

Level/Building(s)

Pillar	Action Item	Holy Family	AQ Elementary	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	Laura Adair (RSchool); Coaches (Remind)		Fall 2021	cost of RSchool	RSchool is improving calendar communication. Remind not increased usage, yet.	
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	Eric DeWispelare		Fall 2021		Started sharing unified information and consistent camps.	
Supportive Student Life	Look for/encourage more middle school opportunities in faith...			X							
	...and STEM.			X		Sarah Zook		Fall 2020	None-grant and parents	Continued robotics to MS. Added MS/HS FTC program.	
Supportive Student Life*	Expand virtues program to preschool and middle school levels.	X		X		Priest subs (MS), PS/PK teachers, SM Admin	Monthly	Fall 2020-PS; Fall 2021-MS	\$150 posters and supplies for SEL	Added SEL program, training 2020. PS-5 in 2020; 6-12 in 2021. Priest subs in 2021.	
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		Fall 2020	above	Trained on SEL 2020; Implemented PS-5 in 2020; 6-12 in 2021. Leadership--not yet.	
(Addresses * items)	* New Virtues Based Restorative Discipline (VBRD) at elementary includes virtue training as of Fall 2022. Training for admin (Summer 2022), training staff during 22-23 school year. Addresses discipline and SEL portions.		X								
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, priests	Inservice Days				Mission work with admin over summer 2022. Continued formation with staff 22-23. Interviews with families and staff Summer 2022.	
Supportive Student Life	Improve teacher retention and satisfaction.	X	X	X	X	Admin, peer teachers		Fall 2022	Mentor teacher stipends? Funds for teacher activities.		Elementary has started formal mentoring program. All levels have increased teacher support activities.	
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		Fall 2021	MS AD Stipend		AD hired, coordination is improving.	
Supportive Student Life	Make lanyards more purposeful for Aquinas.			X	X			Fall 2021			Lanyards hold the student ID which now has a barcode for use in the library and cafeteria and they also store the	Fall 2021
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, \$3-4,000 extra school funding		Program in place K-12. Continues at 1 day per week.	
Sacred Catholic Foundation	Increase spiritual 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	Campus Minister and priests	2020-2025	Fall 2020			Spiritual Direction is offered for all faculty and staff. Annual retreats for faculty.	
Sacred Catholic Foundation	Build Middle School Ministry with monthly activities focusing on identity, self-reflection, prayer, relationship with God and others			X		Priests and Campus Minister	2020-2025				Middle School Priest Day off: Classroom time/Lectio- Bible reading & bringing them into the story.	

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			Girls High School Bible Study on Fridays
Sacred Catholic Foundation	Freshman Encounter				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					Chapel time is built into "Priest's Day Off" Head to Heart Reflectionsand social time.
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				Chapel time is built into "Priest's Day Off" Head to Heart Reflections.
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			Sister Mary Kansier offers spiritual direction to staff and faculty.
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					Covid put this on the back burner but it will be made a priority in 21-22
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			NA	Students and Parents are informed in Feb. when class scheduling occurs	On-going
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					On-going
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 Cognia).	X	X	X	X	Building Administration and Teacher Reps					Danielson model 2022

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						on going
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		8/18/21	N/A			8/18/21
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				X	Guidance Counselor						On-going
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,				X	Guidance Counselor						Planning Spring 2021
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				We have been updating and aligning curriculum between elementary and hig school in all subject areas.	on going each year a new subject
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				Put up canvas photos at HF to advertise schools, ran ads in Schuyler bulletin.	9/1/20
Dynamic Community Relationships	Thank you/ interest school display in every deanery Parishes	X	X	X	X	Enrollment/Advancement	Fall 2020	Fall 2020	\$50.00		Placed postcards in all parishes in fall of 2020. Putting up posters Fall 2021.	
Dynamic Community Relationships	School Display at Holy Family ELC	X				Enrollment/Advancement	Fall 2020		\$30.00		Done	9/15/20
Dynamic Community Relationships	Business ad on back of Divine Mercy Parish bulletins	X	X	X	X	Enrollment/Advancement	Ongoing	9/1/20	\$558.00		Done--ongoing	9/2/20

Dynamic Community Relationships	Find out how welcome packets (from Chamber) get to new families					Enrollment/Advancement	Summer 2020			Done--chamber will need new materials sometime during 21-22 school year.	9/1/20
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	provided an online form for parents to share their stories	
Dynamic Community Relationships	Reevaluate and update welcome booklet	X	X	X	X	Enrollment/Advancement	Summer 2020		Fall 2021	On going. Updated each year with current information and fresh photos.	
Dynamic Community Relationships	Discover more ways of sharing the Parish ambassadors with portrait					Enrollment/Advancement	Spring 2021			Done. It was decided that School Council Reps are our ambassadors. Need to share those names, and still need	9/1/22
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 2022			Will contact pastors once CCD begins to find out how many students are in their program	
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				Parents were informed through emails, facebook, newsletters and even some personal phone calls.	
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		8/1/21		St. Mary's has begun a 7 week program to explain their commitment to the schools and other ministries.	
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					