



St. Michael Catholic School
Strategic Plan 2014-2017



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Introduction: Vision, Mission, Timeframe

Philosophy

Excellence in the education of the whole person is a major part of our Catholic heritage. Recognizing the values of the past and the challenges of the future, St. Michael Catholic School combines a history of effective education continuing program planning, evaluation and development.

Parents, staff, teachers and students participate together in a vibrant faith-centered community in which young people are formed in Jesus Christ and sent in His name to meet demanding challenges of tomorrow.

Mission

St. Michael Catholic School is dedicated to integrating faith and knowledge in the rich tradition of Catholic education. As an extension of the family, we exist to serve the young people in our care. The school is committed to the development of the whole person; challenging the growth of mind, body and spirit. We exist for those who truly value a uniquely Catholic elementary school. For these reasons, the entire curriculum and school program is designed to promote the dignity and development of the person in all aspects and in the light of truth. Learning will bear fruit in a context of Christ's love for us and our love of one another. Our focus will be on human dignity and the uniqueness of every person, each a valued gift from God.

The school will provide a balance between spiritual growth, academic excellence and full participation in activities within a program directed at the growth of the whole person. Not only will students be expected to demonstrate academic competence, they will equally be challenged to deal with personal strengths and weaknesses as well as critical questions regarding their actions, behavior, relations with one another, and their relationship with God.

Timeline

This strategic plan addresses a three-year time period, a practical horizon as we initiate new programs, strengthen existing ones, and utilize new facilities.



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I. Catholic Identity					
		2014-2015	2015-2016	2016-2017	
A	Catholic Core	Year 1	Year 2	Year 3	Ongoing
I	Integrate the church's Catholic social teachings across all curricular areas				
II	Increase the active involvement of parents in the faith life of their parish, the broader faith community and the faith formation of their children.				
III	Expand opportunities to integrate themes of both the universal and local church				
IV	Promote Catholic service activities for the entire school community				
B	Sustainability				
I	Implement strategies to increase vocation awareness and religious vocations.				
II	Implement the human sexuality curriculum.				
III	Explore the use of the Information For Growth (IFG assessment) as a benchmark for teachers.				
IV	Explore the use of the Assessment of Catechesis and Religious Education (ACRE) as a benchmark for students.)				
V	Encourage participation by all students in sacramental celebrations.				
VI	Promote and monitor religion certification for teachers as required by the Texas Catholic Conference of Education Department. (TCCED)				



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II. Excellence in Education					
		2014-15	2015-16	2016-17	
A.	Professional Development, Recruitment and Rentention	Year 1	Year 2	Year 3	Ongoing
I	Continue to provide opportunities for teachers to attend workshops and trainings.				
II	Continue to implement teaching best practices to support the intellectual, scholastic, behavioral and social needs of diverse learners.				
III	Continue to support teachers & staff who want to pursue advanced degrees.				
IV	Continue to encourage participation in professional organizations.				
B.	Student Achievement				
I	Continue to use strategies to examine data from diagnostic assessments, inclusive of both formative and summative evaluations, and determine scholastic trends and needs.				
II	Continue to implement a variety of assessments to track student learning and growth.				
C.	Curriculum				
I	Continue to develop and implement vertical alignment in Math at all grade levels				
II	Develop comprehensive ongoing math assessments at each grade level, incorporating higher order critical thinking skills.				
III	Continue to develop and implement vertical alignment in Reading at all grade levels.				
IV	Implement standardized grade level assessments of Reading, including DRA, etc. at all grade levels.				
V	Continue to develop and implement vertical alignment in Writing at all grade levels.				
VI	Develop specific writing expectations of students at each grade level.				
VII	Implement Writing Workshop for all students.				
VIII	Develop vertical alignment in Science and Social Studies.				
IX	Continue to integrate technology in all classrooms				
X	Integrate the teaching of specific study skills at all levels				
D.	Extracurricular Activities				
I	Continue to strengthen after school Sports Program				
II	Continue to improve communication regarding Sports Programs				

	<i>Excellence in Education, continued</i>				
III	Encourage increased participation of students in school sports				
IV	Continue to provide opportunities for students to showcase gifts in performing arts, speech, choir, art, robotics, etc.				



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III. Leadership, Governance & Communication					
		2014-15	2015-16	2016-17	
A	Leadership	Year 1	Year 2	Year 3	Ongoing
	Long-Term Sustainability				
I	Expand and enhance professional development training and advanced degrees for principals and teachers in areas such as curriculum development, supervision, finance, legal issues, etc.				
II	Identify and promote the development of potential spiritual educational leaders within our school.				
III	Attract and retain quality personnel for long-term sustainability of the school.				
B	Governance				
	Active Engagement				
I	Expand and enhance training of board members through practical workshops				
II	Identify and promote the development of potential commission members within our community.				
	Guidance				
II	Identify and promote strategies to ensure effective collaboration between the School Commission and Parish Council.				
C	Communication				
I	Develop and implement a comprehensive conduct code for parents, students, and school faculty and staff based on mutual respect and Catholic values.				
II	Continue to enhance communication between the school and parents.				
III	Identify and promote strategies to ensure effective collaboration between school community and parish				



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IV. Enrollment and Marketing					
		2014-2015	2015-2016	2016-2017	
A.	Enrollment	Year 1	Year 2	Year 3	Ongoing
	Growth Strategies				
I					
II	Develop and implement strategies to maintain 100% student enrollment.				
III	Promote improved school performance to existing students and families.				
IV	Promote the improved school performance to prospective students and families.				
V	Retain SMCS students who embrace our vision and mission.				
VI	Fill SMCS openings with students who want a Catholic-oriented education.				
VII	Continue to actively promote the parish-school relationship.				
VIII	Utilize outstanding communication practices within and among our parish-school community.				
B.	Marketing				
I	Enhance strategies to effectively use digital-media to reach current parents and alumni.				
II	Promote our local branding and continue the use of the Archdiocesan and Catholic School logo.				
III	Continue to promote the school and display school projects/activities and achievements to parish community.				
IV	Continue to market and engage alumni in school development and activities.				
V	Increase promotion via social media and direct mail.				



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V. Facilities					
		2014-15	2015-16	2016-17	
		Year 1	Year 2	Year 3	Ongoing
A	Standards				
I	Promote and maintain a welcoming, safe and healthy environment.				
II	Establish and implement safety procedures and training for maintenance personnel.				
III	Maintain custodial schedules for proper maintenance of school building, grounds, and athletic facilities.				
IV	Maintain high quality athletic facilities.				
B	Inspections				
I	Implement the plan to perform inspection of school building, grounds, and athletic facilities. preventive purposes.				
II	Periodic review of all vendors and contractors to ensure performance standard and competitive pricing.				



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VII. Temporal Vitality		2014-15	2015-16	2016-17	
		Year 1	Year 2	Year 3	Ongoing
A	Funding Model				
I	Continue to research successful alternative fundraising efforts.				
II	Continue to meet or exceed 85% of local ISD salary scales as identified by the Archdiocesan School Office.				
IV	Annual review of tuition rates compared to cost to educate each child.				
V	Continue to promote specific fundraising efforts including Annual Fund, Booster Club and Gala/Fundraising events.				
VI	Continue to develop and implement endowment fundraising efforts for teacher and scholarship endowments.				
VII	Continue to promote growth of endowment as a priority.				

Father Thomas M. Cemon opened the school on September 7, 1954, with 190 students in 7 classes; two first grade and one class each for second through sixth grades. The Sisters of Loretto who came from Nerinx, Kentucky to staff it that first year were Sr. Catherine Albert Grawer, who was principal and also taught sixth grade, Sr. Sarah Maureen Concannon, Sr. Michael Marie Connolly and Sr. John Ellen Plumb. Two lay teachers completed the faculty.

Two years later a new wing of the school was opened to accommodate 14 classes and 485 students. On May 26, 1956 the first class of eighth graders graduated. The Annals of the school report that “the boys and girls wore maroon caps and gowns and looked very nice. Naturally they are all hesitant about leaving St. Michael for high school.”

In the fall of 1957, Sr. Catherine Albert became “a free principal” (she no longer taught a class herself) with a staff of 13 teachers, 5 of whom were Sisters of Loretto. The Annals of that year include Forty Hours devotions, School Association meetings, a new remedial reading program, intramurals during P.E. classes, a piano recital by Sr. Dorothy Mary’s students and the note that February 19 was a “Holiday for Fat Stock Show,” not a very penitential way to start the Lenten Season, but very pleasant nevertheless.

Sr. Mary Elsie Monsimer became principal of the school in the fall of 1960, the fifth through the eighth grades were separated into classes of boys and girls and the “rainy day dismissal” program began. In March word was received from the State that St. Michael School had been approved for accreditation.

On May 24, 1962, “a simple” graduation ceremony took place after the 8:15 Mass. The younger children did not remain for the ceremony of graduation. After the ceremony the eighth graders were honored at a breakfast...because this was the first class to go through the entire eight years of grammar school at St. Michael. The class presented the school with a dictionary and stand. They gave the sisters a beautiful Dali painting of Christ on the Cross.

Since that time there have been hundreds of students who spent their kindergarten through eighth grade years at St. Michael School. Sr. Jane Wilcox (who originally used her name in religion, Sr. John Joseph) presided over the school from 1966 until 1981. Despite the tremendous changes taking place in the church during those years, the school continued to thrive. It was highly regarded in the city and its graduates continued to distinguish themselves in the high schools. The steady growth resulted in plant additions that include a science lab, library/media center, gymnasium, clinic and faculty lounge. Parents began to initiate and carry out enrichment activities in the school. An art program was begun and the read-a-story and Junior Great Books programs were introduced through the efforts of these parents. The Parents Lending Useful Support (PLUS) group was born and the Parish School Commission of the Pastoral Council began.

Sr. Denise Ann Clifford came in the fall of 1981. Under her leadership, the school operated with an all-lay faculty and staff. Sr. Denise Ann further strengthened the academic program and, under her leadership, the school grew and prospered. When she left in 1995, Mr. Dean Karns assumed the role of principal until 1998. Mr Stephen Parsons served as principal from 1998 until his retirement in 2009. Mr. Parsons focused on the Catholic Identity component of St. Michael Catholic School and on the adjustment of the salary scale to a just level. Ms. Chris Skowronek currently serves as St. Michael Catholic School principal.

St. Michael Catholic School has been and continues to be a vital part of the parish. The students are encouraged to be involved in parish life through liturgical service, scout activities and church-sponsored athletic programs. The parents serve as members on various parish boards and committees, actively participate in the sacramental preparation of their children and coordinate numerous volunteer projects within the school. The entire parish has generously supported the annual school development campaign. The school certainly would not exist without the sustenance of the parish and the parish would be decidedly poorer without the school. They are truly part of the same whole.