

(OBJECTIVE 1) Ensure that Holy Redeemer School has a process for future development and regular review of the Mission and Philosophy Statement.

(STRATEGY 1) Create and utilize plan.

	Timeline	Responsibility	Progress Report
(Action Step 1) Maintain practice of publicizing, speaking and reflecting on Mission Statement.	2014	Principal	<i>This practice is embedded into the school culture.</i> ²⁰¹⁴
(Action Step 2) Review Mission, Philosophy and Vision Statement when updating marketing materials every two years.	2014, 2016, 2018	Principal, Faculty and Marketing Committee	<i>The mission, philosophy and vision statements were updated.</i> ^{Spring 2014} <i>2/24/2016 The mission, philosophy and vision statements were reviewed at the faculty meeting and feedback was sought from EAC Members. No changes at this time.</i>
(Action Step 3) Update all marketing materials to reflect changes to the statements.	2016, 2018	Principal and Marketing Committee	<i>May 23, 2016 The Marketing and Recruitment Task Force has been meeting throughout the year. They are following the marketing plan and are working on updating the school brochure.</i>

(OBJECTIVE 2) Maintain a safe, secure, engaging and accessible learning environment for students.

(STRATEGY 1) Conduct a feasibility study to determine future building needs.

	Timeline	Responsibility	Progress Report
(Action Step 1) Conduct feasibility study using an outside consultant.	Fall 2014	Education Center Committee and Hal Johnson	<i>The feasibility study was completed in August 2014, shared with Parish stakeholders through meetings, mailings and individual interviews in September and October of 2014.</i> ^{November 2014}
(Action Step 2) Results of stakeholder feedback regarding feasibility study shared	November 20 and Dec. 2 nd 2014	Education Center Committee and Hal Johnson	<i>The results found that the parish preferred a new building but they still needed more information and did not want to begin a new capital campaign until the current one is complete in 2015.</i> ^{12/2014}
(Action Step 3) Determine which building plan to pursue and develop a plan to gain resources.	Winter 2015	Ed. Center Committee	<i>A committee has been formed to address additional questions and how to pursue additional funding. This committee began meeting 2/2015.</i> ^{3/2015}
(Action Step 4) Share results with stakeholders	Spring 2015		<i>12/1/2015 The plan "Generations of Faith" was shared with stakeholders in the fall of 2015. The plan will move forward when enough funds have been received.</i>

(STRATEGY 2) Create a multi-year plan for facilities, grounds and maintenance based on building plan chosen.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Prioritize HVAC, accessibility, health and safety issues.	Fall 2015 Fall 2016	Principal, Maintenance and Building Committee	May 2016 <i>Time line is being adjusted.</i>
(Action Step 2) Research cost of prioritized items	Winter 2015 2016	Principal, Maintenance and Building Committee	
(Action Step 3) Write a multi-year plan for Holy Redeemer Education Center	Spring 2016 2017	Principal, Maintenance and Building Committee	
(Action Step 4) Implement multi-year plan	Fall 2016 2017	Principal, Maintenance and Building Committee	
(STRATEGY 3) Ensure safety for all stakeholders			
	Timeline	Responsibility	Progress Report
(Action Step 1) Attend Community Crisis Training	Semi- annually 2014-2015	HRS Crisis Committee	<i>The HRS Crisis Committee attended this meeting on 11/20/2014.</i> ^{12/2014}
(Action Step 2) Share new training with staff.	Fall 2015	HRS Crisis Committee	<i>August 2015 - Crisis Protocols were reviewed during workshop week with all staff as well as CPR training provided to all..</i>
(Action Step 3) Re-evaluate building security needs (locks on doors, cameras, etc.) in conjunction with facilities plan.	Winter 2016	Principal and Maintenance.	<i>May 2016 – Since building updates are on hold until money is raised this is being postponed until next year.</i>

(Objective 3) Provide opportunities for academic excellence and growth for all students based on their individual needs.

(STRATEGY 1) Provide additional programming for children with special needs with on-site staff.

	Timeline	Responsibility	Progress Report
(Action Step 1) Provide Fast Forward and dyslexia training for students in need.	Fall 2014	Principal, TAT team	<i>Five students were enrolled in Fast Forward. Three students are being tutored by a dyslexia tutor.</i> ^{11/2014}
(Action Step 2) Seek budget funds for half-time Intervention Teacher.	Spring 2015	Principal, TAT team	<i>This request was not included in the budget. There is a possibility of utilizing current staff to provide some small group instruction. This will be determined by enrollment.</i> ^{5/2015} <i>9/2015 We had an "adopted grandparent" who was a retired SPED teacher in our building daily this year working with students. This is a program provided by Lutheran Social Services.</i> <i>10/2015 We also have a parent trained in providing dyslexia support tutoring students whose parents contract services with her.</i>
(Action Step 3) If funding is approved, hire half-time Intervention Teacher.	Fall 2015	Principal, TAT team	<i>May 24, 2016 Our students do receive SPED services at the public school. Hiring our own SPED teacher at this time is not going to happen.</i>
(Action Step 4) Explore additional challenge opportunities for students of higher ability.	2016	Principal	<i>We did send four teachers to a gifted/talented workshop to learn more about possible resources.</i> ^{April 2015}

(STRATEGY 2) Integrate 21st Century Learning/Technology.

	Timeline	Responsibility	Progress Report
(Action Step 1) Write technology plan for 2015-2017, focusing on maintaining and upgrading existing infrastructure.	Fall 2014	Principal, Tech Committee	<i>The November Tech Meeting was cancelled due to weather. We will meet in January</i> ^{11/2014} <i>A new tech plan has been written. The inventory needs to be finalized in the plan.</i> ^{3/2014}
(Action Step 2) Share technology plan with stakeholders	Spring 2015	Principal, Tech Committee	<i>The tech plan will be posted on RenWeb when we have made the final edits.</i> ^{May 2015} <i>May 23, 2016 Our technology task force group has done an excellent job of inventorying all technology of the parish, providing insight on possible needs and providing support of future needs for our students.</i>
(Action Step 3) Provide training in conjunction with technology plan goals.	2016	Principal, Tech Committee	
(Action Step 4) Implement plan.	2016	Principal, Tech Committee	

(STRATEGY 3) Develop a Philosophy of Assessment			
	Timeline	Responsibility	Progress Report
(Action Step 1) Teachers reflect and list current assessment practices.	August 2014	Principal and Faculty	<i>Completed</i> ^{8/2014}
(Action Step 2) Using assessment reflections, write draft of Philosophy of Assessment	November 2014	Principal and Specialists	<i>Written by a core group of teachers on November 5th.</i> ^{11/2014}
(Action Step 3) Share proposed Philosophy of Assessment with faculty and Education Advisory Committee	December 2014	Principal	<i>Faculty approved</i> ^{11/13/2014}
(Action Step 4) Submit final draft to MNSAA	December 2014	Principal	<i>Completed.</i> ^{December 2014}
(STRATEGY 4) Write and publish a Spanish Curriculum			
	Timeline	Responsibility	Progress Report
(Action Step 1) Write/develop standards-based curriculum for Spanish for grades K-8.	Fall 2014	Spanish Teacher	<i>The Spanish teacher shared a draft of the curriculum.</i> ^{Fall 2014}
(Action Step 2) Review written/developed curriculum to ensure alignment with standards.	Winter 2015	Principal, Specialists	<i>It was reviewed by other specialists, the principal and compared with our area public school curriculum.</i> ^{11/2014}
(Action Step 3) Publish Spanish curriculum on the website and in HRS Curriculum Handbooks	Spring 2015	Principal, Spanish Teacher	<i>The Spanish curriculum has been published; placed in our school curriculum handbooks and posted on the website.</i> ^{1/2015}

(OBJECTIVE 4) Evaluate and communicate with personnel.			
(STRATEGY 1) Establish evaluation process for the principal.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Meet with Pastor to discuss principal evaluation.	Summer 2014	Principal	<i>Pastor established an oral, collaborative evaluation will be done every summer with goals for the coming year determined.</i> ^{Summer 2014}
(Action Step 2) Daily check in's with the pastor to discuss school concerns.	2014-2015	Pastor and	<i>Pastor stops in the school office daily to discuss school concerns.</i> ^{May 2015} <i>May 2016- The pastor continues his daily check in's. This daily face to face</i>

		Principal	<i>dialogue is the evaluation that he is comfortable with.</i>
(Action Step 3) Evaluation Process embedded.	2015-2016	Pastor and Principal	
(STRATEGY 2) Establish and embed practice of faculty evaluation.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Develop staff evaluation timeline	August 2014	Principal	<i>The evaluation process developed by the principal has formal observations of all new teachers three times a year (September, January and March). All other teachers will have formal observations in October and November. Daily walk through's will be conducted by the principal.</i> ^{9/2014}
(Action Step 2) Evaluate the effectiveness of evaluation timeline and evaluation tool used.	Spring 2015	Principal	<i>I believe the plan works well. It allowed me time to hear concerns from teachers and address those concerns. It also opens the communication lines between myself and new teachers.</i> ^{May 2015}
(Action Step 3) Faculty evaluation process continues and becomes practice.	2015-2016 school year	Principal	<i>May 23, 2016</i> The evaluation plan listed above was used again this year. It provides the opportunity for me to also witness areas of improvement with materials or equipment in the classroom.
(Action Step 4) A copy of an annual evaluation will be given to each faculty member in the fall of 2016. In the spring of 2017, the faculty member will self-reflect and along with the principal providing ratings. The teacher and principal will discuss the evaluation together.	2016-2017		<i>*Added Spring of 2016</i>
(STRATEGY 3) Improve communication with staff in regards to compensation policies.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Determine what salary increase will be.	February 2015	Principal, Pastor, Finance Council	<i>Salary increase was 3% for all parish employees.</i> ^{April 2015}
(Action Step 2) Share with staff through written document what changes in compensation will be.	Before contracts are issued	Principal	<i>Teachers were given a document stating past wage, next year wage and how it was calculated when they received their letter of intent.</i> ^{April 2015} <i>April 2016</i> The finance taskforce redid the salary scale adjusting all teacher salaries to reflect 80% of beginning public school salary as our starting salary and then adjusted for years of experience. It provided a much larger salary increase than in the past.

(OBJECTIVE 5) Create additional spiritual and prayer life experiences.

(STRATEGY 1) Encourage the purchase of faith-story reading books for school library and classroom libraries

	Timeline	Responsibility	Progress Report
(Action Step 1) Research possible book purchases and add to Wish List.	2015	Religion Teachers	<i>12/2015</i> A \$600 donation received in December allowed us to purchase faith based books for the classroom collections.
(Action Step 2) Teachers read faith-based stories to students and encourage students to read them individually in the classroom.	2016	Classroom Teachers	
(Action Step 3) Teachers share the faith-story reading materials they have in the classroom with other teachers at a faculty meeting to encourage sharing of resources.	2017	Principal and Classroom Teachers.	

(STRATEGY 2) Encourage teaching of the meaning of our namesake, “The Holy Redeemer”.

	Timeline	Responsibility	Progress Report
(Action Step 1) Invite Pastor to provide short in-service to teachers on “The Holy Redeemer:	Fall 2015	Principal	<i>2/24/2016</i> – Meaning of Holy Redeemer discussed at faculty meeting. <i>4/2016</i> - Father discussed” the Holy Redeemer” in the classrooms and in school homilies.
(Action Step 2) Encourage teachers to incorporate “The Holy Redeemer” into lesson plans.	2015-2016 school year	Teachers	<i>May 23, 2016</i> – I did not follow up with teachers to see if they had accomplished this. It will be added to fall workshop discussion for 2016-2017.
(Action Step 3) Adjust religion curriculum to include teaching about “The Holy Redeemer”	2016-2017	Principal and Religion Teachers	

(STRATEGY 3) Connect faith-in-action activities to the social justice teachings of the church.

	Timeline	Responsibility	Progress Report
(Action Step 1) Review Social Justice teachings located in the school handbook with teachers and students.	Fall 2015	Principal, Teachers	<i>August 2015</i> The student handbook was shared with all teachers and how social justice relates to our school day is located at the beginning of the handbook.
(Action Step 2) Bi-monthly have time at a teacher meeting to share how we are connecting Faith in action with the church’s teachings.	2016-2017	Principal	
(Action Step 3) When reviewing Religion curriculum, be cognizant of including the connection between faith in action with social justice.	2017	Principal and religion teachers	

(STRATEGY 4) Review written religion curriculum especially supplemental materials to assure incorporation of the Catholic teachings throughout other written curriculum areas.

	Timeline	Responsibility	Progress Report
(Action Step 1) Topic for a fall faculty meeting will be to list/discuss supplemental materials that provide Catholic teachings throughout other curriculum areas. Track usage.	Fall 2017	Principal and Teachers	<i>When and what happened?</i>
(Action Step 2) Share at a faculty meeting what supplemental materials are being used across curriculum. Continue documentation through spring.	Winter 2017	Principal and Teachers	
(Action Step 3) Adjust curriculum accordingly incorporating the materials recorded over the past school year.	Spring 2018	Teachers	

(OBJECTIVE 6) Develop Marketing Strategies that will retain and recruit students.

(STRATEGY 1) This objective will be developed in the fall of 2016. We will use our current marketing plan until that time. It is included now as it was a recommendation made by the team.

	Timeline	Responsibility	Progress Report
(Action Step 1) What will you do?	When?	Who?	<i>When and what happened?</i>
(Action Step 2)			
(Action Step 3)			
(Action Step 4)			

(STRATEGY 2) How do you plan to get there?

	Timeline	Responsibility	Progress Report
(Action Step 1) What will you do?	When?	Who?	<i>When and what happened?</i>
(Action Step 2)			
(Action Step 3)			

(Action Step 4)			
(STRATEGY 3) How do you plan to get there?			
	Timeline	Responsibility	Progress Report
(Action Step 1) What will you do?	When?	Who?	<i>When and what happened?</i>
(Action Step 2)			
(Action Step 3)			
(Action Step 4)			