

MNSAA

SCHOOL IMPROVEMENT PLAN

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| <p>OBJECTIVE 1 Holy Cross Catholic School will continue to work to improve communication and cooperation with school families, staff, parishioners, alumni and those not currently in the Holy Cross School family.</p> | | | | |
| <p>STRATEGY 1 The Development Director and Communications Committee will develop a marketing plan aimed at the broader community. 2009-2010 The action steps in this strategy continue to be addressed as in past school years</p> | | | | |
| | <p>ACTION STEP 1 School Board Advisory Committee and School Board of Directors will review and approve the marketing plan.</p> | <p>TIMELINE 07-08</p> | <p>RESPONSIBILITY Advisory Cmty and Board of Directors</p> | <p>PROGRESS REPORT ²⁰⁰⁷⁻⁰⁸ A communications committee has not been formed as of May 2008. This action step will be revised to occur during the 2008-2009 school year. Obstacles to creating this committee are a lack of parent participation in volunteer activities and a need to enlist volunteers to assist in the school office because of reduction in force, which led to discontinuation of the part time secretarial position. The Development Director and Principal are making plans to improve volunteering. ²⁰⁰⁸⁻²⁰⁰⁹ The committee presented the plan to the Boards at their May meetings. It was approved.</p> |
| | <p>ACTION STEP 2 The committee will solicit appropriate school and parish groups to carryout the approved plan.</p> | <p>07-08 08-09</p> | <p>Volunteers</p> | <p>²⁰⁰⁷⁻⁰⁸ Revised to 08-09 The Development Director has given some of her past responsibilities to the Crusader Parent Organization so as to free up time for her to concentrate on the Communications Committee and the marketing plan. ²⁰⁰⁸⁻⁰⁹ A Communications Committee was formed consisting of the development director, school board members and parents. This committee created a plan for marketing to three groups; alumni, current parishioners and local communities. The plan calls for creating sub committees to carry out the proposal.</p> |

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| | ACTION STEP 3 The plan will include regularly scheduled verbal updates at Sunday Services. | 07-08 08-09 | Priests and representatives | ²⁰⁰⁷⁻⁰⁸ Revised to 08-09 See above ²⁰⁰⁸⁻²⁰⁰⁹ The three parish priests have regularly promoted school functions and activities at Sunday services as well as in their bulletins. |
| | ACTION STEP 4 The plan will include distributing fliers in the attendance area, to supporters and alumni. | 07-08 | Volunteers | ²⁰⁰⁷⁻⁰⁸ Fliers advertising Holy Cross School were distributed in the three parish communities during August and again in the spring. The fliers were also available at church functions. The fliers contain information about the mission and philosophy of our school as well as grade specific curriculum. The response to these fliers has been positive. |
| | ACTION STEP 5 The committee will establish a short-term and long range marketing plan. | 07-08 08-09 | Committee | ²⁰⁰⁷⁻⁰⁸ Revised to 08-09 See explanation in Action Step 2 ²⁰⁰⁸⁻²⁰⁰⁹ Short term plans include marketing to the local communities and current middle school families. The long range plans focus on alumni and current parishioners who are not currently school families. (see proposal) |
| STRATEGY 2 The Dev. Dir. and Advisory Committee will work to improve cooperation between the parishes and the school. ²⁰⁰⁹⁻²⁰¹⁰ The action steps in this strategy continue to be addressed as in past school years | | | | |
| | ACTION STEP 1 School signs will be erected on church grounds. | Timeline 07-08 | Responsibility Volunteers | Progress Report ²⁰⁰⁷⁻⁰⁸ Temporary signs were erected at each parish. A permanent sign including school information was installed at St. Nicholas parish. The Advisory board is currently working on updating all signage. ²⁰⁰⁸⁻²⁰⁰⁹ Signs are being made for the Veseli and Lonsdale churches. |
| | ACTION STEP 2 A picture of the school building will be included on the front of church bulletins. | 07-08 | Development Director | ²⁰⁰⁷⁻⁰⁸ The parishes will begin to include a school picture when their supply of paper for the current layout is depleted. ²⁰⁰⁸⁻²⁰⁰⁹ A drawing of the school is now included on all three church bulletins. |

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| | <p>ACTION STEP 3 Specific strategies will be created to enhance relationship between Religious Education and school students and staff.</p> | 07-08 | School Staff | <p>²⁰⁰⁷⁻⁰⁸ Religious Ed teachers and school teachers shared communication throughout the year. They participated in scavenger hunts, contests to learn prayers and other fun activities. The Religious Ed and school teachers collaborated on presenting The Safety Fair this winter. Discussion has begun to plan for early school year meetings between staff and Rel. Ed teachers to socialize and share teaching ideas.</p> |
| | <p>ACTION STEP 4 Plans will be made to promote the use of school facilities by the three parishes.</p> | 09-10 | Priests, development director, principal | <p>²⁰⁰⁹⁻²⁰¹⁰ In addition to using the building for Religious Education the parishes have used it for Family Retreats, All Saints Day Celebration, Mom's Club meetings and RCIA. Promotion of the use of the building is included in the resources distributed to families as part of the campaign to pay off the mortgage.</p> |
| <p>STRATEGY 3 Board of Directors will improve communication with parishes and school families regarding finance communication. ²⁰⁰⁹⁻²⁰¹⁰ The action steps in this strategy continue to be addressed as in past school years</p> | | | | |
| | <p>ACTION STEP 1 An annual presentation will be made to parish councils.</p> | <p>Timeline 07-08</p> | <p>Responsibility Board of Directors</p> | <p>Progress Report ²⁰⁰⁷⁻⁰⁸ During Feb. and Mar. the Finance Committee of the Board of Directors presented a financial update to each of the three parishes. The presentation provided information about the budget changes over the past two years. Comparisons to neighboring schools were also included. The parish councils were asked to contribute ideas and suggestions for increasing income and enrollment. A productive discussion and a time for questions followed each of these presentations.</p> |
| | <p>ACTION STEP 2 An annual presentation will be made to school families.</p> | 07-08 | Board of Directors | <p>²⁰⁰⁷⁻⁰⁸ A parent meeting was held in the spring of 2007. Attendance was extremely disappointing. Much time was invested in promoting and staffing this event and the results were negligible. For this reason the Board of Directors decided that a written update would be a better means of communication at this time. A summary of the presentation given to the parish councils was included</p> |

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| | | | | with the weekly newsletter. |
| | ACTION STEP 3 Plans will be created and executed for regular printed financial updates to parishes and school families. | 07-08 | Board of Directors and Office Staff | ²⁰⁰⁷⁻⁰⁸ School families and parishioners were presented a written summary of the financial standing of the school budget in April. The timing of this update will be changed to fall in 2008 and will continue to be an annual fall event. |
| | STRATEGY 4 The Principal, Development Director and school parents will work with The Advancement Counsel to secure sustainable support for Holy Cross Catholic School. | | | |
| | ACTION STEP 1 Current revenue streams will be evaluated and reconfigured based on maximizing potential and minimizing time commitment. | 10-11 | Principal and Development Director | |
| | ACTION STEP 2 Current volunteer and leadership opportunities will be evaluated and reworked so as to incorporate a broader base of parishioner and community support. | 10-11 | Principal and Development Director | |
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OBJECTIVE 2 Holy Cross Catholic School will continue to improve use of all features of the school building and grounds.

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| | STRATEGY 1 The Custodial staff and the Building and Maintenance committee, established by the LNMV Board, will meet on a regular basis. ²⁰⁰⁹⁻²⁰¹⁰ The action steps in this strategy continue to be addressed as in past school years | | | |
| | ACTION STEP 1 The committee will create a written scheduled maintenance routine. | TIMELINE 07-08 | RESPONSIBILITY Custodian and Committee | PROGRESS REPORT ²⁰⁰⁷⁻⁰⁸ The LNMV Board established a maintenance committee to oversee repairs of the school building. The three member group is currently working with the maintenance director to guarantee proper upkeep of the building and grounds. The Board of Directors approved hiring a part time maintenance director. His duties include creating a schedule of maintenance activities and a monthly inspection of the building. |

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| | ACTION STEP 2 The committee will determine future development needs, and prioritize them. | 07-08 | Committee | ²⁰⁰⁷⁻⁰⁸ The Maintenance director is currently compiling a list of future development needs and repair projections. Upon completion, this document will be presented to the maintenance committee for approval. ²⁰⁰⁸⁻²⁰⁰⁹ Approved |
| STRATEGY 2 The Principal and staff will develop a plan for organizing, cataloging and improving the school library. | | | | |
| | ACTION STEP 1 A committee will be formed comprised of the principal and staff members. | Timeline 07-08 | Responsibility Principal and staff | Progress Report ²⁰⁰⁷⁻⁰⁸ A committee has been formed to oversee the improvement of the library. It consists of the principal and 3 teachers. They will work over the summer to set an agenda for improvement. |
| | ACTION STEP 2 A schedule will be created for completion of bar-coding resources. | 07-08 | Committee | ²⁰⁰⁷⁻⁰⁸ A professor and 4 students from the College of St. Catherine volunteered their time to work on the school library. They established a sorting and weeding procedure for organize our collection. They also rearranged the space and suggested a routine for cataloging and upkeep of the library. The school committee will work on bar-coding during the summer of 08. The development director is seeking grant money to hire a part time librarian. ²⁰⁰⁸⁻²⁰⁰⁹ The school library is completely cataloged electronically. Students and staff are utilizing this software. |
| | ACTION STEP 3 Plan for purchasing and implementing electronic card catalogues will be developed. | 07-08 | Committee | ²⁰⁰⁷⁻⁰⁸ The committee will work on this over the summer of 08. Over half of the library is currently entered into the electronic catalog. Work continues on the remainder of the collection. |
| | ACTION STEP 4 The committee will prioritize future purchasing decisions. | 07-08 | Committee | ²⁰⁰⁷⁻⁰⁸ The committee will work on this over the summer of 08. ²⁰⁰⁸⁻²⁰⁰⁹ Purchasing non-fiction books continues to be the directive from staff. |

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| STRATEGY 3 The School personnel will promote use of the building and grounds to local community functions. | | | | |
| ACTION STEP 1 A plan will be created and approved to promote the use of buildings and grounds. | 09-10 | Development Director/ School Board | 2009-2010 A procedure is in place to allow outside groups to use the building. The school was used by community members for a variety of functions during the year such as: Community Ed. Classes, family parties, Lions club scrapbooking retreat, softball/baseball games and 4H events. | |
| ACTION STEP 2 The school website will be updated to include information for renting/ using school facilities. | 09-10 | Development Director | 2009-2010 The website now includes a calendar of the school's availability for rental, information about the procedure for rental and contact information for those interested in using the facility. | |
| ACTION STEP 3 Committees will proceed on the formation of school wide reunions, special events and alumni programs. | 10-11 | Development Director, Alumni Committee and Communications Committee | | |
| ACTION STEP 4 Programs will be created to enhance business and community involvement. | 11-12 | School Boards, Principal, Dev. Director, Committees | | |

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| OBJECTIVE 3 Holy Cross Catholic School will address issues of financial viability in order to continue providing quality educational services to students. | | | | |
| STRATEGY 1 The School Board of Director will create a plan for a budget cycle. | | | | |
| ACTION STEP 1 Finance Committee will compile information from recent years. | TIMELINE 07-08 | RESPONSIBILITY Principal, Finance Com. | PROGRESS REPORT 2007-08 Information is now available for three complete school years in the new building. This will enable the | |

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| | | | and Office Manager | committee to correctly project future needs and adjust spending and income. |
| | ACTION STEP 2 A sub-committee will research “best methods” for non-profit budgeting practices at comparable schools. | <u>07-08</u> <u>08-09</u> | Committee | ²⁰⁰⁷⁻⁰⁸ This action step has been revised to 08-09. A sub-committee has not been formed. The Board of Directors will address this goal during summer meetings. The subcommittee has been formed and is meeting in early October to begin work on this strategy. ²⁰⁰⁸⁻²⁰⁰⁹ The Finance Committee created a long range budget plan and presented it to the Board of Directors for approval in November 2008. It contains goals for current needs as well as long term financial planning. |
| | ACTION STEP 3 School Board of Directors will create and execute the plan. | <u>07-08</u> <u>08-09</u> | Board of Directors | ²⁰⁰⁷⁻⁰⁸ The board has not created a budget cycle plan yet. This action step is revised to 08-09. ²⁰⁰⁸⁻²⁰⁰⁹ The Board of Directors is currently operating under the plan referenced above. |
| STRATEGY 2 Holy Cross Catholic School Principal and Development Director will form a committee, comprised of current parents, parishioners and alumni to address maximizing enrollment at HCCS. | | | | |
| | ACTION STEP 1 The committee will research other schools for best practices. | Timeline 08-09 | Responsibility Committee | Progress Report ²⁰⁰⁸⁻²⁰⁰⁹ As part of the Marketing Plan created by the communications committee, a sub-committee will be created by August of 2009 with the mission to improve enrollment. |
| | ACTION STEP 2 The committee will establish a plan to improve enrollment. | 08-09 | Committee | ²⁰⁰⁸⁻²⁰⁰⁹ The committee has not yet been formed, but has been commissioned by the Board of Directors. They will meet beginning in August. ²⁰⁰⁹⁻²⁰¹⁰ The committee was formed and created a Communication/Marketing Plan that targets current families and the broader community as well as alumni. |
| | ACTION STEP 3 School Board of Directors will review and approve the plan. | 08-09 | Board of Directors | ²⁰⁰⁸⁻²⁰⁰⁹ The Board has approved the Marketing plan which oversees this committee. The Board seeks to review a plan from the sub-committee in the fall of 2009. |
| STRATEGY 3 After completion of the second Capital Campaign, the Development Director will begin implementing an Annual Capital Campaign. | | | | |

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| | ACTION STEP 1 A committee of parents, staff and community members will be formed. | Timeline Spring 2010 | Responsibility Committee | Progress Report ²⁰⁰⁹⁻²⁰¹⁰ The three parishes are in the midst of implementing a Major Gift initiative and a third capital campaign. Therefore this action step has been postponed indefinitely. |
| | ACTION STEP 2 The committee will create and execute the capital campaign. | Spring 2010 | Committee | ²⁰⁰⁹⁻²⁰¹⁰ The three parishes are in the midst of implementing a Major Gift initiative and a third capital campaign. Therefore this action step has been postponed indefinitely. |

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| OBJECTIVE 4 Holy Cross Catholic School will continue to provide quality educational opportunities, which allow all students to reach their full potential. | | | | |
| STRATEGY 1 Holy Cross School principal, staff, and parents will form a committee to research the possibility of adding a program for Gifted and Talented Services | | | | |
| | ACTION STEP 1 The committee will research possible funding sources | TIMELINE 08-09 | RESPONSIBILITY Committee | PROGRESS REPORT ²⁰⁰⁸⁻²⁰⁰⁹ The committee has researched funding sources and is using the information as it formulates a final plan for presentation to the School Board. |
| | ACTION STEP 2 The committee will research programs to fit the needs of students at Holy Cross School | 08-09 | Committee | ²⁰⁰⁸⁻²⁰⁰⁹ The committee, comprised of parents and staff, met numerous times this year to create a proposal to present to the board. They surveyed the surrounding Catholic Schools for input and sent a questionnaire to students and teachers. They are not yet prepared to present a proposal to the School Board. They plan to proceed with their meetings with a goal of presenting the plan in October. |
| | ACTION STEP 3 School Board of Directors will review and approve the plan. | 08-09 10-11 | Board of Directors | ²⁰⁰⁸⁻²⁰⁰⁹ The Board will review and approve the plan in the fall of 2009. ²⁰⁰⁹⁻²⁰¹⁰ The committee has experienced some difficulty in coming to agreement. They were unable to construct a plan this year. They will proceed to work on it during the 2010-2011 year. |

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| STRATEGY 2 The Holy Cross School principal and staff committee will create a professional staff development plan. | | | | |
| ACTION STEP 1 Staff will complete curriculum mapping for use by the committee. | Timeline 07-08 | Responsibility Staff | Progress Report 2007-08 Further progress was made on curriculum mapping during the 2007-2008 year. Not all maps are complete. New social studies materials are being purchased this summer. Curriculum maps will be updated as needed. | |
| ACTION STEP 2 The committee will gather historical information about staff development opportunities. | 07-08 | Committee | 2007-08 A staff survey was completed to gather historical information. The survey also allowed staff to indicate their interest in a number of choices for future staff development topics and format options. | |
| ACTION STEP 3 The committee will develop a four-year plan for staff development using the curriculum review cycle as a guide. The plan will include use of Best Practices in Instructional Strategies. | 08-09 | Committee | 2008-2009 The staff development committee created a four year plan for staff development. The committee used a staff survey to assist in choosing topics and in-service formats. Attention was also given to the curriculum review cycle. | |
| ACTION STEP 4 School Board of Directors will review and approve the plan. | April 09 | Board of Directors | 2008-2009 The plan was presented to the School Advisory Board and the Board of Directors for approval in February. | |
| STRATEGY 3 Holy Cross School principal, staff and parents will form a committee to determine the feasibility of enhancing the Fine Arts program. | | | | |
| ACTION STEP 1 The committee will determine the possibility of starting a band program | Timeline 09-10 | Responsibility Committee | Progress Report 2008-2009 An opportunity arose to begin band lessons this year. The School Board agreed to act on this opportunity and lessons began in January. The program will continue through the summer and into next school year. 2009-2010 The school band continues to flourish. Student involvement increased by 100% The students performed at the NCEA convention in April. | |
| ACTION STEP 2 The committee will determine the possibility of starting a performing choir program | 09-10 10-11 | Committee | 2009-2010 Given the difficulty surrounding the Gifted Talented programming, work on Drama and Performing Choir was also postponed. | |

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| | ACTION STEP 3 The committee will determine the possibility of starting a drama program | 09-10 10-11 | Committee | 2009-2010 Given the difficulty surrounding the Gifted Talented programming, work on Drama and Performing Choir was also postponed. |
| | ACTION STEP 4 School Board of Directors will review and approve the plan. | 09-10 10-11 | Board of Directors | 2009-2010 Given the difficulty surrounding the Gifted Talented programming, work on Drama and Performing Choir was also postponed. |
| | STRATEGY 4 Holy Cross School principal and staff committee will apply Best Practice Research principles to curriculum and instructional practices. | | | |
| | ACTION STEP 1 The committee will research best practices and propose implementation of a school-wide assessment philosophy. | Timeline 08-09 | Responsibility Principal/Staff | 2008-2009 The principal and staff have moved to implement school wide formative assessment in formal and informal situations. A decision was made to purchase NWEA testing devices for the 2009-2010 school year. Initially grades 3, 5 and 7 will be assessed with the goal being to include all grades within three years. |
| | ACTION STEP 2 Committee will establish a time line for adoption of McRel Standards into written curriculum, which will include subject area philosophies. | 08-09 | Principal/Staff | 2008-2009 McRel Standards are included in all major subject areas. Subject area philosophies will be written during the 2009-2010 school year. |
| | ACTION STEP 3 Staff members will receive training in using SMART boards in a variety of curriculum areas | 10-11 | Principal/Staff | |
| | ACTION STEP 4 Staff will receive training in the best practices for science instruction. | 10-11 | Principal/Staff | |
| | ACTION STEP 5 A study will be conducted to research opportunities to improve the middle school with the goal of increasing retention of students. | 11-12 | School Boards/Principal Staff | |
| | STRATEGY 5 Holy Cross School principal and staff will strive for academic excellence for all students. | | | |
| | ACTION STEP 1 Selected grades will participate in formative assessment using <i>Learnia</i> on-line testing. Results will impact instructional choices in the classroom. Teachers will use results to improve | Timeline 08-09 | Responsibility Principal/Staff | 2008-2009 Grade 3, 5 and 7 completed the <i>Learnia</i> Assessments. Classroom teachers used the results to improve instruction in math and reading. Achievement was noted in all three grades. Improvement ranged from 5-20%. Next year we will switch to the NWEA Map |

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| | instruction and achievement. | | | testing. |
| | ACTION STEP 2 Students in grades 2 and higher will participate in formative assessment using <i>Learnia</i> NWEA-MAP on-line testing. Results will impact instructional choices in the classroom. Teachers will use results to improve instruction and achievement. | 09-10 10-11 | Principal/Staff | 2008-2009 This action step is revised to 10-11 because of the decision to switch to NWEA testing. We will need one year of testing a smaller population before beginning to test all grades. |
| | ACTION STEP 3 Staff members will participate in training opportunities that will assist them in differentiating instruction. | 08-09 | Principal/Staff | 2008-2009 Staff development opportunities were presented on the topics of Autism Spectrum disorder and utilizing assessment information to differentiate instruction. |
| | ACTION STEP 4 Response to Intervention measures in reading will be taken three times a year for grades K-5. Teachers will use the results to provide extra tutoring, improve instruction and advance achievement. | 08-09 | Principal/Staff | 2008-2009 The Reading Specialist measured student progress in the fall, winter and spring. The information was shared with classroom teachers. Students in grades K-3 who demonstrated need, received intervention and more frequent measures of progress. An intervention course was offered to struggling 4-6 graders. The course ran for six weeks. |
| | ACTION STEP 5 Reconfiguration of math class offerings will be formed to prepare students for the Algebra requirements in high school. | 09-10 | Principal/Staff | 2009-2010 Students in sixth and seventh grade participated in math classes that will prepare them to complete the eighth grade Algebra requirement necessary to move into the high school math track. Select students in eighth grade participated in an advanced Algebra class. |
| | ACTION STEP 6 Teachers will use information from NWEA Map testing and DIBELS measures to modify instruction to meet the specific learning needs of students in the area of reading and math. | 10-11 | Principal/Staff | |
| | ACTION STEP 7 Math classes will be reconfigured to allow for advanced eighth grade students to complete a Geometry course. | 10-11 | Principal/middle school staff | |

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| STRATEGY 6 Holy Cross School principal and staff will work to improve student achievement as represented by RIT scores on NWEA Map math and reading tests. | | | | |
| ACTION STEP 1 Teachers will receive NWEA training to use the testing information for improved instruction. | 10-11 | Principal/teachers | | |
| ACTION STEP 2 Teachers will use information from the fall Map tests to better meet the learning needs of students in the area of mathematics. | 11-12 | Teachers/aides/ principal | | |
| ACTION STEP 3 Teachers will use information from the fall Map tests to better meet the learning needs of students in the area of reading. | 11-12 | Teachers/aides/ principal | | |

OBJECTIVE 5 Holy Cross Catholic School will continue to improve and develop its identity as the religious educator of present and future generations of Catholics in the three-parish area.

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| STRATEGY 1 The principal, staff and parishioners will form a committee to develop a plan to nurture opportunities for student and staff to demonstrate their faith within the school and parish communities. ²⁰⁰⁹⁻²⁰¹⁰ The action steps in this strategy continue to be addressed as in past school years | | | | |
| ACTION STEP 1 The plan will include opportunities for students to participate in parish Mass and sacramental celebrations on a regular basis. | TIMELINE Fall 07 | RESPONSIBILITY Principal, staff, volunteers | PROGRESS REPORT ²⁰⁰⁷⁻⁰⁸ The weekly school mass was relocated three times this year. One visit occurred at each of the three parishes. Plans are to increase those opportunities next year to a once a month parish masses, rotating parishes. ²⁰⁰⁸⁻²⁰⁰⁹ School masses were held twice at each parish this year. | |
| ACTION STEP 2 The plan will include opportunities for staff faith formation. Evaluation of these events will be included in the proposal. | 07-08 | Principal, staff, volunteers | ²⁰⁰⁷⁻⁰⁸ A staff retreat was held during fall workshop. The facilitator was Fr. Haugan, our canonical administrator. Staff completed an evaluation of the retreat as a concluding exercise. ²⁰⁰⁹⁻²⁰¹⁰ Staff participated in a “Saint Study” by reading about the life of Padre Pio and participating in a group discussion. | |

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| | ACTION STEP 3 The plan will include opportunities for student on-site or off site retreats. | 07-08 | Principal, staff, volunteers | ²⁰⁰⁷⁻⁰⁸ Eighth graders, their teachers and two priests participated in an off site retreat in May. The group spent one night at a state campground. The retreat included academic and faith building opportunities. |
| STRATEGY 2 Holy Cross School staff will organize and improve social justice practices and instruction based on Catholic social teaching. ²⁰⁰⁹⁻²⁰¹⁰ The action steps in this strategy continue to be addressed as in past school years | | | | |
| | ACTION STEP 1 Using the criteria set forth in the strategy, staff will increase the opportunities for social justice involvement in the neighboring communities. | Timeline 08-09 | Responsibility Staff | Progress Report ²⁰⁰⁸⁻²⁰⁰⁹ Students increased their involvement in social justice opportunities in the communities. Students raised money for the poor, visited nursing home residents, wrote letters and sent items to the soldiers, made blankets and created Valentines for hospitalized children and cleaned local churches. Eighth graders wrote letters to their legislators. These activities were in addition to the social justice activities the school annually performs. |
| | ACTION STEP 2 Staff will provide for age appropriate instructional opportunities to improve the social consciousness of students, staff and parishioners. | 08-09 | Staff | ²⁰⁰⁸⁻²⁰⁰⁹ The school's increased involvement in social justice activities allowed an opportunity to instruct students and inform parishioners of the call to social justice. |
| | ACTION STEP 3 Staff will receive training in the use of new religion curriculum materials and align those materials with the Archdiocesan Religion Standards. | 09-10 | Staff/ Principal | ²⁰⁰⁹⁻²⁰¹⁰ The staff members who teach religion participated in in-service training on the use of religion materials. They also received training and implemented the Archdiocesan Respect Life curriculum materials. Current materials are aligned with Archdiocesan Standards. |
| | ACTION STEP 4 Staff will receive training in Character Development and Anti-bullying behavior. | 09-10 | Staff/ Principal | ²⁰⁰⁹⁻²⁰¹⁰ All teaching staff attended Character Development training presented by Steven Kahn. All teaching staff attended NCEA workshops on Anti bullying. The result of these educational opportunities is an increased use of common goals and language by the staff when dealing with issues of bullying and character development. |

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| | ACTION STEP 5 Students will participate in a Service Marathon for Non Public Education. | 10-11 | Development Director | |
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