



SCHOOL STRATEGIC PLAN

(OBJECTIVE 1) **St. John’s provides a safe and inclusive learning environment.**

(STRATEGY 1) **Increase school security to improve student safety.**

	Timeline	Responsibility	Progress Report
(Action Step 1) The School Advisory Council will invite area specialists to perform a walk-through of the school building.	Fall 2022	School Advisory Council, Principal, and Pastor	<i>When and what happened?</i>
(Action Step 2) The School Advisory Council will review the findings of the security walk through and research new ways to provide increased security in the school building.	Fall 2022	School Advisory Council	
(Action Step 3) The School Advisory Council will present the top priorities for improvements to the school principal, pastor, and finance council.	Winter 2023	School Advisory Council	
(Action Step 4) The School Advisory Council will secure bids (and/or estimates) from the applicable contractors (or vendors) based on the decision in step 3, and determine a timeline from implementation.	Spring 2023	School Advisory Council	

(STRATEGY 2) **Adopt New Bullying Curriculum**

	Timeline	Responsibility	Progress Report
(Action Step 1) The school principal and preschool through sixth grade teachers will research and review purchasable bullying curriculum materials.	Fall 2020	Principal, teachers	<i>When and what happened?</i>
(Action Step 2) Teachers will test sample lessons on various grade levels.	Winter 2021	Principal, teachers	
(Action Step 3) Teachers will share results of sample lessons with the school principal and together with the principal make decision on	Spring 2021	Principal, teachers	

curriculum purchase using the SJB Curriculum Review Rubric.			
(Action Step 4) Plan for implantation of program including funds and staff training.	Fall 2021	Principal, teachers	
(STRATEGY 3) Improve campus communication systems.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Review current phone, intercom and security cameras, and two-way radios.	Fall 2022	School Advisory Council, School Staff, and Pastor	<i>When and what happened?</i>
(Action Step 2) Research latest models of facilities communications and determine needs of St. John's school.	Winter 2022	School Advisory Council	
(Action Step 3) Report findings and decide on purchases and improvements. Gather cost estimates.	Spring 2023	School Advisory Council, Principal, and Pastor	
(Action Step 4) Secure funding and implement new communication tools.	Fall 2023	School Advisory Council, Principal, and Pastor	

(OBJECTIVE 2) St. John's supports the needs of all learners.

(STRATEGY 1) St. John's will reach all early readers with the Groves Academy approach.

	Timeline	Responsibility	Progress Report
(Action Step 1) Teachers in grade K-3 will receive training in the Groves Literacy Framework.	2020- 2022	Principal, teachers, Groves Academy Partner	
(Action Step 2) A St. John's teacher will be selected as the Groves Framework in-house coach.	2023	Principal & Groves Academy Partner	
(Action Step 3) St. John's will create a professional learning community to support continued excellence in the Groves Literacy Framework beyond action step 1.	2023	Principal and Groves in-house coach	
(Action Step 4) St. John's will increase time available for ELA instruction.	2020	Principal, teachers	
(Action Step 5) St. John's will use comparative data through the Aimsweb assessment tool to gauge the level of success of the approach.	2021	Principal, teachers, and Groves Academy Coach	

(STRATEGY 2) St. John's will enhance resources available for students in need of academic support.

	Timeline	Responsibility	Progress Report
(Action Step 1) Form a committee to review current resources and research multi-tiered level of support models.	Fall 2021	Principal & Teachers	<i>When and what happened?</i>
(Action Step 2) Identify a support model or resources that best fits the needs of St. John's students.	Spring 2022	Principal & Teachers	

(Action Step 3) Prepare the findings of the research and introduce selected model or resources to the School Advisory Council.	Spring 2022	Principal & Teachers	
(Action Step 4) Plan for implementation of the new model.	Fall 2023	Principal & Teachers	
(STRATEGY 3) St. John's will identify students with needs for intervention early in their academic experience.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Form an Academic Support Committee to analyze data of all NWEA scores.	Fall 2020	Teachers and Principal	
(Action Step 2) The committee will work to set standards for identifying students that fall one below grade level performance (over all RIT) for consecutive testing sessions and those testing one grade level above grade level performance.	Fall 2020	Academic Support Committee	
(Action Step 3) The committee will determine how to best support learners in action step 2 through interventions and enrichment.	Fall 2020	Academic Support Committee	
(Action Step 4) The committee will review the intervention data of students described in action step three to determine effectiveness of intervention.	Winter 2021	Academic Support Committee	
(Action Step 5) Students with test scores below the 21 st percentile in any subject over three testing periods will receive two academic interventions, and the committee will consider possible referral to Jordan Public Schools Special Services in line with St. John's Child Find policy.	Winter 2021	Academic Support Committee	

(Objective 3) **St. John's identifies, recruits, enrolls, and retains a student body in accordance with the school's mission and goals while also maintaining fiscal sustainability.**

(STRATEGY 1) Current costs and revenues will monitored in order to balance the needs of the school and its staff, and to ensure affordable tuition.

	Timeline	Responsibility	Progress Report
(Action Step 1) Establish a committee made up of parents, Finance Council representatives and School Advisory Council members to explore and review the tuition and fee structure on an annual basis in order to address the needs of the school building, staff, and students with consideration to the families served by the school.	Fall 2021	Principal, School Advisory Board, Finance Council	<i>When and what happened?</i>
(Action Step 2) Identify possible new sources of revenue.	Fall 2021	Tuition and Fee Review Committee	
(Action Step 3) Follow up on new sources of revenue leads including estate planning and grants.	Winter 2022	Tuition and Fee Review Committee	
(Action Step 4) Review current assets including the school endowment. Plan for future investment and spending.	Spring 2022	Finance Council, Pastor, Principal, Business Administrator	

(STRATEGY 2) St. John's will continue to establish relationships with school alumni.

	Timeline	Responsibility	Progress Report
(Action Step 1) Recruit new members and retain current members to alumni committee.	2020	School Principal, Committee Coordinator	<i>When and what happened?</i>
(Action Step 2) Track all alumni and donorship using Salesforce.	2021	Alumni Committee	

(Action Step 3) Continue Alumni Newsletter and increase production to quarterly.	2021	Alumni Committee	
(Action Step 4) Invite alumni back to St. John's for community events.	2020	Alumni Committee	
(STRATEGY 3) Increase school enrollment by adding grades seven and eight.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Establish Middle School Committee to conduct a feasibility study in line with the Archdiocese of St. Paul and Minneapolis' Office for the Mission of Catholic Education.	Fall 2023	Principal, Pastor, School Advisory Council, Finance Council	<i>When and what happened?</i>
(Action Step 2) Follow all the prescribed steps of the Office of Mission of Catholic Education feasibility study.	Fall 2023- Winter 2024	Middle School Committee	
(Action Step 3) Present findings of the feasibility study to the Director of Catholic Education (archdiocese), the parish, finance, and school advisory councils in order for these stakeholders to advise pastor as to when and how to add additional grade levels.	Spring 2024	Middle School Committee	
(Action Step 4) Based on final decision, work with architect to create the necessary infrastructure to the second floor, and gather three bids for finishing second level.	Fall 2025	Parish Business Administrator	
(Action Step 6) Establish source of revenue to be raised and/or used for construction and work with the city council to obtain necessary permits.	Winter 2025	Finance Council, Parish Business Administrator	

(OBJECTIVE 4) St. John's establishes positive classroom communities with clear expectations.

(strategy 1) Adopt school-wide classroom management model.

	Timeline	Responsibility	Progress Report
(Action Step 1) Form committee of teachers and administration, to assess current classroom management philosophy and identify needs.	Fall 2021	Principal & Teachers	<i>When and what happened?</i>
(Action Step 2) Gather samples of branded classroom management models that align with the school's mission and vision to review and test.	Fall 2021	Principal & Teachers	
(Action Step 3) Assess the effectiveness of branded models and determine whether a purchase is needed, or if St. John's will author their own classroom management system.	Winter 2022	Principal & Teachers	
(Action Step 4) Provide, or seek out training of the decided upon model to teachers.	Summer 2022	Principal	
(Action Step 5) Add level of fidelity to program objective to classroom observations and teacher evaluations.	Fall 2022	Principal	

(STRATEGY 2) Purchase Top 20 Curriculum Social/Emotional Curriculum for Each Grade Level

	Timeline	Responsibility	Progress Report
(Action Step 1) Work with Top 20 sales representative to purchase program applicable for grades K-3 and continue to teach currently available curriculum to grades 4-6	Fall 2020	Principal	<i>When and what happened?</i>
(Action Step 2) Determine additional training for staff.	Winter 2020-2021		
(Action Step 3) Determine source of funding for additional training and curriculum resources.	Winter 2021		
(Action Step 4) Provide additional staff training, and plan implementation for K-3 program.	Summer 2021, Fall 2021		

(STRATEGY 3) Establish a Top 20 Committee			
	Timeline	Responsibility	Progress Report
(Action Step 1) Create a Top 20 committee or council made up of teacher and student leaders to create opportunities to further to grow through the program.	Fall 2021	Principal, Teachers, 5 & 6 th grade students	<i>When and what happened?</i>
(Action Step 2) Identify current Top 20 opportunities at St. John's, and research new ways to incorporate Top 20 throughout the K-6 program.	Fall 2021	Top 20 Committee	
(Action Step 3) Plan for cost and implementation of new opportunities.	Winter 2022	Top 20 Committee & Principal	
(Action Step 4) Unveil new opportunities to school community.	Spring 2022	Top 20 Committee	

(OBJECTIVE 5) St. John's supports professional excellence.			
(STRATEGY 1) Develop a long-term professional development plan for all staff.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Establish a committee to look at the needs for professional development among faculty and staff.	Spring 2020	Principal and staff	<i>When and what happened?</i>
(Action Step 2) Identify sources of revenue to be set aside for staff development.	Fall 2020	Professional Development Committee	
(Action Step 3) Work with Jordan Public Schools to create shared professional development experiences.	Summer 2020	Professional Development Committee	

(Action Step 4) Create policies to set professional learning expectations, and provide clarity for employees.	Fall 2020	Professional Development Committee	
(STRATEGY 2) Implement a new observation and evaluation process to better support teachers.			
	Timeline	Responsibility	Progress Report
(Action Step 1) The school principal and faculty will meet to review the quality and usefulness of the current process of classroom observations (formal and informal).	Fall 2021	School Principal and Faculty	<i>When and what happened?</i>
(Action Step 2) The school principal and faculty will research different forms of classroom observations and observation tools.	Fall 2021	School Principal and Faculty	
(Action Step 3) The school principal and faculty will use a rubric to evaluate observation forms based on the needs of administration and faculty at St. John's.	Winter/Spring 2022	School Principal and Faculty	
(Action Step 4) Decide on and implement updated method of classroom observation and teacher evaluation.	Fall 2022	School Principal and Faculty	
(Action Step 5) Write new procedures for teacher evaluation including new classroom observation procedures.	Fall 2022	School Principal	