



# SCHOOL STRATEGIC PLAN

**(OBJECTIVE 1) Evaluate and review Holy Redeemer Schools curriculum, academic standards, and subject area philosophies.**

**(STRATEGY 1) Create and develop a calendar of review for Holy Redeemer School subject area standards and philosophies of subject area content.**

|  | Timeline  | Responsibility | Progress Report   |
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| Develop a standards review calendar, based on the curriculum cycle.                          | Fall 2021 | Principal      | <i>A standard review calendar has been established within Holy Redeemer School's curriculum cycle. The year before any new curriculum is ordered all standards for that content area will be reviewed and revised as needed.</i>              |
| Develop a philosophy of subject area content review calendar, based on the curriculum cycle. | Fall 2021 | Principal      | <i>A philosophy review calendar has been established within Holy Redeemer School's curriculum cycle. The year before any new curriculum is ordered all philosophies for the upcoming content area will be reviewed and revised as needed.</i> |

**(STRATEGY 2) Review, update, and rewrite standards according to the calendar.**

|  | Timeline            | Responsibility          | Progress Report |
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| Develop a subject area content team at the beginning of each school calendar year for the subject area for that calendar year.                   | Fall 2022-2028      | Principal               |                 |
| Designate a committee lead(s) for the subject area for that school year.   | Fall 2022-2028      | Principal, Content Team |                 |
| The Content team will meet monthly throughout the school year to work on revising standards.   | Ongoing 2022-2029   | Principal, Content Team |                 |
| The Content team will present a rough draft of the revised standards to the administration in quarter 4 of the calendar year for final approval. | Quarter 4 2022-2029 | Content Team            |                 |

**(STRATEGY 3) Align and choose curriculum based on the current Holy Redeemer School standards.**

|  | Timeline       | Responsibility | Progress Report  |
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| Develop a subject area curriculum review team at the beginning of each school calendar year. | Fall 2021-2028 | Principal      | <i>2021- 2022: A curriculum review team made up of a variety of grade level teachers was established at the beginning of the school year to help lead Holy Redeemer School through choosing an updated science curriculum.</i> |

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| Designate a committee lead(s) for the subject area for that school year.  | Fall<br>2021-2028      | Principal,<br>Content Team    | <i>2021-2022: A committee lead was established within the curriculum review team. In the 2021-2022 school year it was our 7th/8th grade science teacher.</i>                                |
| Curriculum review team will research various options available.   | Quarter 1<br>2021-2028 | Curriculum<br>Team            | <i>2021-2022: A team researched various options for science curriculum. After they researched and ordered samples for review they gathered the feedback of all staff who teach science.</i> |
| Curriculum review team will select their top two curriculums and compare them with current HRS standards.                                 | Quarter 2<br>2021-2028 | Curriculum<br>Team            | <i>2021-2022: The science committee used the overall feedback to look at two curriculums in comparison to the HRS standards and bring them forward to administration.</i>                   |
| Curriculum review team will present their recommendations to the building administrator for implementations for the upcoming school year. | February<br>2022-2029  | Curriculum<br>Team, Principal | <i>2021-2022: With the recommendation from the curriculum review team the principal directed that the new science curriculum be ordered for the 2022-2023 school year.</i>                  |



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| <b>(OBJECTIVE 2) Expand the academic enrichment offered for all students at Holy Redeemer school to enhance academic growth and excellence.</b>                              |                          |   |                        |
| <b>(STRATEGY 1) Develop a philosophy for differentiated instruction.</b>   |                          |   |                        |
|  | <b>Timeline</b>          | <b>Responsibility</b>                                 | <b>Progress Report</b> |
| Educate staff and faculty on the different levels and areas of differentiated instruction through professional development.  | 2022-2023<br>school year | Professional<br>Development<br>Committee              |                        |
| Teachers complete a self study to review what they do well, what they could do better, and where the school as a whole could grow in the area of differentiated instruction. | Spring<br>2023           | Professional<br>Development<br>Committee,<br>Teachers |                        |
| Using self study data staff meet in small group teams to develop the main ideas and essential concepts for a school wide philosophy of differentiated instruction.           | Spring<br>2023           | Professional<br>Development<br>Committee,<br>Teachers |                        |

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| Each team designates a representative to meet with administration and other representatives to compile essential concepts, write and publish (Handbooks/website) a school wide philosophy for differentiated instruction. | Spring 2023          | Representative Teachers, Administration, Professional Development Committee, Marketing |   |
| Implement the philosophy for differentiated instruction school wide.  | Fall 2023            | Teachers   |   |
| <b>(STRATEGY 2) Write and create a policy for developing standards and curriculum for new course offerings.</b>   |                      |  |   |
|   | <b>Timeline</b>      | <b>Responsibility</b>  | <b>Progress Report</b>  |
| Formulate a team to write and create a policy for new course offerings.   | Summer 2021          | Administration   | <i>2021-2022: This did not happen due to the change in administration that happened in August of 2021. This will be made a priority going into the 2022 school year.</i>            |
| Write and develop policy for future course offerings.   | Summer 2021          | Administration   | <i>2021-2022: In March of 2022 all parents were notified of what ALICE is and what it means within our building. They were given resources to research more if they chose.</i>      |
| Share with staff the policy at back to school workshops.  | Fall 2021            | Administration   | <i>2021-2022: This did not happen due to the change in administration that happened in August of 2021. This will be made a priority going into the 2022 school year.</i>            |
| Publish policy in staff handbook for future implementation.   | Fall 2021            | Administration   | <i>2021-2022: This did not happen due to the change in administration that happened in August of 2021. This will be made a priority going into the 2022 school year.</i>            |
| <b>(STRATEGY 3) Write and publish a theatre curriculum.</b>   |                      |  |   |
|   | <b>Timeline</b>      | <b>Responsibility</b>  | <b>Progress Report</b>  |
| Theatre teacher and administration meet to lay out the overall learner outcomes and objectives for this class offering.   | August 2021          | <i>Principal, Theatre Teacher</i>  | <i>Together with the principal, the Theatre teacher discussed overall learner outcomes and objectives for the Theatre Tech curriculum.</i>  |
| Develop formal written standards and learner objectives for the theatre/tech class offering.  | Quarter 1 and 2 2021 | Principal, Theatre Teacher   | <i>Using state standards, formal learner objectives were written.</i>   |
| The theatre teacher will present a rough draft of the curriculum standards to the administration in quarter 2 of the calendar year for final approval.  | Quarter 2 2021       | Principal, Theatre Teacher   | <i>In quarter two of the 2021-2022 school year a final draft for approval was given to administration for final approval. The principal approved this draft for implementation.</i> |

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| The final standards and learner objectives will be published and shared with all stakeholders. | Quarter 3<br>2021 | Administration | Learner objectives and standards were published and shared for stakeholders via the Holy Redeemer School website. The objectives and standards were also shared with each student who is enrolled in the class. |
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| <b>(OBJECTIVE 3) Amplify our mission of building disciples of Christ.</b>  |                              |                                  |   |
| <b>(STRATEGY 1) IMPLEMENT new ways to cultivate an atmosphere of positivity, empathy, and cooperation amongst staff.</b>   |                              |                                  |   |
|  | <b>Timeline</b>              | <b>Responsibility</b>            | <b>Progress Report</b>  |
| Holy Redeemer School staff will develop a routine to meet monthly to build and grow their spiritual walk with Christ.  | 2021-2027<br>School<br>Years | Administration,<br>Staff, Pastor | <i>2021-2022: Once a month our parish Pastor comes to the weekly staff meetings and works with the staff on their spiritual growth.</i>   |
| Holy Redeemer School will foster ways for staff to meet, collaborate, and build relationships amongst department/grade levels.   | 2021-2027<br>School<br>Years | Administration,<br>Staff         | <i>2021-2022: Weekly staff meetings have been implemented along with various tasks that divide the staff off into groups to work together for a common purpose.</i>   |
| Holy Redeemer School administration will pick a school-wide initiative to foster positivity, empathy, and cooperation for each school year and provide resources to grow in that area. | 2021-2027<br>School<br>Years | Administration                   | <i>2021-2022: This year the principal chose to put spiritual growth, community building, and teacher appreciation at the forefront of importance within the building. We are growing in these areas by offering a staff prayer time, providing opportunities for staff to attend activities together, and by providing the staff with extra gestures of appreciation and activities in the teachers lounge.</i> |
| Develop a routine for staff to pray weekly together and share our life journeys and prayer requests.   | 2021-2027<br>School<br>Years | Administration,<br>Staff         | <i>2021-2022: The staff at HRS are given the opportunity to pray together weekly. This prayer time is led by staff and is at the same time each week and incorporated into their afterschool prep time.</i>   |
| <b>(STRATEGY 2) Set up a policy and procedure for reviewing the mission and philosophy.</b>  |                              |                                  |   |
|  | <b>Timeline</b>              | <b>Responsibility</b>            | <b>Progress Report</b>  |
| Formulate a team that includes administration, staff, parents, EAC members, marketing, and stakeholders.   | Fall 2023                    | Administration                   |   |

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| Team is going to develop and create a policy for reviewing the school mission and philosophy for Holy Redeemer School.   | Spring 2024     | Mission and Philosophy Team |                        |
| Finalize policy and procedures for review of school mission and philosophy and share with staff.   | Spring 2024     | Mission and Philosophy Team |                        |
| Full review and implementation of HRS mission and philosophy are completed and changes shared with staff and stakeholders.   | Spring 2025     | Mission and Philosophy Team |                        |
| <b>(STRATEGY 3) Explore and implement a school wide social and emotional curriculum (SEL).</b>   |                 |                             |                        |
|  | <b>Timeline</b> | <b>Responsibility</b>       | <b>Progress Report</b> |
| Develop a Social and Emotional Learning (SEL) curriculum team.   | Fall 2022       | Principal                   |                        |
| Develop three surveys (staff, student, parent) to collect data on the social and emotional needs of our students.  | Fall 2022       | Principal                   |                        |
| Use survey data to determine the social and emotional needs of our students and guide curriculum research and choice.  | Fall 2022       | Principal, Curriculum Team  |                        |
| Obtain sample curriculums.   | Quarter 1 2022  | Curriculum Team             |                        |
| Review sample curriculums and determine if they meet the identified needs of our students as well as meet the five Social and Emotional Learning (SEL) competencies identified by MDE that are important for students to possess: self-awareness, self-management, social awareness, relationship skills and responsible decision-making.<br><br><a href="https://education.mn.gov/MDE/dse/safe/social/imp/">https://education.mn.gov/MDE/dse/safe/social/imp/</a> | Quarter 2 2022  | Curriculum Team             |                        |

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| Curriculum review team will present their recommendations to the building administrator for purchase and implementation during the upcoming school year. | February 2023 | Curriculum Team, Principal |  |
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**(OBJECTIVE 4) Engaging and accessible learning environment for all students.**

**(STRATEGY 1) CREATE A MULTI YEAR TECHNOLOGY PLAN FOR HOLY REDEEMER SCHOOL.**

|   | Timeline            | Responsibility   | Progress Report   |
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| Technology committee will facilitate the inventory of our technology hardware and software. | Spring 2022         | Administration,<br>Media Specialist<br><br>Tech. Committee | <i>2021-2022: The Media Specialist along with Administration first developed a plan to inventory all technology. The Media Specialist has been responsible for carrying out the plan in phases. Starting with teacher devices and ending with student technology.</i> |
| Develop a rotation and calendar for replacing technology.                                   | Summer /Fall 2022   | Administration,<br>Tech Committee<br><br>Media Specialist  |   |
| Develop a formal system for technology requests.  | 2023-24 School Year | Administration,<br>Tech Committee<br><br>Media Specialist  |   |

**(STRATEGY 2) Develop and implement a process for professional growth and development for teachers.**

|   | Timeline  | Responsibility | Progress Report   |
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| Add a Professional Development Committee to the annual staff committee sign-up. | Fall 2021 | Administration | <i>2021-2022: A Professional Development Committee was added to the annual staff sign up at the beginning of the year. We will continue to have</i> |

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|  |                              |                                 | <i>staff sign up to be a part of this committee each school year. This committee meets once a month to discuss staff needs.</i>   |
| Professional Development (PD) Committee along with the administration work to create a yearly survey for the teachers to gather PD wants and needs for the year. | 2022-2027<br>School<br>Years | Administration,<br>PD Committee |   |
| Determine and schedule PD based on identified needs, budget, and availability.   | 2021-2027<br>School<br>Years | Administration,<br>PD Committee | <i>2021-2022: The Professional Development Committee surveyed staff and brought forward ideas of needed professional development within the building. The administration scheduled professional development according to these needs.</i> |

**(STRATEGY 3) Improve teacher support and evaluation.**

|  | <b>Timeline</b>                           | <b>Responsibility</b> | <b>Progress Report</b>  |
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| Develop a formal mentorship program for teachers new to the building, long-term substitutes, and other teachers at the discretion of the administration. | August<br>2021                            | Principal             | <i>2021-2022: A formal mentorship program has been implemented at Holy Redeemer School. The program includes a formal introduction meeting at the beginning of the year led by administration, and new teachers are paired with a mentor teacher. Mentors and Mentees follow a schedule provided with ideas to discuss various topics throughout the year. The administration checks in with mentors and mentees twice a month throughout the year.</i>                                     |
| Develop a schedule for completing teacher evaluations.   | Quarter 1<br>2021-2027<br>School<br>Years | Principal             | <i>2021- First through third year teachers are required to schedule two teacher evaluations. One observation will take place in November and the other in March.<br/>-Veteran teachers who have taught longer than three years were asked to schedule their observation in December, January, or February for the year.<br/>-Every teacher was required to have the principal in their classroom one time this year.<br/>-Observations were done based on the Charlotte Danielson model</i> |
| Review and revise mentorship program and teacher evaluation process.   | 2025-2026<br>School<br>Year               | Principal             |   |

**(OBJECTIVE 5) Maintain a safe and secure environment.**

**(STRATEGY 1) FULLY IMPLEMENT ALICE FOR THE HOLY REDEEMER SCHOOL COMMUNITY.**

|  | <b>Timeline</b> | <b>Responsibility</b> | <b>Progress Report</b> |
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| Provide a refresher course for teachers on ALICE as initial training was January of 2020.                                       | Workshop<br>2021                           | ALICE<br>Trainees,<br>Members of<br>Safety Team | <i>2021-2022: Because of staff turnover and the length of time between training, it was decided that all staff would retake the ALICE training course in January of 2022.</i>   |
| Inform parents of ALICE procedures and research.  | 2021                                       | Principal                                       | <i>2021-2022: In March of 2022 all parents were notified of what ALICE is and what it means within our building. They were given resources to research more if they chose.</i>  |
| Train students according to ALICE best practices.   | 2021-2022<br>School<br>Year                | Teachers  | <i>2021-2022: Teachers went over grade level appropriate materials within the building in March of 2022.</i><br><a href="https://www.alicetraining.com/resources-posts/blog/prepare-and-include-all-students-in-safety-training/">https://www.alicetraining.com/resources-posts/blog/prepare-and-include-a-all-students-in-safety-training/</a> |
| All future drills will be according to ALICE protocol and training.   | 2022-2027<br>School<br>Years               | All Staff                                       |   |
| <b>(STRATEGY 2) Continue to improve and ensure safety of the Holy Redeemer School community.</b>                                |  |   |   |
|   | <b>Timeline</b>                            | <b>Responsibility</b>                           | <b>Progress Report</b>  |
| Create a calendar for scheduled safety drills. Subject to change due to weather or extenuating circumstances.                   | Summer<br>before<br>each<br>school<br>year | Principal                                       | <i>2021- Holy Redeemer School has a schedule of required drills listed. After a drill is completed successfully, drills are signed off on by office personnel with a date and time of completion.</i>   |
| Provide more in depth training for staff on the Emergency Response Procedures provided by Catholic Mutual Group.                | Quarter 1<br>Every year                    | Principal and<br>Members of<br>Safety Team      | <i>Fall 2021- The staff was split into groups and discussed at length the Emergency Response Procedure policies from Catholic Mutual Group.</i>   |
| Review and revise maps for emergency procedures.  | Summer<br>before<br>each<br>school<br>year | Safety Team                                     | <i>August 2021- All classroom maps were checked. Maps were updated and handed out to classrooms where it was needed.</i>  |
| Holy Redeemer School will explore and implement a security system to ensure safety to all entrances within the school building. | 2024-2025<br>School<br>Year                | Administration,<br>Safety Team                  |   |
| <b>(STRATEGY 3) Establish a plan to maintain and upkeep the facilities at Holy Redeemer School.</b>                             |  |   |   |
|   | <b>Timeline</b>                            | <b>Responsibility</b>                           | <b>Progress Report</b>  |

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| Prioritize classroom furniture, playground equipment, safety of building, and routine upgrade to the building. | Spring 2022              | Principal, Staff, Maintenance, and EAC       | <i>2021-2022: During the 2021-2022 school year Holy Redeemer School received a matching grant to update classroom furniture. With teacher input for grade level needs new furniture was ordered. In the fall of 2021 playground upgrades were made to ensure the safety of our students and to meet insurance requirements. Holy Redeemer School has a Safety committee that meets once a month. This committee is responsible for bringing building needs forward so they can be budgeted for years to come.</i> |
| Research costs of prioritized items.   | Summer of 2022/Fall 2022 | Principal, Maintenance, Parish Administrator |   |
| Write a multi-year plan to include costs and timelines for Holy Redeemer School.                               | Spring 2023              | Principal, Maintenance, Building Committee   |   |
| Implement a multi-year plan.   | Fall 2024                | Principal, Maintenance, Parish Administrator |   |