

Aquinas Catholic Schools - Strategic Plan Pillar Projects

#	Code	Pillar	What	Who	When	How Much	Include In Budget	Start Date	Complete/Ongoing
1	SC-1	Sacred Catholic Foundation	Eucharistic Adoration - during the school day at the Aquinas HS Chapel; reoccurring monthly; open to Aquinas community (faculty, staff, students, parents, parishioners, etc) Held Eucharistic Adoration in the spring, working with pastors to try to schedule additional times & dates.	organized and manned by chaplain and campus minister	possibly first Fridays; quarterly and then monthly	none		4/1/2024	Ongoing
2	SC-2	Sacred Catholic Foundation	Developing Houses - help teachers and students grow in deeper relationship with eachother and with God during House time; more intentional programming; communicate with teachers the purpose of houses and give tools to students and teachers; initial goal for next year to offer opportunities for prayer and reflection during Lent and Advent seasons; possibly send teachers to St. James to observe houses set-up; offer more opportunities to share and hear others' testimonies; teaching prayer with Matthew Kelly's "Holy Moments". Implemented renewed house program in fall of 2024, working to offer more individual and focused social interations, including men's bible study, women's bible study, etc.	House Committee? Campus Minister? Catholic Identity Committee Members (KJ is willing to help)	set a timeline for goals/changes over the next 5 years	Possibly a small stipend for teachers	\$500	9/1/2024	Ongoing
3	SC-3	Sacred Catholic Foundation	Family Formation Opportunities ("Hearth") - first priority is to set up a back to school event for Holy Family, elementary-high school parents and students; share a dinner (pot-luck style or pizza), hear a testimony, Eucharistic Adoration w/ praise and worship music; possibly once a semester	PTO Committees; campus minister & chaplain	late July/August; once during the second semester	depends on food/donation			
4	SC-4	Sacred Catholic Foundation	Admin and staff professional development - centered on relationship building and communication (teacher to student, student to student, teacher to parent, teacher to teacher, etc.); practical tools for establishing strong relationships and holding high expectations for students; improving communication with parents and inviting parents to take an active role in their students' learning; listening well; bullying; ideally offered from Catholic perspective (Jean suggested learning from the examples of saints like John Bosco and Francis de Sales) Teachers started training on Boystown method in summer of 2024, will implement in the fall of 2024.	Outside organization comes to Aquinas MS/HS on professional development day	during the school year (ideally next year)	Title \$		6/1/2024	Ongoing
5	SC-5	Sacred Catholic Foundation	Adopt a Family - establish a mentorship program for new families; current families volunteer to be ambassadors; ambassadors welcome new families and meet with them to answer questions, make connections, etc.		find a few ambassadors for next school year	none			
6	SC-6	Sacred Catholic Foundation	Teacher and Student Retreats - teachers and students are all required to attend one retreat of their choice each year; teachers are given 1-2 days (does not count as a personal day) and a small stipend	admin changes to handbook/policy	2024-25 school year	\$100-\$150 per teacher-already in budget			
7	SC-7	Sacred Catholic Foundation	Catechism of the Good Shepherd - invite administration to visit an elementary school that has incorporated CGS into the school day; initially setting up CGS for preschool and then growing the program into the elementary school	Admin; Liz K. possibly? :)	observe in 2024-2025 school year; in the preschool in 2025-2026?	staff training \$\$			
8	SC-8	Sacred Catholic Foundation	First Friday Adoration Club - from 3:00 - 4:00 at St. Mary's Church, parents are invited to join students for the second half of adoration and ice-cream social afterwards. Starting to implement in 2024-2025.	Adoration Club volunteers; Administration		Donation for Ice cream		9/1/2024	
9	SC-9	Sacred Catholic Foundation	Prayer - Reciting the Angelus during the school day and educate teachers and students on the importance of the Angelus; everyone recites the prayer before or after lunch; possibly students volunteer to lead the prayer (one way we can live more liturgically during the school day and also encourage parents to pray the angelus in the evening as a family)	Campus Minister, volunteers		None			
10	SC-10	Sacred Catholic Foundation	Annual School Theme - Establish a theme for next school year centered on relationships and care for the other, possibly grounded in the parable of the Good Samaritan or another scripture verse; make relationship-building the priority for next year (with God, students, parents, and teachers) Establish new theme for 2024-2025, Verso L'Alto	Catholic Identity Committee Members	prior to the 2024-2025 school year, ongoing	none		9/1/2024	Ongoing
11	EL-1	Exceptional Learning	Extra-Curricular - Plan and incorporate Agricultural Education into High School and Middle School. Hired new Ag Education teacher and started Ag. Education and FFA in fall 2024.	Exceptional Learning Committee Members & Volunteers		*Donors may help offset costs.		5/1/2024	Ongoing
12	EL-2	Exceptional Learning	Internships - Incorporate internship opportunities available through local companices (i.e. Frontier Coop, AKRs, etc.) in order to offer on-the-job training in multiple areas (i.e. agriculture, IT, marketing, etc.)	Counselor					
13	EL-3	Exceptional Learning	Communications - Communicate academic opportunities for students to earn college credits (ie. Independent study courses, dual-credit courses, or AP classes). Work on new website to enhance communications at both schools and at Holy Family. Started work on course descriptions for college course work, 45+ students participating in different types of college coursework in 2024-2025.	Marketing, Administration, Guidance Counselor, Counselor, and Teachers	Annually	None		6/1/2024	Ongoing
14	EL-4	Exceptional Learning	Curriculum - Update course descriptions and review curriculum alignment/student goals for meeting state standards. Started to update course descriptions and will publish to the new website in fall 2024.	Marketing, Administration, Guidance Counselors	2024-2025 Reading; 2025-2026 Math			5/1/2024	

Aquinas Catholic Schools - Strategic Plan Pillar Projects

#	Code	Pillar	What	Who	When	How Much	Include In Budget	Start Date	Complete/Ongoing
15	EL-5	Exceptional Learning	Curriculum - Continue the curriculum review cycle and process (PK-12). Revamping curriculum update sequence document and the Aquinas Curriculum process document and will publish on the website in fall 2024.	Administration, Teachers, Eva Fujan	Ongoing	\$2,000-\$5,000/yr (paid thru Title 2A)		5/1/2024	Ongoing
16	EL-6	Exceptional Learning	Counseling - Conduct annual, scheduled, individual meetings with high school students and their parents to set goals, create academic course plans, explore career options, plan for college, etc. Started individual counseling sessions with seniors in the fall of 2024, also creating website content about the different types of counseling and mentoring that is available to students and parents in fall 2024.	Guidance Counselor	Annually			8/1/2024	Ongoing
17	EL-7	Exceptional Learning	Mentoring - Formalize current teacher mentoring program with guidelines to assist, support and enhance teacher performance. Including in the counseling update for students, program will be published on the website.	Administration, Teachers	2024-2025			8/1/2024	Ongoing
18	EL-8	Exceptional Learning	Academic Support - Identify and communicate to parents and students the supplemental aids and supports available for all levels of learners. Including in the counseling update for students, program will be published on the website.	Administration, Teachers, Marketing	2024-2025			6/1/2024	
19	EL-9	Exceptional Learning	Teacher Recruitment - Recruit faith-oriented teachers through venues such as college fairs and field experiences. Administration has increased interaction at local colleges to introduce Aquinas, to host students to tour school, sit in on classes and to encourage internships. Aquinas currently has hired five teachers that were former Student Teachers.	Administration, Exceptional Learning Team	Ongoing	Subs and travel expenses		5/1/2024	Ongoing
20	ES-1	Enriching Student Life	Communications - Host Pre-Season Sport/Activity Meetings led by coach/moderator so that everyone is on the same page (expectations, lines of communication, practice schedules, extra costs, etc.) Prior to each major season: Fall, Winter, Spring. Implement for all teams.	Eric, athletic director, coaches, moderators	start for fall 2024	0-? (if food is added to the gatherings)		5/1/2024	
21	ES-2	Enriching Student Life	Student Life - Implement a formal virtue and discipline system/program to address bullying, substance use, as well as basic adherence to rules and classroom behavior utilizing a restorative discipline model with an emphasis on our Catholic Identity. We want this program to be collaborative with parents, teachers, and administration to enhance our school community so that the student experience is built on solid relationships of trust and love. Implementation of a program of this nature will require investment in professional development for staff and parental programming and potential coaching/mentoring. Teachers began training on the Boystown Method in summer 2024.	Student life Pillar (Melissa Yindrick, Eric DeWispelare) Catholic Foundation Pillar (Angie Krivanek and Colleen Storm), teachers, Administrators	zoom meeting ASAP with prospective program developer with administrators, and 2-3 committee members (parents).	zoom-free, staff development, coaching (\$4K-30K) consider opportunities for Title 1 funding, or donors/sponsors		6/1/2024	Ongoing
22	ES-3	Enriching Student Life	Student Life: To conduct a Student Survey regarding school climate/culture. The Nebraska Department of Education school climate survey (\$0) or the potential hiring of Restoration Matters Organization (\$500 customize survey, administer, collect data, evaluate and advise next steps) which would create a baseline measurement for collecting data of program's effectiveness.	Eric DeWispelare, Melissa Yindrick (consult with Restorative Matters Org)	before end of school year 2024	\$0-500, donations			
23	ES-4	Enriching Student Life	Student Life: Following the student survey, <i>if needed</i> , form focus groups with students, parents, and teachers (possibly alumni (recent 2-5 years)) to get more insight into school climate, communication (student to teacher, teacher to parent, parents to administration, administration to parents, and staff and students), and also to clarify any additional data needed to help determine the need for a possible communication committee, or additional programming/assemblies. <i>If adopted, new restorative discipline programming may provide a means of building better trust and communication.</i>	Student life committee members	Summer into Fall 2024, implementation of ideas to follow	focus groups \$0, potential projects or programming to follow unknown			
24	ES-5	Enriching Student Life	Student Life: Following the student survey (and additional focus group discussions if applicable) determine what policies, procedures, and protocols need to be developed or changed, as well as revisions for the school handbook. The changes would be made in light of the implementation of a new system/program for discipline. Teachers began training on the Boystown Method in summer 2024.	Administration, Student Life Committee, other pillars	Summer/Fall 2024, implementation of changes to follow	TBD		6/1/2024	
25	ES-6	Enriching Student Life	Communications: Develop a document outlining the "Communications Chain of Command" for parents to share their concerns/challenges.	Administration, Student Life Committee	Summer/Fall 2024 part of school communications	None			
26	ES-7	Enriching Student Life	Communications: Determine if we need a communications committee or the possibility of a communication director position.	Administration, Student Life Committee, BOA	TBD	\$40K per year	\$40,000		
27	ES-8	Enriching Student Life	Lunch Program: Assess lunch program. Miranda will contact Neumann, Steve will contact Scotus, interview Amanda Helgoth	Miranda Fontenot, Steve	April/May for next year, 2024-25	unknown			
28	ES-9	Enriching Student Life	Elementary Student Life: Swingset at the elementary playground.	Melissa Hotovy/committee	pending budget, ASAP	2,000-5,000, donations?			

Aquinas Catholic Schools - Strategic Plan Pillar Projects

#	Code	Pillar	What	Who	When	How Much	Include In Budget	Start Date	Complete/Ongoing
29	ES-10	Enriching Student Life	Future: With the Catholic Foundation pillar evaluate Houses. Consider a curriculum/format to increase the opportunity for fellowship and guided activities to build on virtue and character - create more of a universal system. Focus on relationship building with students and house 'parents'. May be able to adapt materials from restorative discipline curriculum (circles). Consider ways to incorporate families and communities (perhaps events with parents with their student's house group). Explore and implement house concept at elementary. Implemented renewed house program in fall of 2024, working to offer more individual and focused social interations, including men's bible study, women's bible study, etc.	Student Life & Catholic Foundation committee members, House committee	2026-2030	\$0 unless stipend for curriculum development, or books for house teachers.		9/1/2024	
30	ES-11	Enriching Student Life	Future: <i>Increase (and assess) parent involvement</i> (in cooperation with PTO- talk to Amy Didier and Becky Romshek, look into ways to increase parent involvement and volunteers.) Partner with Supportive Community Partnerships Pillar to bring back and increase volunteers in our schools. Possible back -to-school picnic/event for all schools.	Rachel W initiate conversation with Amy (PTO) and Becky Romshek.	2026-2030	None			
31	ES-12	Enriching Student Life	Future: Utilize results of the student survey and successive focus groups to assess Middle school survey results specific to this collective group. Determine if there is a need for specific middle school leadership or coordinator for potential activities/clubs/programming for the 6-8th graders. Have idea in mind when planning assemblies and activities (ie. Catholic Schools Week), not always just added to High School programming.	Administration, Student Life Committee	2026-2030	unknown			
32	ES-13	Enriching Student Life	Positive School Culture: With the input from focus groups, explore ways to recognize and praise student, teacher, administration, and staff achievement more.	Student Life Committee, student council, admin	2026-2030				
33	ES-14	Enriching Student Life	Positive School Culture: Assess opportunities for life skills curriculum with Exceptional Learning Pillar. Consider using the afternoons of the SAT days (quarterly) to create workshops for areas of interest determined by student survey & focus groups, explore virtua based activity. Find ways to incorporate alumni, parents or community members to train/teach on specific topic.	Student Life Committee	2026-2030				
34	SC-1	Supportive Community Partnerships & Communications	BUILD RELATIONSHIPS WITH CURRENT STUDENTS -Greet students before and after school. During classes acknowledge the student when they walk in, offer more inviting entryway to welcome students. Began construction in the entryway to make it more inviting and to make entry to the school office more streamlined, as well as increase security for the school.	Coaches, Laura, AD, Admin	2023-2024			9/1/2024	
35	SC-2	Supportive Community Partnerships & Communications	SHOWCASE CURRENT STUDENT ACCOMPLISHMENTS -Do more social media posts of academic, athletic accomplishments. Post more news about our students and what is happening in the classrooms and beyond. More frequent Facebook, Instagram posts started in fall 2024.	Teachers, Laura, AD, Admin	2023-2024			9/1/2024	
36	SC-3 + ES15	Supportive Community Partnerships & Communications	ENGAGE ALUMNI - Invite a graduated anniversary class to Gold Rush each year. (Ex: 40 year anniversary) Reach out to alumni with a survey to find out their interest in alumni activities like alumni tournaments (or coming back to interact with student-athletes or other activities) to help foster greater community in our schools, and vision for life after high school. Potentially including alumni in spiritual activities as witnesses to living out the faith. Include alumni in the 'life skills' days	Gold Rush Committee	2023-2024	\$20-\$25.00 (cost of mailers and postage)			
37	SC-4	Supportive Community Partnerships & Communications	HIGHLIGHT ACCOMPLISHED ALUMNI - Identify various alumni who have had a positive experience as a student at Aquinas and showcase "where they are now' or how AHS helped them to get where they are. Could maybe done or produced as an interview with good production quality in a series of videos that could be slowly released to the public via website/Facebook throughout the year.	Broadcasting Class/Laura Adair/SCP team.	2024-2025				
38	SC-5	Supportive Community Partnerships & Communications	COMMUNICATIONS: To research communications platform options that would serve to increase communications to parents, students, teachers, parishes and the community, including Flock Notes, Bulletin Announcements, Facebook, Community Ads, Alumni Outreach, Prepare Parish Priest monthly announcements, etc. Designed new website in summer 2024, working on new communications tools to implement in 2024-2025.	Community Partnership Team, Marketing staff, alumni director	2024-2025	2024		5/1/2024	
39	SC-6	Supportive Community Partnerships & Communications	COMMUNITY & PARISH PARTNERSHIPS: To coordinate and publish news to the community, such as Youth Volunteer Opportunities in schools and parishes and community, assisting with new family orientation, add Aquinas Mass times and Adoration times website and announce to parishes and encourage attendance, work with teachers and coaches on showcasing student and staff accomplishments, redefine and help coordinate Parish Ambassador program, explore the option of establishing a Bosco boys serving club and a service club for girls, etc. This can be included in the renewed house program in fall of 2024, working to offer more individual and focused social interations, including men's bible study, women's bible study, etc.	Community Partnership Team, Marketing staff, alumni director	2024-2025			9/1/2024	

Aquinas Catholic Schools - Strategic Plan Pillar Projects

#	Code	Pillar	What	Who	When	How Much	Include In Budget	Start Date	Complete/Ongoing
40	SC-7	Supportive Community Partnerships & Communications	COMMUNITY SURVEY: Survey 13 supporting parishes to identify areas where youth can become more involved in their parish and survey parish priest to identify areas where youth could become more involved in their parish.	Connie Novacek, volunteers	2024-2025				
41	SC-8	Supportive Community Partnerships	ORIENTATION FOR NEW FAMILIES - have current parents/students attend open houses. Have them be available to give tours and answer questions. Provide a parent contact that new families could reach out to with questions.	Parents of current students	2023-2024				
42	FS-1	Financial Sustainability & Advancement	Communications: To develop regular communications about the advantages of Catholic education and the specific achievements of Aquinas Catholic Schools. To publish scorecard with Aquinas achievements and publish on social media and handout to visitors to Aquinas, possibly at games, events and concerts.	Marketing Director, Eva Fujan	2024				
43	FS-2	Financial Sustainability & Advancement	Enrollment: To explore 5 day, all day Pre-K combined with before and after school care, to provide an alternative to daycare for parents and to increase enrollment in the schools.	Administration	Begin discussions in 2024-2025				
44	FS-3	Financial Sustainability & Advancement	Enrollment: To review and identify reasons for students leaving the school and develop strategies to address any internal problems that may be causing parents to transfer their students. To survey parents through exit interviews, independently.	Parent/Counselor	2024				
45	FS-4	Financial Sustainability & Advancement	Enrollment: To explore and identify new opportunities to increase enrollment, by marketing Aquinas to local businesses, new businesses hiring new employees in the area, marketing scholarship opportunities and the benefits of the Aquinas educational method, and by encouraging parents in local parishes and communities to visit the school and encounter our students, staff and families.	Marketing, Parents, Pastors	2024				
46	FS-5	Financial Sustainability & Advancement	Teacher Pay & Benefits: To annually review and sustain the teacher base salary at 80% to 85% of the local public school. Reviewed in 2024, it is at 80% currently.	Administration	Ongoing			3/1/2024	Ongoing
47	FS-6	Financial Sustainability & Advancement	Funding Mix - Parish Support: To continue to review and publish parish assessment support in the funding mix and explore ways to lower increases to parish assessments, if possible. (Currently trying to hold to 1% if possible.) Meetings with Pastors began in October 2024 to explore funding options.	Board of Advisors; CAO; Eva Fujan	Begin March 2024, Ongoing			4/1/2024	
48	FS-7	Financial Sustainability & Advancement	Funding Mix - Tuition & Scholarships: To keep tuition to under 45% of the cost of education and to provide scholarships for families who need additional financial assistance. Currently trying to keep around 3% Increase per year, if possible, to cover teacher pay increases. Working to define new Guardian Angel fund that is easy to understand that extends the Good Shepherd Scholarship program to more students and keep tuition increases to 3%-5% per year.	CAO, Board of Advisors	Begin March 2024, Ongoing			4/1/2024	
49	FS-8	Financial Sustainability & Advancement	Funding Mix - Tuition & Scholarships: To formalize scholarships and publish in January of each year. Currently 31% of Aquinas students receive Good Shepherd Scholarships, (below 225% of Poverty Level). Looking to formalize the Guardian Angel Scholarship to cover from 226% to 300% or 400% of poverty level.	CAO, Eva Fujan	Begin research in 2024			4/1/2024	
50	FS-9	Financial Sustainability & Advancement	Funding Mix - Fundraising, Advertisements, Sponsorships: To explore advertising and sponsorship opportunities for individuals and businesses who would support Catholic education and to encourage support for those sponsors by parents, staff and parishioners. Considering gym advertising and Monarch Club for investors. This opportunity would be a potential funding source to keep tuition and parish assessments increases to a minimum. Started Gym Advertising program in the fall of 2024, \$2,500 for a banner - over 10 business have purchased banners by October 2024.	Jason Lavicky, Michaela Moravec, Athletic Director	2024-2025 school year	Grow to \$200K per year		3/1/2024	Ongoing
51	FS-10	Financial Sustainability & Advancement	Funding Mix - Fiscal Responsibility & Communications: To review, publish communicate annual results and future budgets, based on an affordable tuition model, scholarship assistance, sustainable parish support, steady enrollment projections, equitable teacher salaries and valuable fundraising activities. Host an annual Open Forum discussion to review financial results and projections. Published 5 Year Budget to the website in October 2024.	CAO, Board of Advisors, Eva Fujan	Begin March 2024, Ongoing			3/1/2024	Ongoing
52	FS-11	Financial Sustainability & Advancement	Funding Mix - Fiscal Responsibility: To review and publish annual results and future budgets for the Daycare, starting by creating a separate budget for the Daycare to track income and expenses. Possibly consider different ownership structure in the future. New review committee started in spring 2024.	Jason Lavicky, CAO, Eva Fujan	2024-2025 school year			3/1/2024	

Aquinas Catholic Schools - Strategic Plan Pillar Projects

#	Code	Pillar	What	Who	When	How Much	Include In Budget	Start Date	Complete/Ongoing
					Total Projects		Total Costs	Started	Complete/Ongoing
					52		\$40,500	28	14