

## Spring 2018 - Ongoing

Note: orange highlighted are Action Steps to be announced at BTS 2018-19 as completed or well underway							
Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
<b>Priority 1: Faith and Values</b>	<b>1</b>						
<b>Objective 1: Contribute to a Parish community that supports all ministries</b>	<b>1.1</b>						
	1.1.1	<b>Work with youth ministry program to implement regular youth, teen, and family focused programs that bring together school and parish families.</b>	Continue After School Drop in Program at Shalom.	Director of Youth Ministry	MS religion teacher	On-going	More students attending Drop-Ins
			Intentionally engaging the Director of Youth Ministry in school (gym class, DC Trip)	Director of Youth Ministry	MS teachers	Ongoing	Craig went to DC in 2018 and helping with retreats
	1.1.2	<b>Strengthen connections between youth ministry programs and school religion curriculum and after school programs.</b>	Continue Rosary Making SPXtra	SPXtra Chair	PTO	Spring 2018 and ongoing	2018 was mainly Kindergarteners but about 20 participants so will continue as long as sustained interest
<b>Objective 2: Integrate Faith and Values Education across the Curriculum</b>	<b>1.2</b>						
	1.2.1	<b>Continue to build a culture of community engagement and service in the school through events such as an All-School Day of Service and grade-level service activities.</b>	Provide ongoing support for All-School Day of Service.	Jeanine Ritter	LIM Lighthouse Team, PLC, and PTO funding	Spring each year	# of nonprofits served # of parents, teachers, and students involved in service # of hours served  Report on work done and impact on nonprofits and on participants.  PTO grant \$1000 for bus transportation and PTO grant \$275 for Joseph Maley Foundation to arrange site locations

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	1.2.2	Create additional opportunities to increase visibility of clergy and parish staff in the school.					
	1.2.3	Implement a series of guest speakers and programs to support the mission and values of St. Pius X Catholic School.	Identify theme for the upcoming school year (FAITH)	7th Graders at 7th Grade Leadership Day?	Admin and MS teachers/PLC	May of preceding year.	Yes/no Could go along with t-shirt design for following year. Will decide theme in May for 2018-19 year
	1.2.4	Deliver Bullying Awareness/ Prevention Program					
<b>Priority Two: Academic Excellence</b>	2						
<b>Objective One: Implement a curriculum with class offerings that allows all students to excel.</b>	2.1						
	2.1.1	Implement a differentiated class structure to better meet the needs of all SPX students.	Alternate Seating Set Up in the middle school classrooms to allow differentiated learning environments. (4-8 grades)	Principal and Asst. Principal	Design Thinking Kaizen  PTO providing funding	2018-19 is Pilot year with roll out in more classrooms in 2019-20	Pilot classroom being set up in Mrs. O'Brien's room through Design Thinking Kaizen and PTO Grant fo \$2000. Hope to roll out to more Rooms in year 2
	2.1.2	Continue to execute on the technology strategy to introduce, support, replace, and maintain appropriate technology across all grades.	Identify funding opportunities to maintain and grow programs	Technology Teacher	STEM cmte	2017-18 - Ongoing	Already on path with moving technology to Spanish room, basic remodeling, addition of PLTW and new devices for MS - iPads
			Research and implement best practices and innovative techniques	Technology Teacher		2017-18 - Ongoing	One of Mr. Esposito's goals each year
	2.1.3	Explore ways to expand STEM curriculum in all grades.	Create a STEM Lab in School Building	Technology Teacher	STEM cmte		Should be ready for 2018-19 school year
			Implement PLTW curriculum in additional grade levels	Science teachers, technology teacher	PTO providing funding	2018-19	TBD if PTO will fund, will include training of Mr. Esposito and Mrs. Sitzman this summer and then they will be able to train

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			PTO Grant funds for STEM activities	PTO Executive Board	Teachers	Ongoing	Resource - Making Math Real Sphero Robots - Technology K - STEM tubs 1st Grade - Grants for Science 4 Us, Chicks Elementary online subscriptions MS School Science Fund is part of block grant funding
<b>Objective Two: Build and support a teaching team to support school goals.</b>	2.2						
	2.2.1	<b>Hire and retain teachers and staff committed to the academic and strategic priorities of SPX.</b>	Implement Supplemental Teacher Evaluation that allows for goals/progress toward strategic plan goals.	Principal			Alec already does
			Teacher/School Feedback Forms from parents and students	Principal	Leadership Team	On-going survey completed May of 2018	
			Consciously work to hire teachers and staff from outside of SPX community	Principal		On-going	Less parents as teachers, bring in excited and innovative teachers
	2.2.2	<b>Implement a structure and create a culture that allows and rewards teachers for collaborating across grades and disciplines.</b>					
	2.2.3	<b>Create an accountability system for teachers and support staff</b>	Recognize teachers for integrating innovation in their classrooms	Principal, Asst. Principal		On-going/start showcasing at assemblies and/or P&G	Awareness of new and innovating teaching by all staff and parents - beyond just tweets. Recognition in staff meetings, P&G, rewards such as jeans day or pizza lunch
	2.2.4	<b>Invest in staff/professional development</b>	Professional Development on Differentiated Curriculum at the beginning of the year.	Administration	Leadership Team?	Addressed at beginning of year staff development meetings	All teachers will receive training on differentiated curriculum - similar to bullying. Addressed at beginning of year staff development meetings

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			PTO block funding for teacher supplies and PTO grants for conference registration for continuing education	PTO	Teachers	Ongoing	Future idea to Implement a family "scholarship" for teacher continuing ed
<b>Priority Three: Self-Discovery</b>	3						
<b>Objective:</b> Create opportunities for students to explore their interests and strengths in and out of the classroom.	3.1						
	3.1.1	Implement a school schedule to allow middle school student electives.	Survey at the end of the school year, what do you want from art, music?	Middle School and School Admin			Add question to current survey, will discuss in SC meeting
	3.1.2	Work with school community to create and maintain a co-curricular calendar that allows students to grow physically, mentally, and emotionally (ex. arts, drama, robotics, coding, sports, etc.).	Continue SPXtras	PTO	Co-Chair	2nd semester?	SPXtras are 12 classes that are offered with different instructors.  130+ students participated.  11-12 students on average per class.  Most popular with K-5 students.  Most popular class - Clay
	3.1.3	Introduce career exploration curriculum in alignment with standards for each grade.					
	3.1.4	Continue to grow and strengthen leadership programs, including <i>Leader in Me</i> .	7 <sup>th</sup> grade leadership day	Colin, Dawn and Amy and then PLC will facilitate starting 2020		Last Day of school	
			Continuations of LIM Process	Lighthouse Committee and Parent Lighthouse Committee	PTO for funding	2017-18 funding started	PTO funds LIM in full
	3.1.5	Enrich middle school retreat program to allow students to grow as individuals in their faith and as members of the St. Pius X School community.					

Note: orange highlighted are Action Steps to be announced at BTS 2018-19 as completed or well underway							
<b>Priority Four: Strategic Growth and Sustainability</b>	4						
<b>Objective One: Ensure sustained strategic development and direction for St. Pius X Catholic School.</b>	4.1						
	4.1.1	Hire a Director of Strategic Enrollment and Development (for parish) to ensure consistent enrollment, marketing, and development management in partnership with parish.					
	4.1.2	Ensure marketing and branding standards are consistently implemented for all print, social media, and other marketing pieces distributed by the school.	Document all branding and marketing standards	Admin and School Commission	Janet McNabb and Deanna Murphy	2018-19 for document creation	Create document with specific color numbers and logos
	4.1.3	Create a tiered sponsorship program to allow individuals and organizations to make strategic financial contributions to the parish and school each year.					
	4.1.4	Develop and implement a volunteer engagement strategy to ensure that our families understand the importance of giving back their time and talents to sustain and improve our strong school community.	Create a covenant for all families to sign (what does it mean to be an SPX School Family)	School Commission Exec, PTO, Administration		Meet in June?	Could be ready for start of 2018-19 school year
			Introduce covenant to all families	Principal		2018-19	BTS nights - discuss Time Talent and Treasure and way to be involved

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	4.1.5	Share progress toward strategic goals through regular communication such as a State of the School Address, Annual Report.					
Objective Two: Ensure the physical structures of St. Pius X Catholic School are adequate to meet the future needs of the school community.	4.2						
	4.2.1	Assess current state of physical structure, utilities, and security of school building in order to develop and implement a plan that ensures adequate resources for maintenance, security, and sustainability of the school.	Complete Physical Structure and Utilities Assessment.			Spring 2018	Assessment is completed, awaiting results - Alec will talk to Brett
			School Safety review and continued updating	Administration and Maintenance Staff		Ongoing	Already added additional cameras and new classroom door locks installed summer 2018
	4.2.2	Develop and implement Facilities Master Plan to plan for current and future space needs of St. Pius X students					

**Year 1 ~ 2018-19**

Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
<b>Priority 1: Faith and Values</b>	1						
<b>Objective 1: Contribute to a Parish community that supports all ministries</b>	1.1						
	1.1.1	Work with youth ministry program to implement regular youth, teen, and family focused programs that bring together school and parish families.					
	1.1.2	Strengthen connections between youth ministry programs and school religion curriculum and after school programs.					
<b>Objective 2: Integrate Faith and Values Education across the Curriculum</b>	1.2						
	1.2.1	Continue to build a culture of community engagement and service in the school through events such as an All-School Day of Service and grade-level service activities.	Grade Level Service Activities	MS Religion and K-5 Homeroom teachers		Discuss now with Implement 2018-19 or 2019-2020 School year	In discussion now, and will be able to update timing at start of next school year
			Review service requirement for middle school students (how can Craig be involved?)  Connect to the students' strengths  Organized service projects/sites for students	MS Religion teacher	Craig	Discuss now with Implement 2018-19 or 2019-2020 School year	Ties into the above action Greater engagement with MS students
	1.2.2	Create additional opportunities to increase visibility of clergy and parish staff in the school.	Encourage all teachers to invite clergy and Director of Youth Ministry to class 2x/year – make it purposeful when we are inviting them	Teachers		Annually	Certain grades could start 2018-19 school year - already in discussion. Fr. Jim or clergy come in 1x a semester (include Brother Luigi, Deacon Rick)



Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
	1.2.3	Implement a series of guest speakers and programs to support the mission and values of St. Pius X Catholic School.	Develop committee/Kaizen to identify and implement themed programming for the year.	Lighthouse and PLC to develop Kaizen and find facilitator		Discuss now with Implement 2018-19 or 2019-2020 School year	# of programs implemented for parents, teachers, and students Reported value of programs to parents, teachers, and students - possibility of doing in 2018-19 - develop template for how this Kaizen would run
			Integrate theme into weekly assemblies and communication to parents.	Principal		2018-19	Increased parent engagement and awareness
			Teacher in all grade levels to introduce new FAITH values and encourage students to memorize	Admin and staff		Start of 2018-19 school year and continue annually	Teachers can incorporate into Back to School activities to review so all students can recite them
			Work with Student Ambassadors to be familiar with School Mission/Vision/ Values statements, especially new FAITH	Assistant Principal	School Commission Chair/person facilitating Open House	Fall 2018	During Ambassador training, make sure they can all recite FAITH before tours start
	1.2.4	Deliver Bullying Awareness/ Prevention Program	Program for students, teachers and parents	School Principal and PTO	School Commission, Athletics	Staff 2018-19  Parent and student programming in Fall 2018	<b>Staff</b> - Every staff meeting will have a video discuss different topics/training. <b>Parents/Student</b> -PTO Fall parent education offering focused on inclusion/anti-bullying messages
<b>Priority Two: Academic Excellence</b>	<b>2</b>						
<b>Objective One: Implement a curriculum with class offerings that allows all students to excel.</b>	<b>2.1</b>						
	2.1.1	Implement a differentiated class structure to better meet the needs of all SPX students.	Leveling/Differentiation in Math/Science & English/Lit classes			Planning and discussion start in 2018-19 for 2019-20 implementation	Start with teachers who want to, measure success and then revisit. What happens with those who don't? Performance Improvement Plans?
	2.1.2	Continue to execute on the technology strategy to introduce, support, replace, and maintain appropriate technology across all grades.					



Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
	2.1.3	Explore ways to expand STEM curriculum in all grades.	PTO Grants for Teacher STEM education and development	PTO Executive Board	Teachers	2018-19	Support teachers attending conferences to learn more about classroom STEM integration
<b>Objective Two:</b> Build and support a teaching team to support school goals.	2.2						
	2.2.1	Hire and retain teachers and staff committed to the academic and strategic priorities of SPX.					
	2.2.2	Implement a structure and create a culture that allows and rewards teachers for collaborating across grades and disciplines.					
	2.2.3	Create an accountability system for teachers and support staff					
	2.2.4	Invest in staff/professional development	Give teachers time 1x/week			Implemented in 2019-20	On-going for grade level collaboration. Discuss 2018-19 for 2019-20 school year (late arrival/early dismissal)
<b>Priority Three:</b> <b>Self-Discovery</b>	3						
<b>Objective:</b> Create opportunities for students to explore their interests and strengths in and out of the classroom.	3.1						
	3.1.1	Implement a school schedule to allow middle school student electives.	Look at schedules at other schools for examples	Principal and Asst. Principal		Research years 1-2 Implement years 3-5	Can Colin - research starting possible 2018-19

Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
	3.1.2	Work with school community to create and maintain a co-curricular calendar that allows students to grow physically, mentally, and emotionally (ex. arts, drama, robotics, coding, sports, etc.).					
	3.1.3	Introduce career exploration curriculum in alignment with standards for each grade.	JA Job Spark for 8 <sup>th</sup> graders			2-3 year implementation	8th graders? 7th Graders? Alec will look into next year 2018-19 for 2019-20
	3.1.4	Continue to grow and strengthen leadership programs, including <i>Leader in Me</i> .	Review Student Ambassador program	Assistant Principal	School Commission Chair (Open House Chair )	Fall 2018	
	3.1.5	Enrich middle school retreat program to allow students to grow as individuals in their faith and as members of the St. Pius X School community.					
<b>Priority Four: Strategic Growth and Sustainability</b>	4						
<b>Objective One: Ensure sustained strategic development and direction for St. Pius X Catholic School.</b>	4.1						
	4.1.1	Hire a Director of Strategic Enrollment and Development (for parish) to ensure consistent enrollment, marketing, and development management in partnership with parish.	Build a coordinated and consistent marketing and communications strategy, including marketing and enrollment management calendar for outreach to current and future families and alumni.	School Commission		Plan 2018-19 Implement 2019-20	
	4.1.2	Ensure marketing and branding standards are consistently implemented for all print, social media, and other marketing pieces distributed by the school.					

Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
	4.1.3	Create a tiered sponsorship program to allow individuals and organizations to make strategic financial contributions to the parish and school each year.					
	4.1.4	Develop and implement a volunteer engagement strategy to ensure that our families understand the importance of giving back their time and talents to sustain and improve our strong school community.	PTO Exec to review all sign up genius sign up sheets to identify overall parent participation for school year	PTO Executive Committee		At end of each school year	Report overall hours for Annual Report/State of School
	4.1.5	Share progress toward strategic goals through regular communication such as a State of the School Address, Annual Report.	Implement a regular review process by School Commission and Administration of progress with the strategic plan			Quarterly with Exec Committee and wider audience in March SC meeting	Proof of what was accomplished and what on deck for following. Include with Admin and staff in yearly goals
			Integrate evolving strategic needs into strategic plan.	Admin and staff		Goals at September SC meeting Each March to plan and review for upcoming year on School Commission level.	As staff signs contract they bring their goals for following year. Bring action steps to Professional Development in beginning of year
			Integrate P3 with State of the School			Winter 2019	Will happen next year. P3 will be coordinated effort of Principal, PTO, and SC
<b>Objective Two:</b> Ensure the physical structures of St. Pius X Catholic School are adequate to meet the future needs of the school community.	4.2						

Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
	4.2.1	<b>Assess current state of physical structure, utilities, and security of school building in order to develop and implement a plan that ensures adequate resources for maintenance, security, and sustainability of the school.</b>	Implement staged maintenance and repair plan case on assessment (above).			Ongoing	Ross Hall renovation, after assessment create plan
	4.2.2	<b>Develop and implement Facilities Master Plan to plan for current and future space needs of St. Pius X students</b>	Look at Resource space and staff needs, feasibility of trailer	Resource Teachers, Admin	Brett	Research Year 1 for Implementation in years 2-3	Trailer seems most feasible solution - space and budget-wise

**Years 2-3 ~ 2019-20 & 2020-21**

Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
<b>Priority 1: Faith and Values</b>	1						
<b>Objective 1: Contribute to a Parish community that supports all ministries</b>	1.1						
	1.1.1	<b>Work with youth ministry program to implement regular youth, teen, and family focused programs that bring together school and parish families.</b>	Implement a monthly teen/family Sunday evening mass for all parishioners. (invite teachers to attend and participate)	Director of Youth Ministry /Fr Jim			2-3 years, hopefully becomes part of Parish SP, then we can move forward or strike out
			Develop additional strategies for engagement between youth ministry and school.	Director of Youth Ministry	School Admin and MS religion teacher	2018-19 planning for 2019-20 school year	(See <i>Going, Going, Gone</i> study)
			Connect more with children that are making sacraments for 2 <sup>nd</sup> graders and confirmation students (prayer partners)	Director of Youth Ministry and 2nd Grade teachers		2018-19 planning for 2019-20 school year	2 <sup>nd</sup> grade buddies could reach out to confirmation students, make it more meaningful and involved than just prayer partners
	1.1.2	<b>Strengthen connections between youth ministry programs and school religion curriculum and after school programs.</b>					
	1.1.3	<b>Move Confirmation back to 9<sup>th</sup> grade</b>	Director of Religious Education in school more, include coursework in 8 <sup>th</sup> grade religion class	Director of Youth Ministry	Fr. Jim, Religion Teacher	Start conversation next year and see what Fr. Jim says - then decide when important	This is a parish conversation, not a school conversation. Include course work in 8 <sup>th</sup> grade leading up to 9 <sup>th</sup> grade confirmation - get more buy-in on front end
<b>Objective 2: Integrate Faith and Values Education across the Curriculum</b>	1.2						
	1.2.1	<b>Continue to build a culture of community engagement and service in the school through events such as an All-School Day of Service and grade-level service activities.</b>					

Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
	1.2.2	Create additional opportunities to increase visibility of clergy and parish staff in the school.					
	1.2.3	Implement a series of guest speakers and programs to support the mission and values of St. Pius X Catholic School.					
	1.2.4	Deliver Bullying Awareness/ Prevention Program					
<b>Priority Two: Academic Excellence</b>	2						
<b>Objective One: Implement a curriculum with class offerings that allows all students to excel.</b>	2.1						
	2.1.1	Implement a differentiated class structure to better meet the needs of all SPX students.	Leveling/Differentiation in Math/Science & English/Lit classes			Planning and discussion start in 2018-19 for 2019-20 implementation	Start with teachers who want to, measure success and then revisit. What happens with those who don't? Performance Improvement Plans?
	2.1.2	Continue to execute on the technology strategy to introduce, support, replace, and maintain appropriate technology across all grades.					
	2.1.3	Explore ways to expand STEM curriculum in all grades.					
<b>Objective Two: Build and support a teaching team to support school goals.</b>	2.2						
	2.2.1	Hire and retain teachers and staff committed to the academic and strategic priorities of SPX.					

Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
	2.2.2	Implement a structure and create a culture that allows and rewards teachers for collaborating across grades and disciplines.					
	2.2.3	Create an accountability system for teachers and support staff					
	2.2.4	Invest in staff/professional development	North Deanery Professional Development Day				May be an every other year thing
<b>Priority Three: Self-Discovery</b>	3						
<b>Objective:</b> Create opportunities for students to explore their interests and strengths in and out of the classroom.	3.1						
	3.1.1	Implement a school schedule to allow middle school student electives.	Look at schedules at other schools for examples	Principal and Asst. Principal		Research years 1-2 Implement years 3-5	Can Colin - research starting possible 2018-19
	3.1.2	Work with school community to create and maintain a co-curricular calendar that allows students to grow physically, mentally, and emotionally (ex. arts, drama, robotics, coding, sports, etc.).					
	3.1.3	Introduce career exploration curriculum in alignment with standards for each grade.	JA Job Spark for 8 <sup>th</sup> graders	Principal and/or Asst. Principal	8th grade teachers	Year 1 talk to JA Year 2-3 implementation	Alec will look into next year 2018-19 for 2019-20.
			Strengths Finder for Middle School Students	Asst. Principal and PLC	8th grade teachers	Years 2-3 and add to 7th grade leadership day for test and results at 8th grade retreat	*16 personalities assessment *7th graders take test at 7th grade Leadership Day and then get results and discuss as part of 8th grade retreat. *See email from Meg Rondinella for facilitator



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	3.1.4	Continue to grow and strengthen leadership programs, including <i>Leader in Me</i> .					
	3.1.5	Enrich middle school retreat program to allow students to grow as individuals in their faith and as members of the St. Pius X School community.	Look at other retreat programs for MS to bring in some new, relevant, and meaningful activities	MS Religion teacher and Director of Youth Ministry	Administration	1-3 years Researching next year. Alec will talk to Deacon Rick about observing HS retreats 2-3 years for implementation	Engagement of kids, look at different locations for retreats and more in-depth activities
<b>Priority Four: Strategic Growth and Sustainability</b>	4						
<b>Objective One: Ensure sustained strategic development and direction for St. Pius X Catholic School.</b>	4.1						
	4.1.1	Hire a Director of Strategic Enrollment and Development (for parish) to ensure consistent enrollment, marketing, and development management in partnership with parish.	Secure funding. Create a job description.	Fr. Jim and Administration	Finance Cmte	2-3 years	Currently a deficit for Parish budget so a No for now but hopefully still on table.
	4.1.2	Ensure marketing and branding standards are consistently implemented for all print, social media, and other marketing pieces distributed by the school.					
	4.1.3	Create a tiered sponsorship program to allow individuals and organizations to make strategic financial contributions to the parish and school each year.					

Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
	4.1.4	Develop and implement a volunteer engagement strategy to ensure that our families understand the importance of giving back their time and talents to sustain and improve our strong school community.					
	4.1.5	Share progress toward strategic goals through regular communication such as a State of the School Address, Annual Report.					
<b>Objective Two: Ensure the physical structures of St. Pius X Catholic School are adequate to meet the future needs of the school community.</b>	4.2						
	4.2.1	Assess current state of physical structure, utilities, and security of school building in order to develop and implement a plan that ensures adequate resources for maintenance, security, and sustainability of the school.					
	4.2.2	Develop and implement Facilities Master Plan to plan for current and future space needs of St. Pius X students	Look at Resource space and staff needs, feasibility of trailer	Resource Teachers, Admin	Brett	Research Year 1 for Implementation in years 2-3	Trailer seems most feasible solution - space and budget-wise

**Years 3-5 ~ 2021-2023**

Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
<b>Priority 1: Faith and Values</b>	1						
<b>Objective 1: Contribute to a Parish community that supports all ministries</b>	1.1						
	1.1.1	Work with youth ministry program to implement regular youth, teen, and family focused programs that bring together school and parish families.					
	1.1.2	Strengthen connections between youth ministry programs and school religion curriculum and after school programs.					
<b>Objective 2: Integrate Faith and Values Education across the Curriculum</b>	1.2						
	1.2.1	Continue to build a culture of community engagement and service in the school through events such as an All-School Day of Service and grade-level service activities.					
	1.2.2	Create additional opportunities to increase visibility of clergy and parish staff in the school.					
	1.2.3	Implement a series of guest speakers and programs to support the mission and values of St. Pius X Catholic School.					
	1.2.4	Deliver Bullying Awareness/ Prevention Program					

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<b>Priority Two: Academic Excellence</b>	2						
<b>Objective One: Implement a curriculum with class offerings that allows all students to excel.</b>	2.1						
	2.1.1	Implement a differentiated class structure to better meet the needs of all SPX students.					
	2.1.2	Continue to execute on the technology strategy to introduce, support, replace, and maintain appropriate technology across all grades.					
	2.1.3	Explore ways to expand STEM curriculum in all grades.	Train all teachers	Admin	PTO?	2019-2023	All teacher successfully trained in PLTW curriculum - Esposito and Sitzman will continue to train all staff and new teachers
<b>Objective Two: Build and support a teaching team to support school goals.</b>	2.2						
	2.2.1	Hire and retain teachers and staff committed to the academic and strategic priorities of SPX.					
	2.2.2	Implement a structure and create a culture that allows and rewards teachers for collaborating across grades and disciplines.	Hire licensed personnel/ teaching assistants to float from class to class as needed.	Admin	Grades 3-5	3-5 years out	Will need to find budget for this, identify which grades could benefit most
	2.2.3	Create an accountability system for teachers and support staff					
	2.2.4	Invest in staff/professional development					

Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
<b>Priority Three: Self-Discovery</b>	3						
<b>Objective:</b> Create opportunities for students to explore their interests and strengths in and out of the classroom.	3.1						
	3.1.1	Implement a school schedule to allow middle school student electives.	Electives Fair	Middle School and School Admin			Look for implementation in 3-5 years
	3.1.2	Work with school community to create and maintain a co-curricular calendar that allows students to grow physically, mentally, and emotionally (ex. arts, drama, robotics, coding, sports, etc.).					
	3.1.3	Introduce career exploration curriculum in alignment with standards for each grade.					
	3.1.4	Continue to grow and strengthen leadership programs, including <i>Leader in Me</i> .					
	3.1.5	Enrich middle school retreat program to allow students to grow as individuals in their faith and as members of the St. Pius X School community.					
<b>Priority Four: Strategic Growth and Sustainability</b>	4						
<b>Objective One:</b> Ensure sustained strategic development and direction for St. Pius X Catholic School.	4.1						

Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
	4.1.1	Hire a Director of Strategic Enrollment and Development (for parish) to ensure consistent enrollment, marketing, and development management in partnership with parish.					
	4.1.2	Ensure marketing and branding standards are consistently implemented for all print, social media, and other marketing pieces distributed by the school.					
	4.1.3	Create a tiered sponsorship program to allow individuals and organizations to make strategic financial contributions to the parish and school each year.	Work with Parish Finance Committee to develop tiered sponsorship program.	New Hire Admin Finance Cmte		Roll out in Summer 2013-5 year	Priority 1 if/when new position created  Involve PTO to include any sponsored events
			Develop a Grandparents' Giving Circle for special projects at St. Pius X school.	School Commission?		2-3 years	Talk about in next year or 2 about recruiting grandparents to coordinate and develop.
	4.1.4	Develop and implement a volunteer engagement strategy to ensure that our families understand the importance of giving back their time and talents to sustain and improve our strong school community.					
	4.1.5	Share progress toward strategic goals through regular communication such as a State of the School Address, Annual Report.					
<b>Objective Two:</b> Ensure the physical structures of St. Pius X Catholic School are adequate to meet the future needs of the school community.	4.2						

Priority/Objective	P/O/S	Strategies	Action Steps	Responsible Parties	Support Parties	Time Frame	Notes / Indicators of Success
	4.2.1	Assess current state of physical structure, utilities, and security of school building in order to develop and implement a plan that ensures adequate resources for maintenance, security, and sustainability of the school.					
	4.2.2	Develop and implement Facilities Master Plan to plan for current and future space needs of St. Pius X students	survey staff/parents and assess needs for growth			2020??	Include in end of year surveys for future planning and Fund a Needs



### Actions Removed from Strategic Plan Draft

P/O/S	Strategy	Action Steps	Responsible Parties	Notes
1.1.2	Strengthen connections between youth ministry programs and school religion curriculum and after school programs.	Host a Ministry Fair for students– Different Pastoral Commission Committees invite students to participate	Pastoral Council	Really should be part of Parish plan not really our thing
1.2.3	Review and revise middle school service requirements	Coordinate activities with Director of Youth Ministry	Middle School Religion Teacher and Director of Youth Ministry	Alec and Lisa already discussed? Already in actions above
3.1.2	Work with school community to create and maintain a co-curricular calendar that allows students to grow physically, mentally, and emotionally (ex. arts, drama, robotics, coding, sports, etc.).	Work with other North Deanery schools to share resources		Not realistic, everyone too territorial. No one wants to even talk about it. Only collaboration would be similar to screenagers
3.1.3	Introduce career exploration curriculum in alignment with standards for each grade.	Career Fair		Not needed