

*plan established 04/2019

(OBJECTIVE 1) DMCS will meet the needs of each student				
(Strategy 1) Explore, evaluate, and implement educational opportunities that meet the needs of diverse learners.				
		Timeline	Responsibility	Progress Report
●	(Action Step 1) Form a task force to explore options for meeting the needs of diverse learners.	School Year 2018-19	Principal	2018-19 Exceptional Learners Taskforce formed. Training attended through CSCOE. Accelerated Learners Task Force formed. Training attended in summer.
●	(Action Step 2) Research current trends (ie. STEM, Spanish) and delve into NWEA data to determine needed programming.	School Year 2018-19 and 2019-20	Principal, Task Force	2019-2020 NWEA data being dissected as part of vertical team meetings to identify areas of need.
●	(Action Step 3) Define recommended programming and provide cost estimates.	School Year 2019-20	Principal, Task Force	2019-2020 Through NWEA analysis, STEM, Language Arts, Math enrichment identified as areas of focus. Development of Makerspace, Increased resource teacher time, STEM training, and new Language Arts series as recommended programming.
●	(Action Step 4) Determine source and amount of funding.	Spring 2020	Principal, Office Manager, Parish Leadership	2019-2020 STEM makerspace lab developed through a grant with CSCOE. Lab being stocked with materials through the work of a STEM education task force. Budgetary considerations for Resource Teacher time as part of the budgeting process. She will work on Math enrichment programming. We also did all staff training on enrichment in the regular classroom and test-ran materials. Due to Covid-19 budget constraints, some funds dedicated to materials will have to push out one more year. Looking at budget for new ELA resources.
●	(Action Step 5) Write staff development plan focused on desired programming.	Spring/Summer 2020 Spring/Summer 2021	Principal, Task Force	2019-2020 Depending on how the Fall of 2020 looks, we will have to adjust this timeline one more year. Might have to focus training on tech and distance learning.

(Strategy 2) Devise protocol used to address student learning needs.				
		Timeline	Responsibility	Progress Report
●	(Action Step 2) Define areas needing protocol (ie. Qualifying for Resource support or Enrichment [gifted and talented], using NWEA data, etc.)	Winter 2018-19	Principal, Task Force	2018-19 Determination made to draft protocol for Exceptional Learners as a Level of Service Model. Protocol also needed for a Student Support Team approach to addressing student need.
●	(Action Step 3) Write protocol	Winter 2018-19	Principal, Task Force	2018-19 Resource protocol developed. Exceptional Learner Protocol developed and put out for review by teachers, staff and SAC.
●	(Action Step 3) Outline process for referral, etc.	Spring 2018-19	Principal, Task Force	2018-19 Student Support Team vision developed for a comprehensive process of referral for all student needs. 2019-2020 SST process initiated.
●	(Action Step 4) Develop forms needed to request and track process	Spring 2018-19	Principal, Task Force	2019-2020 Forms developed and deployed for the 2019-2020 school year.
●	(Action Step 5) Train staff on process and forms.	Fall 2019-20	Principal, Task Force	2019-2020 Staff trained during back to school workshops.
●	(Action Step 6) Implement process.	School Year 2019-20	Principal, Task Force, Teachers	2019-2020 SST team holds bi-monthly meetings. Attending Network of Excellence for Exceptional Learners meetings.
●	Action Step 7) Evaluate effectiveness of process.	Spring 2019-20 2020-2021	Principal, Task Force, Teachers	2019-2020 Evaluation did not occur due to Covid-19. Update timeline to reflect school year 2020-21
(Strategy 3) Integrate technology use throughout curricular areas to support student learning.				
		Timeline	Responsibility	Progress Report
●	(Action Step 3) Define programs and teaching strategies to implement.	Fall 2019	Principal, Task Force	2019-2020 Technology Committee currently working on Stem initiative. Developing STEM activities. Some will include the use of technology. Once Covid hit, our focus turned to Google Classroom, SeeSaw, and Flip Grid. New platforms being looked at during the summer as well.

●	(Action Step 4) Define funding needs and propose/approve budget.	Fall 2019	Principal, Office Manager, Parish Leadership	2019-2020 Direction of technology funding was being discussed due to the plan to move into a capital campaign, however, due to the Covid crisis, funding streams for technology have been dedicated on a three-year rotational strategy that would provide for adequate replacement. Our focus is on student devices in the lower elementary and upgrading the devices in 4 th and 5 th grade.
●	(Action Step 5) Devise training and implementation timeline.	Winter 2019 Summer 2020	Principal, Task Force	2019-2020 Training occurring this summer on Google, SeeSaw, and other distance learning platforms through Tierney.
●	(Action Step 6) Purchase equipment and applications/programs needed.	Spring/Summer 2020	Principal, Office Manager	2019-2020 Purchase of more student devices occurring June 2020. SeeSaw school subscription purchased,

(OBJECTIVE 2) DMCS will provide a safe and nurturing learning environment				
(Strategy 1) Ensure security for the safety of all staff and students.				
		Timeline	Responsibility	Progress Report
●	(Action Step 1) Devise survey to school families and staff to discern current building and security concerns.	Fall/Winter 2019-20	Principal, Office Manager	2019-2020 Capital Campaign Survey out to constituents.
●	(Action Step 2) Elicit survey responses from all stakeholders.	Fall/Winter 2019-20	Office Staff	2019-2020 Results of survey show strong support for new school building. Concerns around security and age of the school building structure expressed.
●	(Action Step 3) Analyze results of survey.	Winter/Spring 2019-20	Facilities Committee, Principal	2019-2020 Survey results used to present case for moving ahead with planned build of new school. Parish Council and pastor have signed off on this and the plan has been laid to move forward with the capital campaign this spring.
●	(Action Step 4) Generate a list based on severity of concern, cost to address, and priority.	Winter/Spring 2019-20 Summer 2020	Facilities Committee, Principal	2019-2020 Full analysis of the current school building was completed. All items needing work are listed. Most were put on hold due to the capital campaign. Due to Covid, however, the capital campaign has been postponed. The list of needs is being looked at again this summer to address anything urgent.
●	(Action Step 5) Determine timeline and funding for recommended actions.	Spring 2020 Summer 2020	Facilities Committee, Principal, Pastor, Accountant, Office Manager	2019-2020 Timeline adjusted due to the Covid crisis.

(Strategy 2) Address future facility needs.				
		Timeline	Responsibility	Progress Report
●	(Action Step 2) Communicate state of current facility and the future needs of the school to leadership groups.	School Year 2019-20	Principal, Facilities Committee, SAC	2019-2020 State of school communicated to all school and leadership groups. Future needs discussed in conjunction with capital campaign planning.
●	(Action Step 3) Garner support for future building plan.	Spring 2020 School Year 2020-2021	Principal, Facilities Committee, SAC	2019-2020 Although decision to move ahead with the capital campaign has been made, the timeline has been paused due to the Covid-19 shutdown. Timeline revised.

(OBJECTIVE 3) Ensure DMCS sustainability in the future				
(STRATEGY 1) Seek opportunities to engage and connect families within our school community.				
		Timeline	Responsibility	Progress Report
●	(Action Step 2) Develop plans for improved engagement opportunities.	School Year 2019-20	Office Manager, Marketing Committee, Principal, SAC	2019-2020 Marketing and PTO working on these topics this year. Planned parent social nights and class parties. Many activities were put on hold due to the Covid-19 crisis.
●	(Action Step 3) Implement plans for improved engagement.	School Year 2019-20 2020-21	Office Manager, Marketing Committee, Principal, SAC	2019-2020 Timeline adjusted due to the pandemic. Will hope to readjust next school year and put some of these plans into action.
●	(Action Step 6) Develop orientation and evaluation protocols for all parent groups and committees.	Summer 2019	Principal, Office Manager	2019-2020 Work done on this for playground volunteers. Board and PTO orientation needs to be developed
●	(Action Step 7) Communicate new direction and protocols to parent group leadership.	Fall 2019	Principal, Office Manager, SAC	2019-2020 Work done on this for playground volunteers. Board and PTO orientation needs to be developed
●	(Action Step 8) Research activities and events which build community connections within the school.	School Year 2019-20 2020-21	PTO, Marketing Committee, Office Manager, Principal	2019-2020 PTO addressed this during the 2019-2020 school year, however, they did not get a chance to put their plans into action so I have adjusted the timeline for next school year in the hope that we will be able to put the plan into action.

●	(Action Step 9) Create priority list and time line for activities and events.	School Year 2019-20 2020-21	PTO, Marketing Committee, Office Manager, Principal	2019-2020 Adjusted due to Covid-19 pandemic.
●	(Action Step 10) Determine tasks and responsibilities for accomplishing listed events and activities.	School Year 2019-20 2020-21	PTO, Marketing Committee, Office Manager, Principal	2019-2020 Adjusted due to Covid-19 pandemic.
●	(Action Step 11) Assign roles and responsibilities.	School Year 2019-20 2020-21	PTO, Marketing Committee, Office Manager, Principal	2019-2020 Adjusted due to Covid-19 pandemic.

(Strategy 2) Develop and expand strategies to build enrollment.

		Timeline	Responsibility	Progress Report
●	(Action Step 2) Develop a comprehensive marketing plan.	School Year 2019-20	Marketing Committee	2019-2020 Marketing Committee formed. Plan discussed but put on hold to coordinate with Capital Campaign Committees. Timeline adjusted for next steps.
○	(Action Step 3) Develop a priority list and timeline.	School Year 2019-20 2020-21	Marketing Committee	
○	(Action Step 4) Assign tasks within the timeline.	School Year 2019-20 2020-21	Marketing Committee	

(Strategy 3) Utilize and grow resources to expand charitable giving opportunities.

		Timeline	Responsibility	Progress Report
●	(Action Step 1) Form an advancement team.	School Year 2019-2020	Principal, Office Manager	2019-2020 Development Director on hold due to capital campaign. In the interim we hired a consultant to help with annual fund. Timeline adjusted to coincide with Capital Campaign planning.

<input type="radio"/>	(Action Step 2) Evaluate current practice (ie. Annual fund, endowment strategies, and alumni engagement) to determine areas for improvement.	School Year 2019-20 2020-21	Advancement Team	
<input type="radio"/>	(Action Step 3) Define strategies for improvement.	School Year 2019-20 2021-22	Advancement Team	
<input type="radio"/>	(Action Step 4) Determine staff responsibility and assign roles.	School Year 2019-20 2021-22	Advancement Team	
<input type="radio"/>	(Action Step 5) Define timeline.	School Year 2019-20 2021-22	Staff, Office Manager, Advancement Team	

(Strategy 4) Expand collaboration with Bethlehem Academy to ensure inclusive PreK through 12 Catholic Education in Faribault.

		Timeline	Responsibility	Progress Report
<input checked="" type="radio"/>	(Action Step 1) Evaluate current efforts.	School Year 2019-20 2020-21	Admissions Team	2019-2020 Combined Enrollment Task Force with BA initial meeting held. Due to illness and medical leave of administrative presence at BA, this task force did not get off the ground. New administration set to start July 1. We will revisit this and continue the conversation. Timeline adjusted....
<input type="radio"/>	(Action Step 2) Explore new opportunities for collaboration. (ie. Salesforce, Admissions, Enrollment etc.)	School Year 2019-20 2021-22	Admissions Team, School Leadership	