities and experiences that use research-based strategies and materials to support ELL learners.	Ongoing	Academy's Chief Academic Officer, Principal, Faculty	<i>When and what happened?</i>
(Action Step 2) Explore the budget possibilities for adding an ELL learning specialist at the Academy level for increased support to classroom teachers.	2017-19	Academy's President, Principal	

(STRATEGY 2) Review the current assessment and grading systems and adjust as appropriate to promote the continuous intellectual, social and physical development of each student.

	Timeline	Responsibility	Progress Report
(Action Step 1) Implement standards-based grading system across all grade levels.	2019-21	Principal, Faculty	<i>When and what happened?</i>
(Action Step 2) As a part of the curriculum review process, implement appropriate assessment techniques and strategies to support successful student learning.	2019-23	Principal, Faculty	

(STRATEGY 3) Offer additional professional development opportunities and experiences that address diversity, technology integration, assessment strategies and interpretation, differentiated instruction and multi-age instructional best practices.

	Timeline	Responsibility	Progress Report
(Action Step 1) Design and implement a professional development model that supports the practice of reflection and professional learning by teachers to support successful student learning.	2017-18	Academy's Chief Academic Officer	<i>When and what happened?</i>

(Action Step 2) Create a school calendar that supports the implementation of the Academy's professional development model.	2018-23	Principal	
(Action Step 3) Ensure new teachers' familiarity of previous school-wide initiatives.	Ongoing	Principal, Faculty	
(STRATEGY 4) Dedicate additional time and effort to regularly review and discuss student data to better differentiate instruction, placing students in appropriate flexible learning groups.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Use professional development learnings to implement assessment strategies that will provide necessary data for differentiated learning.	2018-20	Faculty	<i>When and what happened?</i>
(Action Step 2) Review and use student data to adjust learning groups on a regular basis.	2018-23	Faculty	

(Objective 4) St. John Paul II Catholic Preparatory School engages students' families and the broader community to support its students' educational and spiritual development.			
(STRATEGY 1) Improve and enhance communications to our stakeholders and community.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Conduct an audit of all tools used to communicate with current and prospective families, alumni, parishioners and staff and evaluate how well each tool is working, using online analytics and other tools.	2017	Academy's Communication Director, Principal, Faculty Technology Coordinator	<i>When and what happened?</i>
(Action Step 2) Using the audit results and expert advice, continually refine and update the school website to create a better tool for communicating with parents and for creating a stronger and more effective presence in our community.	Ongoing	Academy's Communication Director	

(Action Step 3) Review other schools' periodic communications to their families and other constituents and recommend improvements to our communications, including classroom-specific communications.	2017-18	Academy's Communication Director	
(Action Step 4) Implement recommendations for improved communications.	2018-20	Academy's Communication Director, Principal, Faculty Technology Coordinator, Faculty	
(Action Step 5) Build our capacity to communicate in English and Spanish across all channels.	2018-23	Principal, Academy's Communication Director	
(STRATEGY 2) Engage stakeholder and community support.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Create a 3-year advancement plan to engage community support (time, talent and treasure); execute on that plan with appropriate assistance from the Principal; and refresh the plan on an ongoing basis so that it maintains a 3-year timeframe.	2017-23	Academy's Development Staff, Principal	<i>When and what happened?</i>
(Action Step 2) Create and communicate a volunteer engagement plan and calendar which encourages family participation and assistance at school events.	2017-18	Volunteer Coordinator, Principal	
(Action Step 3) Track and grow family participation in the school community.	2018-23	Volunteer Coordinator, Principal	

(STRATEGY 3) Increase student participation in community programs/competitions.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Research academic opportunities in the community (e.g., spelling bees, math leagues, etc.) and recommend options to consider that will boost student skills and school's visibility.	2018	Academy's Chief Academic Officer	<i>When and what happened?</i>
(Action Step 2) Include academic competitions in 3-year budget planning.	2018-19	Academy's President, Principal	
(Action Step 3) Offer additional academic competitions as part of educational program.	2019-23	Principal, Faculty	

(Objective 5) **St. John Paul II Catholic Preparatory School will develop the financial means and stability to continue to provide a quality Catholic education program for students at an affordable tuition rate.**

(STRATEGY 1) Build on our recent enrollment success.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Create a 3-year enrollment and marketing plan which delivers continued growth in our student population.	Summer 2017	Academy's Enrollment Officer	<i>When and what happened?</i>
(Action Step 2) Implement enrollment and marketing plan to meet or exceed identified enrollment goals, with appropriate assistance from the Principal and school staff.	2017-23	Academy's Enrollment Officer, Principal, Faculty	
(STRATEGY 2) Provide a longer timeline for financial plans.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Create and update annually a 3-year projected budget which (a) sets fundraising and	Ongoing	Academy's President, Canonical	<i>When and what happened?</i>

enrollment goals, (b) includes capital and technology projects, and (c) prioritizes: 1) Professional development, 2) Fair compensation and benefits, 3) Increases in tuition assistance to support targeted enrollment growth, and 4) Minimal or no tuition increases.		Representative, Principal	
(Action Step 2) Manage the annual budget, which prioritizes: 1) Professional development, 2) Fair compensation and benefits, 3) Increases in tuition assistance to support targeted enrollment growth, and 4) Minimal or no tuition increases.	Ongoing	Academy's President, Principal	
(Action Step 3) Engage parishes in Northeast Minneapolis in planning for and increasing support of our school through discussions with pastors and finance councils, with a goal to obtain 3-year commitments.	2017-23	Canonical Administrator, Chaplain, Principal	
(STRATEGY 3) Reengage the School Advisory Committee.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Pursue the continuance of the School Advisory Committee and expand their role in planning for the school's future.	Summer 2017	Principal	<i>When and what happened?</i>
(Action Step 2) Engage the School Advisory Committee, on a regular and ongoing basis, to foster the faith development and advancement of the school community by advising the Principal in planning for the school's future (marketing and other advancement activities, school policy, faith formation and educational programs, and financial planning).	2017-23	Principal, School Advisory Committee	