



FRASSATI CATHOLIC ACADEMY

SCHOOL STRATEGIC PLAN 2017-2023

(OBJECTIVE 1) Frassati Catholic Academy will expand student support services for students who need additional learning opportunities.

(STRATEGY 1) Frassati Catholic Academy will research and plan an implementation model to support students learning.

	Timeline	Responsibility	Progress Report
(Action Step 1) Identify an interdisciplinary team of faculty to explore current models used by non-public schools to support students in need of additional resources and assistance.	Fall 2017	Administration Faculty	<i>(2017-18) Administration determined to have the entire faculty be a part of the research and development of ideas for the Learning Lab concept.</i>
(Action Step 2) Research best practices in student support for learning.	Fall 2017	Faculty	<i>(2017-18) Administration visited two local Catholic schools who have already created a student services program at their location. One was a middle school / high school and one was preschool – eighth grade. Administration met with the school leaders responsible for the program to discuss their experiences so that mistakes on implementation could be minimized.</i>
(Action Step 3) Identify a funding model to allow the implementation of the student support services expanded program.	Winter 2017	BOD SAC Administration	<i>(2017-18) Father Talbot (moderator and BOD member) had a member of the parish interested in helping Frassati Catholic Academy. Father Talbot reviewed with the parishioner the outline of the learning lab concept I had presented to him in a previous meeting. Administration then sought out a meeting with CSCOE to apply for a matching grant to accelerate the timeline of the project.</i>
(Action Step 4) Allocate adequate permanent space for the student support services program.	Spring 2018	Administration	<i>(2017-18) Administration met with the St. Mary of the Lake parish administrator and the head of maintenance to review the plan for remodeling two spaces on the third floor to be the permanent location for the learning lab. Father Talbot and the parish maintenance committee approved the location and the construction bid in May 2018.</i>

(STRATEGY 2) Frassati Catholic Academy will implement a student learning model that supports academic achievement.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Create a job description outlining the desired qualifications of candidates who will be responsible for the learning lab.	Fall 2018	Administration	<i>(2017-18) Administration researched different job descriptions used in other student support services programs in Catholic schools. The initial draft was created May 29, 2018 ahead of schedule.</i>
(Action Step 2) Develop a broad search for appropriate applicants to fill the new position.	Winter 2018	Administration	
(Action Step 3) Create a hiring committee for the position.	Winter 2018	Administration	
(Action Step 4) Acquire additional resources identified by research and the teacher responsible for the position.	Spring 2019	BOD Administration	
(Action Step 5) Evaluate implementation of program using running records, NWEA MAP data, anecdotal teacher and parent input.	Spring 2019	SAC Administration Learning Lab Faculty	

(OBJECTIVE 2) Frassati Catholic Academy will enhance professional development opportunities for faculty to continue growing their knowledge of STREAM implementation to enrich student learning.			
(STRATEGY 1) Frassati Catholic Academy will develop and implement a new school-wide professional development plan to enhance the learning opportunities of the students.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Identify experts in STEM implementation models to evaluate our STREAM program.	Summer 2018	Administration	<i>When and what happened?</i>
(Action Step 2) Complete a program evaluation of our STREAM implementation based on the feedback of the experts input.	Fall 2018	Program Evaluator Administration	

(Action Step 3) Communicate data with stakeholders.	Winter 2018	Administration	
(Action Step 4) Develop a professional development plan based on the data identified by the program evaluation.	Spring 2019	Administration Faculty	
(Action Step 5) Determine a funding model for the development of a sustainable professional development plan.	Spring 2019	BOD SAC	
(Action Step 6) Determine the best model of training to benefit teacher growth: Train the trainer, professional learning communities, or ongoing onsite workshops.	Spring 2019	Administration Faculty	

(STRATEGY 2) Frassati Catholic Academy will design an annual evaluation process that incorporates best practices and STREAM.

	Timeline	Responsibility	Progress Report
(Action Step 1) Establish a faculty committee to evaluate best practices in formative and summative evaluations.	Fall 2019	Faculty	<i>When and what happened?</i>
(Action Step 2) Present multiple models of professional evaluation to the entire faculty.	Winter 2019	Faculty	
(Action Step 3) Develop or create a formative and summative model that meets the needs of faculty and administration.	Spring 2020	Faculty Administration	

(OBJECTIVE 3) Frassati Catholic Academy will revise the school-wide discipline policy in the current handbook to meet the current needs of the school community.

(STRATEGY 1) Frassati Catholic Academy will evaluate the current school-wide discipline policy in the current handbook.

	Timeline	Responsibility	Progress Report
(Action Step 1) The School Advisory Council will establish a policies and procedures committee up of faculty, SAC, FCA parents, administration or	Fall 2019	SAC	

designee.			
(Action Step 2) The committee will review the current policy in the handbook and identify strengths and weaknesses.	Fall 2019	Policies and Procedures Committee	
(Action Step 3) The committee will develop a mechanism for collecting input from faculty and parents regarding their analysis.	Winter 2019	Policies and Procedures Committee	
(Action Step 4) Communicate findings with the entire Frassati community.	Spring 2020	SAC Administration	
(STRATEGY 2) Frassati Catholic Academy will revise the current school-wide discipline policy.			
	Timeline	Responsibility	Progress Report
(Action Step 1) The committee will research current school-wide programs that promote a safe and productive learning environment.	Fall 2020	Policies and Procedures Committee	
(Action Step 2) The committee will draft a proposal for a revised or new school-wide safe and productive learning environment program.	Fall 2020	Policies and Procedures Committee	
(Action Step 3) The faculty and School Advisory Council will review the proposal and make edits.	Winter 2020	SAC Faculty	
(Action Step 4) The School Advisory Council will approve and make a recommendation to the Board of Directors.	Spring 2021	SAC	
(Action Step 5) Publish and communicate the approved program with the Frassati community.	Summer 2021	Administration	

(OBJECTIVE 4) Frassati Catholic Academy will develop a school-wide assessment plan that will be used to monitor student learning and the school's ability to inspire a love of learning.

(STRATEGY 1) Frassati Catholic Academy will evaluate its current assessment philosophy to determine if its effectiveness meets the most recent research and best practices criteria.

	Timeline	Responsibility	Progress Report
(Action Step 1) Identify an interdisciplinary team of faculty and School Advisory Council members who will work together to evaluate assessment research.	Fall 2020	Administration Faculty	<i>When and what happened?</i>
(Action Step 2) Research best practices in student assessment.	Fall 2020	Faculty	
(Action Step 3) Review and edit current school assessment philosophy so that it is consistent with current research.	Winter 2020	Faculty	
(Action Step 4) Communicate revised assessment philosophy with faculty and stakeholders.	Spring 2021	Faculty Administration	

(STRATEGY 2) Frassati Catholic Academy will research best practices to use NWEA MAP assessment data to improve student achievement in reading, math and science.

	Timeline	Responsibility	Progress Report
(Action Step 1) Identify an interdisciplinary team of faculty from grades K-8 to who will work together to evaluate research.	Fall 2020	Administration Faculty	<i>When and what happened?</i>
(Action Step 2) Research best practices in assessing reading and create a plan to measure effectiveness of current practice and the curriculum.	Fall 2020	Faculty	
(Action Step 3) Research best practices in assessing math and create a plan to measure effectiveness of current practice and the curriculum.	Winter 2020	Faculty	
(Action Step 4) Research best practices in	Spring	Faculty	

assessing science and create a plan to measure effectiveness of current practice and the curriculum.	2021		
(Action Step 5) Communicate plans for measuring effectiveness of current practice and curriculum with stakeholders.	Fall 2021	Administration Faculty	

(OBJECTIVE 5) Frassati Catholic Academy will attract and retain students.			
(STRATEGY 1) Frassati Catholic Academy will develop a program that assists parents as they transition their families into our school community.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Establish a School Advisory Council leadership position to chair a committee responsible for mentoring new families to our school.	Fall 2018	BOD SAC Chairperson	
(Action Step 2) Recruit members of the Frassati community to serve as committee members of the family mentoring program.	Fall 2018	SAC Administration	
(Action Step 3) Develop a survey to collect data from new to three year families to explore what is most needed as new families enter our school.	Winter 2018	SAC	
(Action Step 4) Collect and analyze data from our stakeholders.	Winter 2018	SAC	
(Action Step 5) Create a new family mentoring program.	Spring 2019	SAC Administration	

(Action Step 6) Implement the adopted new family mentoring program.	Fall 2019	BOD SAC	
(STRATEGY 2) Frassati Catholic Academy will develop a program that assists students as they transition into our school community.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Establish a faculty leadership team to be responsible for creating a plan to mentor new students to our school.	Fall 2019	Administration Faculty	
(Action Step 2) Develop a survey to collect data from new to three year families and students to explore what is most needed as new students enter our school.	Fall 2019	SAC Faculty Committee Administration	
(Action Step 3) Collect and analyze data from our stakeholders.	Winter 2019	SAC Faculty Committee	
(Action Step 4) Create a new student mentoring program.	Spring 2020	Faculty Committee SAC	
(Action Step 5) Implement the adopted new student mentoring program.	Fall 2020	Faculty Committee Administration	

(OBJECTIVE 6) Frassati Catholic Academy will develop and implement a wellness policy that meets the criteria for the State of Minnesota.

(STRATEGY 1) Frassati Catholic Academy will evaluate current legal requirements of the wellness policy.

	Timeline	Responsibility	Progress Report
(Action Step 1) Establish a wellness committee made up of faculty, parents and students.	Fall 2017	SAC Wellness Committee	<i>(2017-18) Due to the legal requirement school administration developed an initial Frassati Catholic Academy Wellness Policy as first shared with the MNSAA Director and the MNSAA Board of Directors on August 23, 2017 as a part of our required reporting. <u>This action step will be executed in the fall of 2018.</u></i>
(Action Step 2) Research the current legal requirements of the State of Minnesota for a wellness policy.	Fall / Winter 2017	Wellness Committee SAC	<i>Due to the legal requirement school administration developed an initial Frassati Catholic Academy Wellness Policy as first shared with the MNSAA Director and the MNSAA Board of Directors on August 23, 2017 as a part of our required reporting.</i>
(Action Step 3) Communicate the wellness committee findings to the school community and stakeholders	Spring 2018	Administration	<i>(2017-18) The Frassati Catholic Academy Wellness Policy was shared with the greater community via the school website. The policy is located under the Family Resources tab. It will also be included in all future versions of the family handbook.</i>

(STRATEGY 2) Frassati Catholic Academy will develop a wellness policy.

	Timeline	Responsibility	Progress Report
(Action Step 1) Gather data on needs and expectations by surveying the Frassati Catholic Academy community.	Fall 2018	Wellness Committee	<i>(2017-18) The timeline for strategy 2 has been extended by administration to allow for more community involvement in the revision stage.</i>
(Action Step 2) Analyze the feedback data from the greater committee to identify needs.	Winter 2018	Wellness Committee	
(Action Step 3) Develop a wellness policy that meets the legal requirements as well as the needs of the community.	Spring 2019	Wellness Committee SAC	

(STRATEGY 3) Frassati Catholic Academy will implement a wellness policy.

	Timeline	Responsibility	Progress Report
(Action Step 1) Communicate the wellness policy with the Frassati Catholic Academy.	Fall 2019	Administration	

<p>(Action Step 2) Educate students, faculty, staff and stakeholders about any procedural and policy changes that need to be made to follow the wellness policy.</p>	<p>Winter 2019</p>	<p>Wellness Committee SAC</p>	
<p>(Action Step 3) Assess the degree to which the wellness policy is implemented following year one of its existence through the use of a survey of faculty, students and families.</p>	<p>Spring 2020</p>	<p>Wellness Committee SAC Administration</p>	