MARY QUEEN OF PEACE CATHOLIC SCHOOL STRATEGIC PLAN

(Objective 1) MQP School will develop curricula that will enhance student learning

(STRATEGY 1) Implement and monitor the curriculum review cycle on an annual basis

	Timeline	Responsibility	Progress Report
(Action Step 1) Consult the old curriculum review cycle and assess curriculum pieces that have been updated. Produce an updated review cycle.	Fall 2017 Winter 2018	Principal and Faculty	*When and what happened?* *2017-2018 The old curriculum review cycle was consulted.* *2018-19 - The curriculum review cycle is being closely monitored to implement new curriculum as prioritized in the updated cycle.* *2021-2022 A new curriculum review cycle has been formally created and closely monitored to track upcoming review of curriculum.* *2022-2023 The curriculum review cycle is being monitored and evaluated with a plan in place to support the new literacy instructional materials.*
(Action Step 2) Identify and prioritize subject areas of greatest need.	Spring 2018	Principal and Faculty	*2017-2018 A new curriculum review cycle was created and adopted.* *2019-2020 A curriculum review committee evaluated the current math and science curriculum.* *2020-2021 Believe and Read 3 year funded program applied for and approved to begin fall 2021.* *2021-2022 Year one of Believe and Read was successfully completed. All teachers are year one certified.* *2022-2023 A literacy instructional coach has been hired to support the Believe and Read requirements for a year two certification.*
(Action Step 3) Select the first curriculum subject to adopt and purchase.	Summer 2018 Winter 2018	Faculty Faculty/Principal	*2017-2018 Religion was the first order of business and we have adopted Our Sunday Visitor's Prek-5 curriculum for the fall of 2018.* *2019-2020 The curriculum review committee evaluated several curriculum samples along with working with principals via CSCOE Hub to gather recommendations for math and science curriculum. Curriculum has been purchased. Foss Science and Math Expressions will be implanted this fall along with professional development for teachers.*
(Action Step 4) Identify the next curriculum piece for improvement.	Fall 2018 Winter 2018	Principal and Faculty	*2018-2019 Staff meet during professional development workshops and designated staff meetings to identify the next priority* *2018-19 - Teachers and staff are monitoring the curriculum cycle to assess the math and curriculum.* *2021-2022 Believe and Read supports adding supplemental ELA curriculum review to enhance curriculum.*

(Action Step 5) Monitor Curriculum review cycle on an annual basis.	Winter 2021 Summer 2021 Spring 2022	Principal Faculty	*2020-2021 Staff reviewed curriculum review cycle, to determine progress, strengths, and areas for accommodations due to COVID-19.* *2021-2022 Staff reviews curriculum review cycle with extensive notes to stay on track for consistent monitoring.* *2022-2023 K-5 staff reviews the current review cycle to create collaborative engaging discussions for the greatest priority to plan and prepare for the upcoming school year, 2023-2024.*
(STRATEGY 2) **Develop standards for four curriculum areas**			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Develop standards for Math, ELA and Science to be added to curriculum handbook and implemented in the daily teaching and learning.	Fall 2018	Principal and Faculty	*When and what happened?* *2018-2019 School staff evaluated current standards during quarterly staff meetings.* *2020-2021 Staff reviewed curriculum standards during professional development workshops and quarterly meetings.* *2019-2020 Teachers and staff working with Maslowski Consulting to align curriculum standards in the google drive.* *2021-2022 Staff reviewed ELA standards during monthly professional development meetings with Groves Academy instructional coach* *2022-2023 Groves Academy Coach and MQP instructional coach have allocated monthly meetings to plan, evaluate and assess curriculum planning to align with standards.*
(Action Step 2) Develop standards for Technology to be added to curriculum handbook and implemented in the daily teaching and learning.	Winter 2019	Principal and Faculty	*2019-2020 Due to Covid-19 the technology standards have not been finalized however, the addition of Seesaw and Zoom have significantly increased the technology used in the classroom.* *2020-2021 Technology standards have been implemented with the direction of CSCOE, Tierney and Canopy It, to ensure a successful, safe implementation of technology in the event of school closure due to COVID-19* *2022-2023 Canopy IT consulted with MQP to ensure standards and the technology policy is communicated with clear expectations for all students.*
(Action Step 3) Develop standards for Health and Physical Education to be added to curriculum handbook and implemented in the daily teaching and learning.	Spring 2019	Principal and Faculty	*2018-2019 Principal consulted with ISD 728 Superintendent and Elementary principal due to students attending Phy Ed at the public school. Curriculum Instruction follows the MN Standards for Phy Ed.* *2020-2021: Phy Ed teacher implemented Phy Ed standards plan taught on MQP campus.*

			2021-2022 Phy teacher communicated standards with teachers, staff and families in MQP staff meetings and newsletters
(Action Step 4) Develop new standards for Religion to be added to curriculum handbook and implemented in the daily teaching and learning.	Fall 2020	Principal and Faculty	*2019-2020 The MQP is working closely with the Office for the Mission of Catholic Education to implement most current religion standards are being taught.* *2022-2023 Staff, Pastor, Faith Formation Director and Principal reviewed standards to evaluate current status of programs to plan for a collaborative/consistent curriculum in the school and church.*
(Action Step 5) Assess the greatest needs for providing instruction of the Minnesota Curriculum Standards.	Spring 2021 Winter 2022		*2020-2021 Teachers and staff determined the greatest need for curriculum and instruction per MN standards to apply for and implement the 3 year funded Believe and Read program to work directly onside with coaches weekly.*

(STRATEGY 3) **Align Assessment DATA To curriculum standards and evaluate instruction and assessment**			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Set up a meeting with Tierney Brothers Consultant	July 2018 Winter 2019 Fall 2021	Principal	*2018-19 - Principal arranged for Tierney to provide four professional development workshops to identify measurable goals.* *2019-2020 MQP teachers and staff successfully completed on site training and distance learning professional development.* *2022-2023 MQP Instructional coach implements monthly staff meetings to work with staff to monitor and evaluate progress.*
(Action Step 2) Develop a teacher professional development day to align data	November 2018 Fall 2021 Fall 2022	Principal Staff	*2018-19 -Tierney and school staff collaborated during four professional development workshops from January 2019-April 2019.* *2019-2020 Staff development was completed in August 2019 to create a sustainable plan to align MN curriculum standards.* *2021-2022 Monthly professional development meetings to evaluate and analyze student data to monitor and communicate progress.* *2022-2023 Consistent monthly staff meetings are held in collaboration with Groves Academy professional development expectations to meet the needs for Believe and Read contractual agreements.*
(Action Step 3) Use data to drive student instruction	December-April 2018-19	Staff	*2018-19 - Teachers met during weekly staff meetings to identify student progress goals while monitoring progress from winter testing to spring testing.*

			2019-2020 Teachers and staff have worked collaboratively with Tierney to implement data driven instruction and goal setting. *2020-2021 Staff work quarterly via zoom with Tierney to receive professional development to monitor student assessment, progress and growth from Fall, Winter and Spring Map Assessments. Scores are communicated to families twice a year, Fall and Spring.* *2022-2023 MQP has made significant progress to ensure that data is the driving factor to map out student instructional goals.*
(Action Step 4) Assess outcomes of May test results	May 2019 Spring 2020	Principal, Staff	*2018-19 - Principal analyzed spring test scores to report a significant increase in math and reading from winter to spring assessment. Spring results have been communicated to all school families, parish and CSCOE.* *2019-2020 Due to Covid 19. all spring NWEA Map tests have been put on hold until 2020-2021* *2021-2022 Principal communicated all fall, winter and spring NWEA assessments to families.* *2022-2023 AimsWeb Plus data has been implemented, monitored and communicated with teachers and families. In addition, a summer program has been created for the first time to support COVID learning loss along with intervention support.*
(Action Step 5) Do student Measures of Academic Progress (MAP) results match the class assessments of instructors?	Fall 2020 Spring 2021 Fall 2021 Spring 2022	Staff	*2019-2020 Principal worked with Tierney to ensure the academic progress achieved from Spring 2019 to fall 2019 match assessments.* *2021-2022 Lead teacher worked with the principal to evaluate Spring 2021 to Fall 2022 data to ensure progress is consistent benchmarks.*

(Objective 2) **MQP School will foster a culture that promotes a positive and safe learning environment**			
(STRATEGY 1) School Wide Positive Behavioral Intervention Strategy (PBIS)			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Create a Positive Behavioral Intervention Plan (PBIS) plan for schoolwide action. Reevaluate PBIS plan due to increase in student enrollment.	August 2017 Fall 2021	Faculty	*2017-2018 Principal and staff evaluated PBIS models and adopted Top 20 as the school wide PBIS model.*

			2019-2020 Principal has worked collaboratively with parish leadership and School Advisory Council to create a responsive classroom environment and culture. *2021-2022 Principal worked with ISD 728 to evaluate and purchase PBIS materials with title funds.* *2022-2023 Responsive Classroom curriculum has been purchased. Staff have attended professional development courses. Teachers have implemented the Responsive Classroom curriculum in each classroom, hallways, playground and the lunchroom.*
(Action Step 2) Engage School Advisory Council and seek consensus of effective intervention plan.	Fall 2018 Spring 2019 Fall 2020 Fall 2021	Principal	*2018-19 - All school families have been surveyed to seek current feedback during the 2018-2019 year.* *School survey results were shared with key stakeholders in the community.* *2019-2020 Principal has worked collaboratively with parish leadership and School Advisory Council to communicate the progress of the positive school culture.* *2020-2021 Monthly Virtues with implemented to align with a responsive classroom management policy.* *2022-2023 Parish leadership works in collaboration with the principal to attend monthly meetings. The principal and School Advisory Council are looking for opportunities to create a more productive meeting during the school day instead of evening meetings.*
(Action Step 3) Communicate PBIS to parents and school community	August 2019	Principal and Faculty	*2021-2022 Sainly Service monthly virtues that supported the responsive classroom PBIS school wide policy were communicated in school newsletters.*
(Action Step 4) Closely Monitor ongoing evaluation of PBIS Model	March 2020	Principal and Faculty Staff	*2019-2020 PBIS was put on hold due to COVID-19 students being off campus. Staff worked with Tierney to set up social media safety filters for remote PBIS.*

(STRATEGY 2) Create a mentor program for new School families			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Identify core group of parents who are willing to mentor new families	September 2018	Principal, SAC, and Faculty	*When and what happened?* *2017-2018 SAC and Principal created a mentor program for new families* *2022-2023 Principal works with SAC members to create a strong team of parent volunteers to consistently connect with new families.*

(Action Step 2) Create comprehensive checklist of things new families need to know about the school and community	July 2019	Principal and School Secretary	*2018-2019 Due to leadership transition, the mentor family program was not consistently monitored throughout the year.* *2019-2020 Principal and Office Staff created a mentor committee to effectively communicate, assign and follow up with ALL new families.* *2019-2020 Marketing Committee created a welcome program to all new preschool, kindergarten and elementary students.* *2020-2021 Parent Ambassador Committee has been created, communicates with families quarterly.* *2021-2022 Parent Ambassadors did a remarkable job building community engagement by including new families at on and off campus events, along with checking in with all families on a quarterly basis.*
(Action Step 3) Connect mentor with new family	Fall 2019 July 2020 Winter 2021 Summer 2021	SAC Faculty Principal	*2019-2020 School Advisory Council created a plan to assign SAC members to communicate with new families beginning with inquiry families to fully enrolled families.* *2020-2021 Parent Ambassadors hosting on campus events, Spring 2021 and classroom parent social gatherings.* *2022-2023 Parent Ambassadors have made significant progress building a culture joy and warm welcoming environment by adding a fall, winter and spring hospitality event on campus.*
(STRATEGY 3) Create an Orientation Process for New Employees			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Go through staff handbook and create a checklist for new hires that covers the ins and outs of the school	Spring 2019	Principal and Business Administrator	*When and what happened?* *2018-2019 Principal and Business Administrator consulted with the Archdiocese OMCE Office to create an orientation process for new staff members.* *2020-2021 New staff handbook has been adopted, communicated and reviewed by all staff members.* *2021-2022 Teaching staff addendum in the staff handbook has been reviewed and updated to reflect the first year orientation process.*
(Action Step 2) Identify staff who would mentor	Spring 2019	Faculty	*2018-2019 New staff members are assigned a mentor upon hire at MQP* *2020-2021 Mentor teachers are assigned to new teachers and staff, meet monthly and attend weekly staff meetings to talk about strengths and opportunities for improvement regarding communication, collaboration and overall sense of staff during a stressful year due to COVID-`19.* *2022-2023 New staff members are assigned a mentor teacher. Teachers check in weekly with new teachers for the first quarter. Significant progress has been made to mentor new staff members at MQP.*

(Action Step 3) Connect new hire with mentor	Fall 2020	Principal	*2019-2020 New employees have received a mentor staff to guide them through the first year of employment at MQP.*
(Action Step 4) Review process	Spring 2021	Principal and Business Administrator	*2021-2022 Principal, Pastor and Business Administrator have reviewed and communicated the review process for all employees, including teachers and school staff.*

(STRATEGY 4) **Improve LEAP (Linking Educators and Parents) Participation**			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Reintroduce LEAP and what it is to current and new families	September 2018	Principal and LEAP Chair	*When and what happened?* *2018-2019 Principal worked with school office support staff and SAC to determine the current status of LEAP in February 2019.* *2019-2020 Due to unforeseen circumstances of Covid 19, LEAP has been put on hold until further notice.* *2020-2021 Parent Ambassadors have been created to meet monthly to talk about immediate needs for school families, activities and events during COVID-19.*
(Action Step 2) Recruit new members from classroom parents	October 2018 August 2020 August 2021	School Office Staff and Business Administrator	*2019-2020 Distance Learning positively impacted the coordination of assigning classroom parents to bring each class together to provide support and collaborating for families this spring.* *2021-2022 A part time support position has been created to communicate with parent ambassadors, parent volunteers to oversee classroom parents, volunteer support in the lunchroom, an annual gala committee and works closely with the Knights of Columbus to build parent participation on and off campus.* *2022-2023 School Office Manager has worked with parent volunteers to create a strong network of consistent parent volunteers in the library, lunchroom and playground.*
(Action Step 3) Reevaluate and determine new ideas for LEAP to support student learning.	Spring 2019	LEAP	

(STRATEGY 5) **Enhance Use of Website**			
	Timeline	**Responsibility**	**Progress Report**

(Action Step 1) Redesign current website for Marketing	In Process	St. Pio Media	*When and what happened?* *2017-2018 Completed April of 2018 with a grant from CSCOE.*
(Action Step 2) Use website to recruit and evangelize	Winter 2018-19	Principal	*2018-2019 Faculty and school staff work with parish support staff to oversee website. The website is consistently monitored and updated to reflect and support the Mission and Vision at MQP.*
(Action Step 3) Use website to enhance communication for all stakeholders	Spring 2019	Principal and Administrative Assistant	*2018-2019 Principal and School Office staff work closely to communicate the greater success at MQP including the annual state of the school report, NWEA overall test data, SSP and weekly newsletters.*

(STRATEGY 6) Alumni outreach			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Form a committee to compile alumni list from school archives	Fall 2020	Principal Staff, SAC	*When and what happened?* *2018-2019 MQP received a grant from CSCOE to work with SalesForce, an advancement database. Two staff members have been identified to create a diverse committee of stakeholders to identify alumni.* *2021-2022 Principal and staff meet with alumni classes for on campus tour to build alumni database.*
(Action Step 2) Contact Alumni	Spring 2021	Alumni Committee	*2019-2020 MQP staff have made great strides to include alumni in social media along with a plan to consistently follow up and connect with alumni.* *Alumni have been invited to online auction and on campus events. This spring two alumni have talked with their positive experience at MQP, and how their Catholic education has prepared them to be successful.* *2021-2022 Alumni have been contacted, invited to annual gala and end of school year activities.* *2022-2023 A marketing coordinator has been hired to support alumni engagement on campus.*
(Action Step 3) Host all school reunion.	Summer 2021	Alumni Committee	*2020-2021 Alumni meet with staff to plan a 50 year class reunion.* *2021-2022 class reunion gathering was held in the new parish life center.* *2022-2023 Principal has met with original members of the first class at MQP to work with staff members to plan a class reunion.*

(Objective 3) Address budget issues to improve student outcomes

(STRATEGY 1) **Create budget line item for staff development class fees**			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Investigate the possibility of dedicating funds for staff development In addition to Title II and Grant funds.	December 2018	Principal	*2017-2018 Principal worked with CSCOE to receive a significant grant for professional development in grades K-5 and preschool.* *2019-2020 Principal consistently communicates with the district office and Superintendent to receive and manage all title funds, including title IV funds. and the upcoming ESSER funds under the CARES Act.* *2020-2021 Professional Development funds have been allocated due to COVID-19 challenges and requirements to prepare a Preparedness Plan for reopening the school building on July 1, 2020.* *2021-2022 Principal worked closely with ISD 728 Business Administrator to ensure all entitled funds were received and that all allocated funds were spent before the end of the fiscal year.* *2022-2023 Principal works closely with ISD 728 and Parish Administrator to monitor financial statements, title funds allocations and attends year end meetings.*
(Action Step 2) Identify and secure grant monies for staff development to support student outcomes.	Fall 2019	Principal and SAC	*2017-2018 Principal worked with CSCOE to receive a significant grant for professional development in grades K-5 and preschool.* *2018-2019 Principal worked with Tierney Brothers implement professional development sessions to create and evaluate student goals for the fall and spring test sessions.* *2020-2021 CSCOE has provided the opportunity to work with Tierney and Maslowski Consulting to ensure professional development, best practices, and assessment goal setting based on student RIT scores and growth.* *2021-2022 Principal and Business Administrator worked with the Office for the Mission of Catholic Education to understand, apply and receive COVID relief funds and grants from Minnesota Department of Education and the Department of Human Services.* *2022-2023 Principal works closely with the Archdiocese of St. Paul and Minneapolis, Minnesota Department of Education and the Parish office to ensure grant opportunities are supported and completed within the appropriate grant timeline.*
(Action Step 3) Write school budget with dedicated staff development line item.	Winter 2020	Principal Business Administrator	*2019-2020 School budget includes professional development funds.* *2021-2022 Principal, Business Administrator and Finance Council work collaboratively to approve a school budget that includes sustainable line items such as professional development for teachers and staff.*

			2022-2023 Principal has worked with Catholic Schools Center of Excellence and Parish office to allow for a staff development plan to support the increasing need for staff development.
(Action Step 4)			

(STRATEGY 2) **Develop a salary pay scale to honor teachers and increase teacher retention.**			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Investigate similar size schools and their pay structures.	Spring 2020	Principal Business Administrator	*2019-2020 A new parish handbook has been created for July 1, 2020. All staff are committed to returning for 2020-2021.* *2020-2021 Due, to COVID-19 the pay scale was put on hold until the spring of 2021. Staff have received an increase to allow for consistent pay structures among staff.*
(Action Step 2) Identify deciding factors and affordability. Compare with current pay rate.	Summer 2020	Principal Business Administrator	*2021-2022 Principal worked closely with ISD 728 Business Administrator to review district salary schedule to increase Mary Queen of Peace teachers and staff salaries in an effort to compensate staff closer to the district salaries.* *2022-2023 Parish Leadership along with Finance Council have approved an increase for starting salary teachers to allow the hiring process to be more competitive with neighboring public and non-public schools.*
(Action Step 3) Do a feasibility study	Fall 2020	Principal Business Administrator	
(Action Step 4) If affordable, communicate and implement pay scale with offer letters	Spring 2021	Principal	*2020-2021 Finance Council has approved the 2021-2022 school budget to allow for work agreements in a timely manner this spring that communicated each staff compensation, per the work agreement.* *2021-2022 Teachers and staff received work agreement letters in the spring to communicate compensation as stated in the annual work agreement letters.*

(STRATEGY 3) **Bring School Tuition Costs inline with the needs of our school.**			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Assess budget shortfalls	Fall 2018	SAC	*When and what happened?* *2017-2018 Principal worked with the Parish Trustee to create the annual budget.*

			2019-2020 financial statements reflect the significant parish subsidy reduction for the first time in several years. An effective communication plan was implemented with the parish business admin, school office manager and PASC accounting. *2020-2021 Principal has worked closely with the parish business admin, pastor and pasc accounting to closely monitor the school finances.*
(Action Step 2) Assess the cost of nearby parish schools	Fall 2018	SAC	*Due to leadership transitions this action step has not been completed.*
(Action Step 3) Determine the reasonable increase in school tuition.	November 2018	SAC	*2018-2019 Interim Principal worked with SAC and Finance Council to review the current tuition budget. Tuition increased by 2.85 %. Interim principal took many factors into consideration to budget for tuition.* *2020-2021 FC and SAC have approved the K-5 tuition to remain affordable to allow for an increase in enrollment at this time.* *2021-2022 Principal worked with Parish Finance Council to approve tuition increase for the following year at the October 2021 Finance Council meeting in an effort to be consistent with public school enrollment.*

(STRATEGY 4) Increase enrollment to support school financial stability			
	Timeline	**Responsibility**	**Progress Report**
(Action Step-1) Plan to Rally school and parish community to school growth.	Winter 2018-19	SAC Principal Marketing Coordinator	*2018-2019 Principal, SAC and the Marketing Coordinator created a strong detailed marketing plan to reflect increasing enrollment. MQP received a significant grant to support the enrollment and marketing initiatives for the 2018-2019 school year as well as the 2019-2020 school year.* *2019-2020 School Advisory Council, Marketing Committee and Principal have created an enrollment plan. Enrollment for 2020-2021 has successfully increased.* *2020-2021 Principal and school staff have worked around the clock since March 2020 to meet with inquiry families during the COVID-19 pandemic.* *2021-2022 Parent Ambassadors created on and off campus events to promote and highlight our school in an effort to increase enrollment. Data shows word of mouth marketing is most effective.*
(Action Step-2) Use the grand opening of the new parish center as a launch for the school enrollment drive.	Spring 2019	SAC	*2019-2020 A successful grand opening of the Parish Life Center created a positive school culture and great excitement for the parish community.*

(Action Step 2) Increase Kindergarten by 2 students for a total of 15.	Fall 2019	Principal Marketing Coordinator	When and what happened? *2018-2019 Interim principal worked with marketing coordinator to register current and new families during Catholic Schools Week. Current Kindergarten enrollment is at 12.* *2020-2021 K-5 enrollment has increased from 2018-2019, 42 students to 87 students enrolled for the 2021-2022 academic year. 93% of the families enrolled this year have enrolled for the fall.* *2021-2022 Kindergarten enrollment for 2022-2023 is at 25. 25 is full capacity and the highest in enrollment history at Mary Queen of Peace Catholic School.* *2022-2023 Marketing Coordinator has worked hard to increase enrollment. Enrollment continues to increase each year to bring enrollment to the highest that it has been in more than 10 years.*
(Action Step 3) Increase Kindergarten by 2 students for a total of 17.	Fall 2020	The GREATER MQP Community	*2020-2021 The entire community is working hard to help increase enrollment. Enrollment is up by 23% for 2020-20021. However, MQP anticipates a decline in current actual enrollment due to unforeseen circumstances of the COVID 19/.* *2020-2021 Currently there are 19 students registered for kindergarten, family fund night was hosted outdoors as a meet and greet night for family bingo.*
(Action Step 4) Increase Kindergarten by 2 students for a total of 19 students.	Fall 2021	The GREATER MQP Community	*2020-2021 The kindergarten goal has been achieved for the fall of 2021-2022.*

(STRATEGY 5) Marketing			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Develop a new marketing plan for the school which will honor efforts already made and help us make our future hopes a reality	July 2018	Marketing Committee	*2017-2018 Principal and Marketing Coordinator wrote a detailed marketing plan from the support of CSCOE.* *2020-2021 Marketing plan has been adjusted due to the COVID-19 social distancing requirements for large group gatherings to maintain a safe, clean environment for outdoor only gatherings.* *2021-2022 A part time staff member position has been dedicated to focus on creating a sustainable marketing plan, marketing efforts and community engagement.*

(Action Step 2) Explore radio and billboard advertising.	Spring 2019	Marketing Committee	*2019-2020 A MQP School billboard was successfully implemented in the fall of 2019 that remained until spring of 2020.*
(Action Step 3) Expand the number of places and formats for marketing.	Summer 2019	Marketing Committee	*2022-2023 Marketing coordinator has partnered with Catholic Schools Center of Excellence to attend quarterly marketing meetings to collaborate and share best practices for marketing opportunities.*
(Action Step 4) Increase partnerships with parishes without schools	Fall 2019	Marketing Committee	

(Objective 4) Develop Building Facilities

(STRATEGY 1) Increase campus security.

	Timeline	Responsibility	Progress Report
(Action Step 1) Plan for phone and intercom system for school to communicate with school office in the parish life center.	Fall 2018	Principal Building Committee	*2018-2019 Interim principal worked with the building committee to purchase new security for school entrance and exit doors.* *2022-2023 Principal completed the plan for a phone and new intercom was completed in the spring of 2023.*
(Action Step 2) Identify areas of required monitoring, restricted access and day use.	Fall 2018	Principal Parish staff	*2017-2018 Principal worked with faculty and staff to identify all classrooms and or areas that could be potentially accessible by students or staff.* *2018-2019 Interim Principal required that students are to be monitored at all times. All doors and unused classrooms must remain locked while not in use. Students are required to carry a hall pass and fully supervised at all times.* *2021-2022 All teachers and staff are required to monitor students at ALL times. Under no circumstance may students be unattend per the school policy. All unused classrooms are locked, annual safety drills are practiced and exterior doors are locked at all times.* *2022-2023 Principal, Pastor and Parish Administrator have identified areas for increased monitoring, new exterior doors and replacing old exterior doors and keys to new doors, key fob security system and security cameras.*

(Action Step 3) Prepare for moving school office into new parish office space.	Winter 2018-19	Principal Staff	*2018-2019 After careful consideration, the school office will remain in the school building.*
(Action Step 4)			
(STRATEGY 2) Explore Potential Gymnasium			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Conduct a feasibility study of converting the Red Shed into a gymnasium	Fall 2020	Building and Grounds Committee SAC	*2019-2020 There are not plans to consider converting the red shed into a gym at this time.* *2020-2021 Parish Finance Council, Building and Grounds Committee, Parish Leadership and PASC accounting has met, toured the school building and evaluated the greatest needs for capital improvement. A new school roof, and boiler are a greater priority for the campus to sure capital improvements are closely monitored by Parish Leadership.* *2022-2023 Parish leadership continues to explore best options for converting the red shed into a gymnasium.*
(Action Step 2) Procur Cost Bids	Spring 2021	SAC Building and Grounds Committee	*2021-2022 Parish leadership along with the Archdiocese of St. Paul and Minneapolis request multiple builds as best practices to ensure financial responsibility for making purchases. In addition, a committee is formed to support careful consideration for making purchases with or without a poxy requirement. .*
(Action Step 3) Create a plan for fundraising based on cost projections	Fall 2021	SAC Building and Grounds Committee	*2021-2022 Principal, parish leadership and parish finance council created an ongoing list of capital improvements with cost projects to plan ahead for large and small expense items.*
(Action Step 4) Seek outside donors/donations	Spring 2022	Principal SAC	*2019-2020 Principal and parish leadership created a plan to work with outside donors through networking and recommendations by the Archdiocese of St. Paul and Minneapolis.*
(STRATEGY 3) Modernize/update school bathrooms			
	Timeline	**Responsibility**	**Progress Report**
(Action Step 1) Hire a design consultant to put a design together for updating/remodeling student bathrooms	Spring 2022	Principal Building and Grounds Committee	*When and what happened?* *2020-2021 Facilities Manager is working with Kinghorn to receive estimates to purchase touch less drinking fountains, bathroom sinks, toilets and bathroom stalls*

(Action Step 2) Secure bids for remodel	Fall 2022	Building and Grounds Committee	*2020-2021 Parish Finance Council, Building and Grounds Committee, Parish Leadership and PASC accounting has met, toured the school building and evaluated the greatest needs for capital improvement.*
(Action Step 3) Find monetary resources to pay for remodel (fundraising, grants)	Fall 2022	Principal LEAP SAC	*2021-2022 Student bathrooms have been updated to include new touchless faucets, new stall doors, toilets and terrazzo floors polished.*
(Action Step 4)			