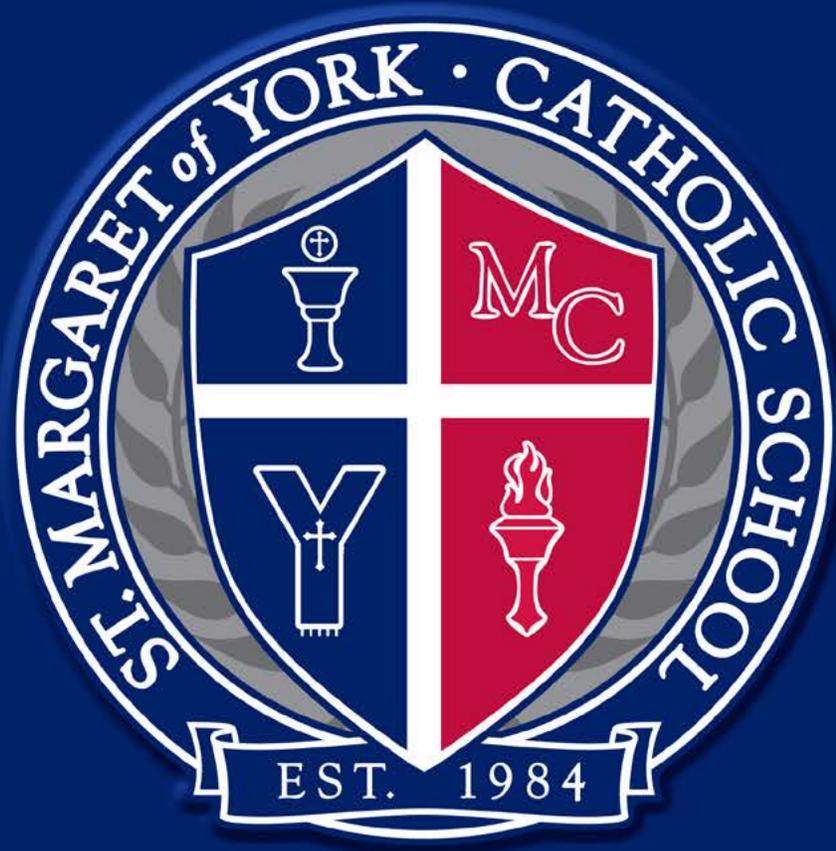


St. Margaret of York School

Strategic Plan

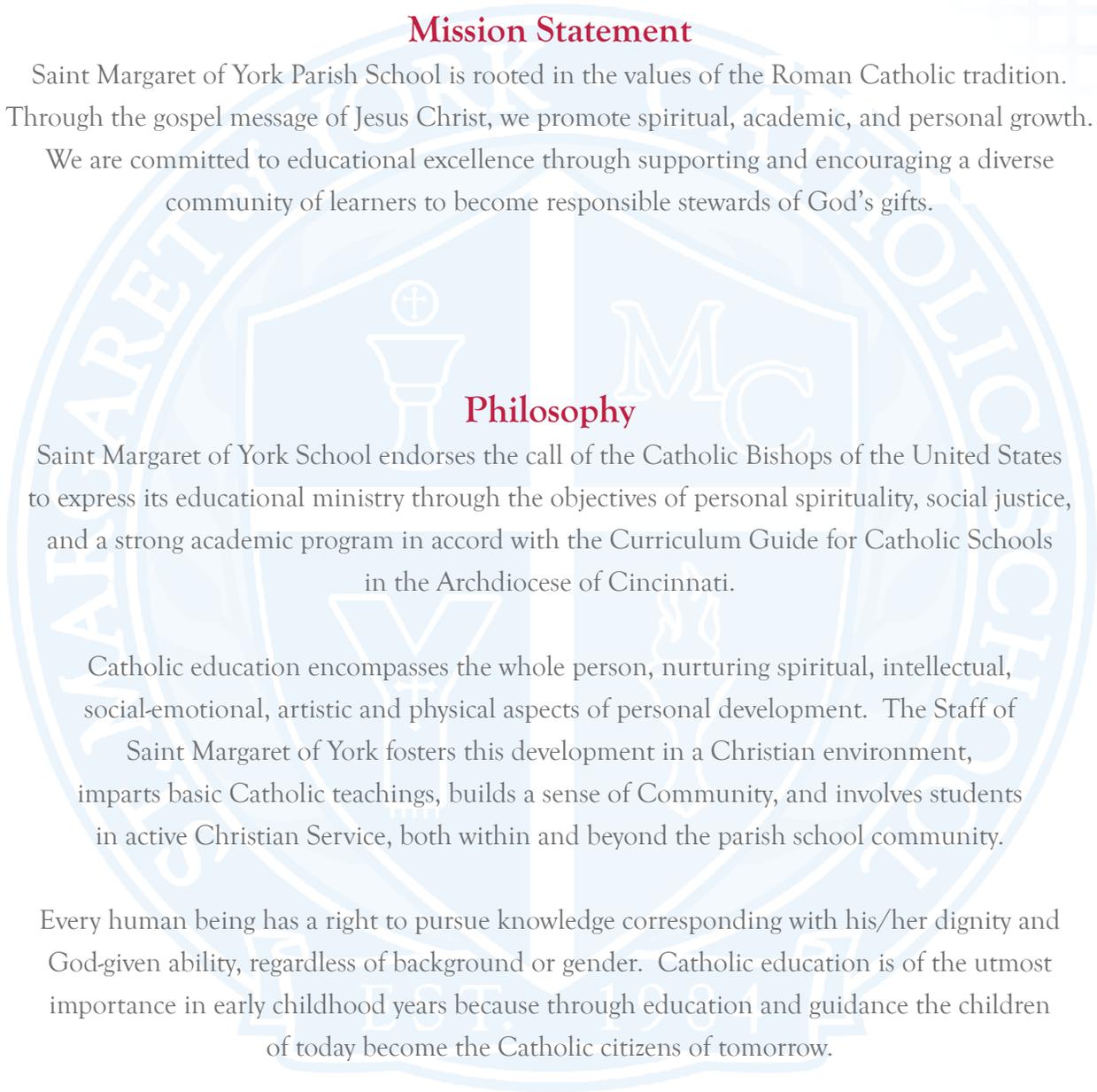


“Beyond the Blue Ribbon”
2014-2020

How the plan was created

Continuing the Excellence was constructed after a series of meetings, feedback sessions and surveys of students, staff, parents and parishioners. In the spring of 2012, a workshop was conducted by the Education Advisory Commission to obtain parent and staff feedback in the areas of facilities, technology, curriculum, and stakeholder satisfaction. During 2012-13, a parish survey was sent to all active parishioners seeking feedback and guidance on all aspects of the parish. During the fall of 2013, a survey was sent to all current parents, staff and students (grades 4-8) in order to seek feedback on the current program and to identify strengths and areas for growth as part of the Ohio Catholic Schools Accreditation process. The data from these meetings and surveys was compiled by the Strategic Planning Committee of the Education Advisory Commission.

The committee analyzed the data and began the process of identifying the strategic goals from this data. This strategic plan outlines areas of focus for the next 6 years. More than 1000 school and parish community members helped identify these goals that, when addressed, will help lead St. Margaret of York to the next chapter of our exciting history. We are confident that building on our strengths and setting ambitious goals will enable St. Margaret to continue to be a National School of Excellence.



Mission Statement

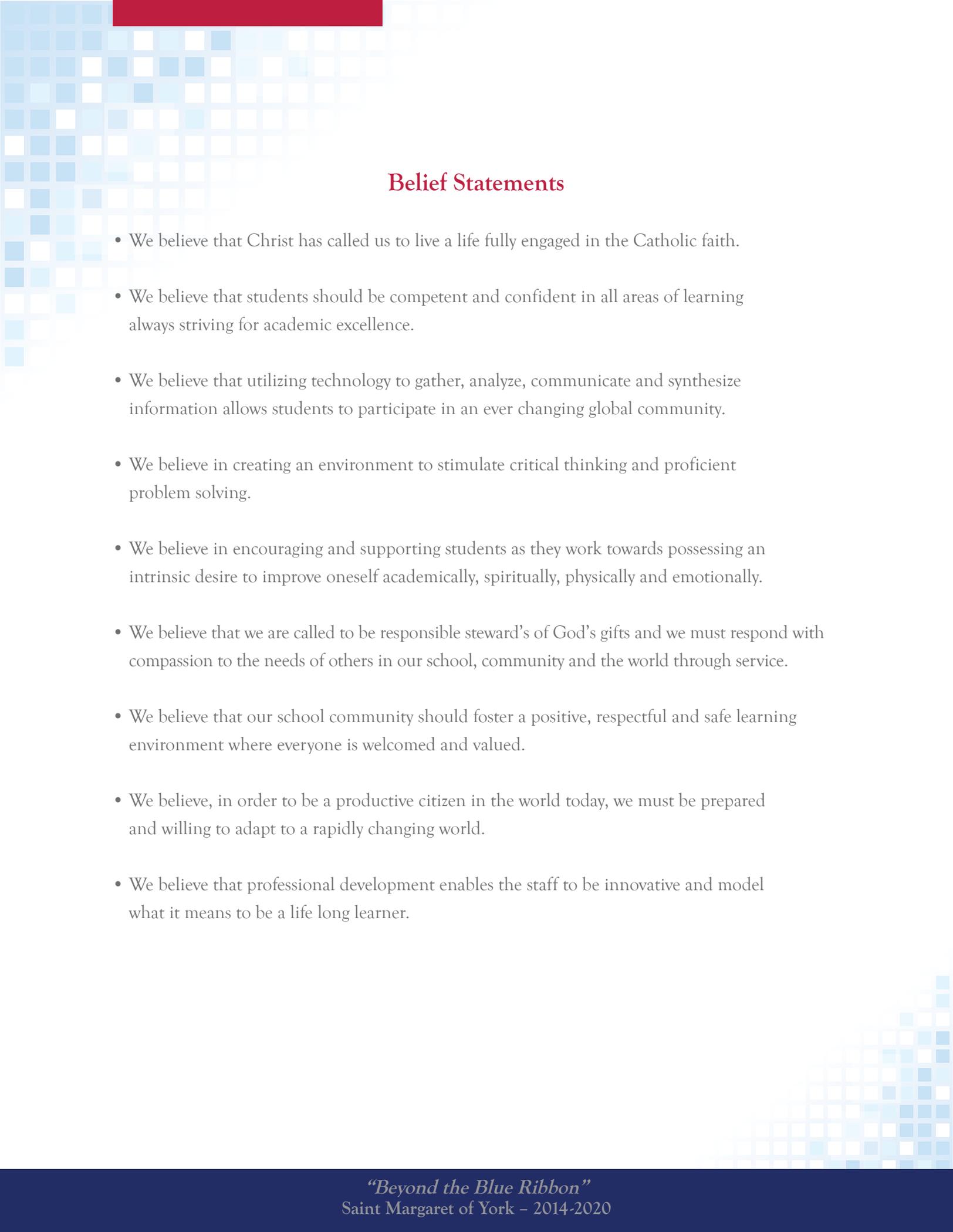
Saint Margaret of York Parish School is rooted in the values of the Roman Catholic tradition. Through the gospel message of Jesus Christ, we promote spiritual, academic, and personal growth. We are committed to educational excellence through supporting and encouraging a diverse community of learners to become responsible stewards of God's gifts.

Philosophy

Saint Margaret of York School endorses the call of the Catholic Bishops of the United States to express its educational ministry through the objectives of personal spirituality, social justice, and a strong academic program in accord with the Curriculum Guide for Catholic Schools in the Archdiocese of Cincinnati.

Catholic education encompasses the whole person, nurturing spiritual, intellectual, social-emotional, artistic and physical aspects of personal development. The Staff of Saint Margaret of York fosters this development in a Christian environment, imparts basic Catholic teachings, builds a sense of Community, and involves students in active Christian Service, both within and beyond the parish school community.

Every human being has a right to pursue knowledge corresponding with his/her dignity and God-given ability, regardless of background or gender. Catholic education is of the utmost importance in early childhood years because through education and guidance the children of today become the Catholic citizens of tomorrow.



Belief Statements

- We believe that Christ has called us to live a life fully engaged in the Catholic faith.
- We believe that students should be competent and confident in all areas of learning always striving for academic excellence.
- We believe that utilizing technology to gather, analyze, communicate and synthesize information allows students to participate in an ever changing global community.
- We believe in creating an environment to stimulate critical thinking and proficient problem solving.
- We believe in encouraging and supporting students as they work towards possessing an intrinsic desire to improve oneself academically, spiritually, physically and emotionally.
- We believe that we are called to be responsible steward's of God's gifts and we must respond with compassion to the needs of others in our school, community and the world through service.
- We believe that our school community should foster a positive, respectful and safe learning environment where everyone is welcomed and valued.
- We believe, in order to be a productive citizen in the world today, we must be prepared and willing to adapt to a rapidly changing world.
- We believe that professional development enables the staff to be innovative and model what it means to be a life long learner.

Focus Area #1: Academics and Co-Curriculars – Ensure Academic Excellence while Nurturing the Physical, Social Emotional and Artistic Aspects of the Child

Goal A: St. Margaret of York is committed to the development of the whole child within an academically rigorous program. Maximizing instructional materials, resources and technologies in all disciplines and across grade levels, we will continue to strive for “excellence” in our curriculum by offering programs and courses appropriate for the 21st Century.

- A1. Acquire and utilize state of the art resources and tools
 - 1. Continue to utilize and expand technology across all grade levels and ensure integration of technology with curriculum and instruction.
 - 2. Develop and maintain a technology plan that will provide the framework for implementation of technology priorities.
 - 3. Provide up to date instructional materials for staff and students.
- A2. Provide meaningful professional development for faculty that addresses the needs of all students.
 - 1. Develop differentiated teaching strategies to address varied learning needs of our students.
 - 2. Integrate skills for the 21st Century into curriculum
 - a. Creativity and Innovation
 - b. Life and Career Skills
 - c. Critical Thinking and Problem Solving
 - d. Effective use of Information, Technology and Media
 - e. Communication and Collaboration
 - 3. Provide ongoing education of faculty on how to incorporate technology into the classroom.
- A3. Initiate a study and plan to address the effectiveness of instruction, achievement, and class size.
- A4. Implement a Middle School Model (grades 5-8) that focuses on developmental student needs and a rigorous curriculum.
 - 1. Continue implementation of STEM (Science, Technology, Engineering and Math) program
 - 2. Implement a student/staff mentoring program
- A5. Review the possibility of additional personnel resources to support students which could include:
 - 1. Adding another staff member to assist with technology.
 - 2. Adding teacher aides to classrooms.
 - 3. Providing more assistance for students who have diverse learning needs (i.e., those who require further assistance, but do not qualify for an IEP).
 - 4. Adding staff to further arts education.
- A6. Evaluate options for providing staff adequate time to plan and collaborate, including:
 - 1. Time to collaborate with other staff members to ensure consistent learning across subject matter and grade levels.
 - 2. Professional development time.
 - 3. Time to participate in PLCs and on faculty committees.

Goal B: St. Margaret of York is committed to the development of the whole child within an academically rigorous program. Enhancement of existing co-curriculars and the addition of targeted programs not only allows students to become competent and confident in all areas of learning, but also enhances the culture of the school by providing opportunities for students to practice, enhance and demonstrate a wide array of God-given talents.

- B1. Expand resources and develop strategies for student academic enrichment.
 - 1. Evaluate possibility of expanding tutoring programs
 - 2. Study feasibility of enrichment programs
- B2. Study how to better implement exposure to and participation in the Fine Arts and/or Performing Arts.

Focus Area #2: Advancement and Public Relations – Spread the Gospel Message and Promote the Great Work of St. Margaret of York

Goal A: St. Margaret of York School will create collaborative partnerships within the parish and the extended community in order to ensure an ongoing sense of partnership among administration, faculty, parents, our larger parish and local community.

- A1. Use St. Margaret of York professionals, retirees, and volunteers to assist in the mission of the school.
- A2. Implement a business partners outreach program.
- A3. Hire an Advancement Director to oversee public relations, marketing, outreach to alumni and other stakeholders, and the identification of other financial resources for the school.
- A4. Develop and implement a marketing plan to increase media exposure of school successes due to student and faculty accomplishments and events.
- A5. Develop, use and maintain an effective communications plan to increase involvement of the wider community in the life of the school; to celebrate the School and the School's Alumni, supporters, academics, activities, traditions and history; and to share the School's Mission, Values and Beliefs to all school groups and participants, including the community.
- A6. Create and maintain a school alumni program.

Goal B: In order to create and sustain a positive learning environment for students and to assist parents in their primary role as educator, St. Margaret will enhance communications between school administration, staff and parents.

- B1. Inform and educate the parent community on the school Technology plan.
- B2. Enhance communication between school and parents using traditional communication tools, technology, print and social media.

Goal C: The parish of Saint Margaret of York is vibrant and actively lives out its Catholic faith and mission. St. Margaret of York School will nurture and enhance the relationship between the parish and school.

- C1. Implement and participate collaboratively in the following ministries:
 1. Music and Liturgy
 2. Parish Campus Youth Ministry Program
- C2. Enhance communication between school and parish by publishing schools news in the parish bulletin and other parish wide publications.

Focus Area #3: Stewardship, Facilities, and Grounds - Provide the Space and Means needed for Excellence

Goal A: St. Margaret of York values the time, talent and treasure of its members and will continue to foster and support a culture of shared responsibility and financial viability. This shared responsibility and fiscal discipline will result in a financially stable institution.

- A1. Hire an Advancement Director to oversee public relations, marketing, outreach to alumni and other stakeholders, and the identification of other financial resources for the school.
- A2. Develop a comprehensive Advancement Plan for meeting budgeting targets for revenue, utilizing the time, talent and treasure donated by the School's parents, alumni and friends.

Goal B: Provide a secure environment to fully support all activities within the school by installing new and updated school security features.

- B1. Install closed circuit cameras in public spaces.
- B2. Institute a new school access system and classroom lock system.
- B3. Improve communication system in the school and the outside campus areas.

Goal C: Develop and complete a campus master plan to maintain and build facilities that provide a welcoming environment to fully support and enhance all the programmatic activities (academic, artistic and physical) of the school. This will attract and retain well rounded students and families.

- C1. Maintain and renew current facilities to a superior condition
 1. Begin classroom renewal program to include new flooring, furniture, paint, storage and any needed updates in electrical and technological systems.
 2. Renovate 2 classrooms to become science labs for grades 5-6 and 7-8.
- C2. Build new facilities to enhance and expand the learning environment for school and parish life.
 1. Build a new cafeteria with a full working kitchen.
 2. Initiate a new pre-school program and build needed classroom space for that program and Kindergarten.
 3. Create a new library and media center.
 4. Build new offices for special education staff, counselor, specials teachers and Advancement Director. Remove modular from the parking lot.
 5. Implement needed HVAC, electrical and plumbing updates.
 6. Increase space and facilities for the arts, including the addition of a stage for student productions and various presentations and programs.

Focus Area #4: Catholic Identity – Worship, Service and Living the Faith – St. Margaret of York fosters a foundation for life that permeates all aspects of the curriculum and student involvement, emphasizing Catholic teachings, the spiritual growth of all students, and creates a spirit of community, service and leadership.

Goal A: Enhance and expand the Catholic teaching of “treating all individuals with respect and dignity” as taught in the Gospels, which will create a spirit of community and provide leadership opportunities for students.

- A1. Continue to implement a monthly Catholic virtues formation program.
- A2. Ensure adherence to a anti-bullying program, provide education to new families and staff members, and expand program to sports, PRP, and youth ministry programs.
- A3. Educate stakeholders and continue implementation of the Families Program.

Goal B: Continue to emphasize spiritual growth within all aspects of student life.

- B1. Create opportunities for student and adults to share their faith experiences.
 - 1. Expand service opportunities for all ages.
 - 2. Create opportunities for students and staff to share their beliefs and values, outside of religion classes.
- B2. Provide opportunities for meaningful prayer and worship.
 - 1. Ensure school liturgies are helpful and meaningful to students by considering what aspects might be improved such as music, message and student participation.
 - 2. Provide professional development for staff and further student education on worship.
 - 3. Provide professional development for staff and further student education on prayer.
 - 4. Participate in various forms of prayer and worship throughout the year.