

Level/Building(s)

Pillar	Action Item	Holy Family	St. Mary's	AQ Middle School	AQ High School	Who	When	Start Date	Budget Impact	Update	Complete Date
Supportive Student Life	Find consistent communication tool such as Remind App for communication at all levels.		X	X	X						
Supportive Student Life	Establish a consistent standard for activity participation and expectations at all levels. Train all members (coaches, parents, students). Create process for feedback and comments.	X	X	X	X						
Supportive Student Life	Look for/encourage more middle school opportunities in faith and STEM.			X							
Supportive Student Life	Expand virtues program to preschool and middle school levels.	X		X		Priest subs (MS), PS/PK teachers, SM Admin	Monthly				
Supportive Student Life	Continue Social/Emotional Learning program from St. Mary's as needed. Develop into a leadership program and/or opportunities.	X	X	X	X	SM Professional Development Committee, AQ team					
Supportive Student Life	Adopt and implement or modify current discipline theory to include behavior modification/character formation as needed.	X	X	X	X	School Improvement Teams					
Supportive Student Life	Train teachers, staff, and administration on changes to discipline/management theory. Provide complimentary faith formation.	X	X	X	X	Trainers,	Inservice Days				
Supportive Student Life	Increase Coordination of elementary-level activities and St. Mary's activities with Aquinas.		X	X	X	SM admin, AQ AD, PE teachers, AQ Admin, coaches					
Supportive Student Life	Make lanyards more purposeful for Aquinas.			X	X						
Supportive Student Life	Investigate/improve inconsistent heating throughout Aquinas.			X	X	Custodian, Finance Council, Admin					

Supportive Student Life	Evaluate and continue counseling program development at all levels.	X	X	X	X	Admins and contracted counselor	2020-2025	Fall 2020	Title IV funding			
Sacred Catholic Foundation	Increase spriritual growth for faculty and staff by finding times for spiritual direction/adoration/ testimony. Offer spiritual direction at times that can cater to faculty and staff.	X	X	X	X	School Chaplain, Priests, Campus Minister, Administration	2020-2025	Fall 2020				
Sacred Catholic Foundation	Build Middle School Ministry with monthly activities focusing on identity, self-reflection, prayer, relationship with God and others			X		Campus Minister	2020-2025					
Sacred Catholic Foundation	Find ways to welcome 6th graders such as: Event at beginning of the year with High School student ministry leaders and ongoing monthly visits in 6th grade religion class.			6th grade	X	Campus Minister	2020-2025					
Sacred Catholic Foundation	Grades 9 to 12: Share and Prayer in the chapel during Access (3:20-3:40) one day a week.				X	Campus Minister	2020-2025	Beginning school 2020				
Sacred Catholic Foundation	Include Freshman Encounter weekly small group in religion class. (Required by the Diocese)				X	Campus Minister	2020-2025	Beginning school 2020				
Sacred Catholic Foundation	Determine whether is is possible to allocate time in the school day for relationship/chapel time (One minute from each class for longer lunch to have time to eat and visit with friends/or chapel time).			X	X	Administration						
Sacred Catholic Foundation	Explore possibility of a new position: 3 days/week, 15-20 hrs, fill in religion classrooms on priests day off, working in conjunction with the Aquinas Chaplain and Campus Minister. Current campus minister taking on more spiritual direction			X	X	Administration	2020-2025					
Sacred Catholic Foundation	Pursue the inclusion of sisters either through visits or employment for all students PK-12.	X	X	X	X	Administration	2020-2025	ASAP				

Sacred Catholic Foundation	Increase attention to feast and Saint days including sharing their stories, cutouts, activities, prayers, etc.	X	X			Teachers	2020-2025	Fall 2020			
Exceptional Learning Environment	Communicate (via website, newsletters, etc.) the School Improvement Plan and provide annual updates to ensure adequate continuum of K-12 curriculum.	X	X	X	X	all Admin, Marketing					
Exceptional Learning Environment	Continue the timely pursuit of school system accreditation through Cognia and engage parents/stakeholders in curriculum development & accreditation process. Review findings, including strengths and opportunities for improvement.		X	X	X	School Improvement Teams					
Exceptional Learning Environment	Identify and communicate to parents and students, the supplemental aids and supports available, including Access, study hall, etc., to meet the needs of ALL students, from low-achieving students to high ability learners, through multiple communications methods to reach all parents (i.e. email, school website, "IRIS," Facebook, etc.)		X	X	X	Teachers, Admin, Marketing					
Exceptional Learning Environment	Review ITBS (and other) testing results, identify deficit areas, and implement curriculum/instructional changes as appropriate.		X	X	X	Counselor, Teachers, and Admin					
Exceptional Learning Environment	Provide additional learning experiences, presentations and performances (on- and off-site) to supplement classroom instruction through immersion opportunities and activities to colleges, the seminary, trade schools, internships, job shadowing, etc. to explore life & career options.				X	Guidance Counselor					
Exceptional Learning Environment	Formalize current teacher mentoring program with formal program guidelines to assist and support new teachers and to innovate the performance of experienced teachers.	X	X	X	X	Teachers and Admin					

Exceptional Learning Environment	Evaluate, develop and implement a formal, systematic and uniform educator performance evaluation model that is comprehensive, fair and objective; conduct educator performance evaluations annually. Incorporate external classroom observation into the teacher evaluation process to provide objective review of classroom instructional practices and curriculum implementation. Publish the model and make easily available to parents (part of	X	X	X	X	Building Administration and Teacher Reps					
Exceptional Learning Environment	Define "guidance counseling" and determine how our existing program meets the needs of Aquinas, St. Mary's, and Holy Family students and families; consider staffing needs.				X	Guidance Counselor					
Exceptional Learning Environment-Supportive Student Life	Modify ASK Night to provide information for students and parents about the various programs, activities, classes, and clubs offered at Aquinas High School as well as Aquinas Middle School.			X	X	Advisors and Guidance Counselor					
Exceptional Learning Environment	Conduct annual, scheduled, individual meetings with high school students and their parents to set goals, create academic course plans, explore careet options, plan for college, etc. Meetings highly recommended for sophomores, juniors, and seniors (could be done at Tri-Councils)				X	Guidance Counselor					
Exceptional Learning Environment	Utilize the a College Readiness Program in Career Counseling (Naviance College and Career Readiness Platform, NE Career Connections, etc.) to optimize student success, maximize counselor effectiveness, and engage students and parents (recommendation is to do this before junior year--possibly 8th grade).				X	Guidance Counselor					
Exceptional Learning Environment	Establish curriculum review cycle and process (PK-12). Include external contributors, parents, and student views.	X	X	X	X	Admin and School Improvement Teams	Summer 2020				

Dynamic Community Relationships	Identify different target age levels (transition) who might be interested in enrolling in our system, birth-12th grade	X	X	X	X	Enrollment/Advancement	Ongoing					
Dynamic Community Relationships	Thank you/ interest school display in every deanery Parishes	X	X	X	X	Enrollment/Advancement	Fall 2020					
Dynamic Community Relationships	School Display at Holy Family ELC	X				Enrollment/Advancement	Fall 2020					
Dynamic Community Relationships	Business ad on back of Divine Mercy Parish bulletins	X	X	X	X	Enrollment/Advancement	Ongoing					
Dynamic Community Relationships	Find out how welcome packets (from Chamber) get to new families					Enrollment/Advancement	Summer 2020					
Dynamic Community Relationships	Share parent witnesses, "Road Less Traveled" through social media, posters, etc.	X	X	X	X	Enrollment/Advancement	Ongoing					
Dynamic Community Relationships	Provide a form for all families to submit their own testimony about schools with their picture	X	X	X	X	Enrollment/Advancement	Ongoing		X			
Dynamic Community Relationships	Reevaluate and update welcome booklet	X	X	X	X	Enrollment/Advancement	Summer 2020					
Dynamic Community Relationships	Discover more ways of sharing the Parish ambassadors with portrait					Enrollment/Advancement	Spring 2021					
Dynamic Community Relationships	Holy Family providing gifts/ info. to hospital new baby packet	X				Enrollment/Advancement and HFELC Admin	Fall 2021					
Dynamic Community Relationships	Priests in Deanery making announcement once a month to thank and inform	X	X	X	X	Enrollment/Advancement/Priests	Fall 2020					
Dynamic Community Relationships	Gift to First Communion CCD students who do not attend our schools		X			Enrollment/Advancement	Spring 2021					
Financial Sustainability & Advancement	Increase communications regarding financial matters via a "Dashboard" on the website.					Website						

Financial Sustainability & Advancement	Maintain sustainable tuition. No families will pay more than 7% of their income to tuition.					Finance Committee					
Financial Sustainability & Advancement	Promote the Diocesan Good Shepherd Scholarship Program.					Website/Marketing					
Financial Sustainability & Advancement	Research and promote additional opportunities to decrease tuition costs for families: life insurance, tax credits, scholarships, etc.					Admin, finance, development, marketing					
Financial Sustainability & Advancement	Clearly communicate financial situation to parents, stakeholders, and parishes.					Website/Marketing					
Financial Sustainability & Advancement	Educate parishes on the financial situation of the schools and how their tithe is used. (Regular parish and bulletin communication)					Marketing, parish priests, finance members					
Financial Sustainability & Advancement	Investigate possible parent volunteer commitment options. (SCRIP requirements, volunteer to decrease costs, etc.)					School Councils, BOA, SCRIP coordinator					
Financial Sustainability & Advancement	Market academic successes to increase enrollment.	X	X	X	X	counselor, administrators, marketing					