



Prince of Peace Catholic School

Improvement Plan 2013-2018



Strategic Priority I: Curriculum/Professional Development

Goal 1: 100% of tested student population will score above 50% in all Reading skill domains on the Iowa Test of Basic Skills (ITBS) or show measureable gain in growth.

Objectives:

1. Improve Explicit and Implicit Reading Skills in all tested grade levels.
 - 1.1. Establish a faculty Reading committee to explore resources used to strengthen explicit and implicit reading skills with all types of text.
 - 1.2. Explore and implement best practice in teaching explicit and implicit reading skills with all types of text.
 - 1.3. Implement recommended strategies.
 - 1.4. Improving Explicit and Implicit Reading Skills will show an improvement with these skills in Social Studies and Science.
2. Improve Extended Reasoning Reading Skills in all tested grade levels.
 - 2.1. Establish a faculty Reading committee to explore resources used to strengthen extended reasoning skills with all types of text.
 - 2.2. Explore and implement best practice in teaching extended reasoning skills in reading all types of text.
 - 2.3. Implement recommended strategies.
 - 2.4. Improving Extended Reasoning Reading Skills will show an improvement with this skill in Social Studies and Science.

Goal 2: 100% of tested student population will score above 50% in all Mathematics skill domains on the Iowa Test of Basic Skills (ITBS) or show measureable gain in growth.

Objectives:

1. Improve Extended Reasoning skills in Mathematics in all grade levels.
 - 1.1. Establish a faculty Math committee to explore resources used to strengthen extended reasoning skills.
 - 1.2. Explore and implement best practice in teaching extended reasoning skills.
 - 1.3. Implement recommended strategies.
2. Improve Measurement Skills in Mathematics in all grade levels.
 - 2.1. Establish a faculty Math committee to explore resources used to strengthen measurement skills.
 - 2.2. Explore and implement best practice in teaching measurement.
 - 2.3. Implement recommended strategies.
3. Improve Data Analysis, Probability, and Statistics in intermediate grades.
 - 3.1. Establish a faculty Math committee to explore resources used to strengthen data analysis, probability, and statistics in the intermediate grade levels.
 - 3.2. Explore and implement best practice in teaching data analysis, probability, and statistic to 4th and 5th grade students.
 - 3.3. Implement recommended strategies.

4. Provide continuity in mathematical terminology across the grade levels.
 - 4.1. Establish a faculty Math committee to explore resources used to strengthen terminology continuity.
 - 4.2. Explore best practice in teaching and maintaining mathematical terminology from grade level to grade level.
 - 4.3. Implement recommended strategies

Goal 3: Prince of Peace School will provide additional opportunities for students to participate in after school extra-curricular activities.

Objectives:

1. Provide academic and non-academic enrichment through common interest clubs.
 - 1.1. Conduct a survey of enrichment interest of school population.
 - 1.2. Interpret survey results
 - 1.3. Evaluate teacher participation and potential group/club leaders
 - 1.4. Explore sub-contracting for special skill group/club leaders such as drama, dance, violin, etc.

Goal 4: Faculty will add the use of data driven and standards based instruction to current curriculum.

Objectives:

1. Provide professional training for faculty in interpretation of Iowa Test of Basic Skills (ITBS) results.
 - 1.1. Consult with Riverside Publishing
 - 1.2. Consult with other dioceses that have on staff testing specialist such as St. Louis, Chicago, etc.
2. Provide training for faculty in the use of online grade book, such as Edline, for standards reporting.
 - 2.1. Administration to utilize Train-the-Trainer methods for Edline, or online grade book training.
 - 2.2. Faculty to align Diocese of Birmingham and Alabama Course of Study and incorporate into written lesson plans by inputting standards into Edline, or online grade book.
 - 2.3. Faculty to use Edline, or online grade book, to create written lesson plans.
3. Establish a faculty testing committee to evaluate test scores and to advise on where improvements are to be made in the future.

Goal 5: Provide training for faculty to implement current technology in the classroom.

Objectives:

1. Establish a faculty committee to analyze, research, evaluate and recommend technology needs in the school by both faculty and students.
 - 1.1. Teachers will be proficient with the current classroom equipment and technology standards that students will utilize and maximize learning.
 - 1.2. Teachers will implement appropriate technology in their lesson plans to teach in a current, competitive manner.
 - 1.3. Students will use technology in various ways to demonstrate and convey their proficiency in a variety of subjects.
 - 1.4. Students will demonstrate good digital citizenship.

Strategic Priority II: Identity

Goal 1: To increase the public's awareness of the unique learning environment at Prince of Peace Catholic School while actively promoting the school's mission and beliefs, with the intent to develop ongoing relationships with key stakeholders within the community through improving the methods by which information is communicated both internally and externally.

Objectives:

1. Review and update the current mission and belief statements to assure that they accurately represent the tenets of the school.
 - 1.1. Submit updates to Formation Board for approval
 - 1.2. Post new mission and beliefs throughout school and required media
2. Create marketing profile for the purpose of unifying and promoting the identity of the school, its mission, purpose, beliefs and offerings.
 - 2.1. Create and document clearly defined processes by which to orient new families, students, and employees to the school, its daily operations and their role as members of the school community.
 - 2.2. In conjunction with POP Catholic Church, build relationships within the community by promoting school activities and achievements through media outlets, and by partnering with local and regional organizations.
3. Establish policy and practices that define how to effectively communicate information to teachers, parents, and students through the use of technology.
 - 3.1. Analyze the results of the 2012-2013 school surveys and determine areas in need of improvement related to communication. Compare results with the capabilities of the current technology systems available and being used at Prince of Peace.
 - 3.2. Research modes of communication effectively used in academic environments. Determine the most efficient, effective, and cost effective technology systems to improve the effectiveness of communication at the school.
 - 3.3. Make recommendations for implementing, to include training, for the chosen technologies.
 - 3.4. Redesign the school website in accordance with communication recommendations in a graphically appealing way to effectively communicate the school's Catholic Mission, beliefs, and environment while streamlining access to the most important school-wide information for public and private visitors.

Goal 2: To actively engage all students in activities that demonstrate adherence to Catholic practices as part of the required religion standards.

Objectives:

1. Create an academic model for each grade that is aligned with the church's Four Pillars of Stewardship: Prayer, Formation, Service, and Hospitality.
2. Determine age appropriate Catholic practices that encompass the academic stewardship model expectations.
3. Establish accountability for leadership to ensure the model is being implemented.

Goal 3: To create a systematic process for the review of school-wide curriculum in an effort to promote and maintain ongoing growth and adherence to appropriate standards, mission, and beliefs.

Objectives:

1. Create appropriate timeline for curriculum review in all subject areas.
2. Create a system for committee selection to review each subject area.
3. To implement recommendations by committee following appropriate review.

Strategic Priority III: Facility Enhancement

Goal 1: To partner with parish building committee in order to build a new middle school facility.

Objectives:

1. Review student population data and projected student increase (Fall-Spring 2014)
 - 1.1. Examine Extranet reports.
 - 1.2. Examine parish membership records, baptismal rates, and local community residential growth rates, local school academic review, and politics of local schools.
 - 1.3. Develop marketing plan to hire someone in a PR position to increase positive community perception for purpose of increasing enrollment
 - 1.4. Review findings with building committee.
 - 1.5. Share findings with parish council for approval to proceed investigating projected expenses.
 - 1.6. Meet with finance committee to determine if the expense of projected building plan is fiscally sound.

2. Draft plans to be submitted to architect. (Spring 2014)
 - 2.1. Meet with Director of Formation and Youth Leader to discuss facility needs.
 - 2.2. Submit major school needs to Building Supervisor.
 - 2.3. Complete initial draft of church and school wants/needs.
 - 2.4. Participate in a series of building committee meetings to achieve consensus of the initial allocated spaces for church and school.
 - 2.5. Update middle school faculty on progress thus far and future building plans.
 - 2.6. Meet with middle school faculty for an open forum discussion of new space plans and ideas.
 - 2.7. Submit needs and ideas from faculty to building committee.
 - 2.8. Repeat steps D-H until formal building plans are prepared to submit to architect.

3. To determine projected needs of both parish and school student needs. (Summer - Fall 2014)
 - 3.1. Review previous budgets for historical trends in maintenance, technology, staffing, furnishings, utilities, and security.
 - 3.2. Research the following:
 - 3.2.1. Furnishings
 - 3.2.1.1. Analyze drawings and determine what moves from old building to new and what needs to be purchased.
 - 3.2.1.2. Research furnishing costs and deals through local school specialty companies.
 - 3.2.1.3. Create a furnishing budget from internal, fundraising, PTO, and donation sources.
 - 3.2.2. Maintenance
 - 3.2.2.1. Determine weekly, monthly, and annual maintenance costs.
 - 3.2.3. Utilities
 - 3.2.3.1. Contact local agencies to project estimated future costs.

3.2.4. Technology

3.2.4.1. Meet with current provider and technology director to create an itemized listing and a budget.

3.2.4.2. Investigate alternative, eco-friendly daily maintenance routine possibilities.

3.2.5. Staff

3.2.5.1. Discuss projected enrollment and determine shifts to teachers, secretaries, administrative, and maintenance staffing needs.

3.2.6. Security

3.2.6.1. Analyze anticipated security needs of the building.

3.2.6.2. Investigate options and pricing of intercoms, videos, carpool person, door swipes, Tamburello agency, and key codes in addition to new options.

4. To redefine curriculum/course offerings based upon new space. (Spring 2015)

4.1. Review AdvancEd Surveys

4.2. Review Student Data

4.3. Review In-house Testing

4.4. Conduct Teacher Interviews & Team Meetings

4.5. Review Technology Plan

4.6. Review Current Best Practice

4.7. Synthesize research and determine course offerings and necessary schedule changes (ex. library/research needs)

4.8. Draft curricular changes.

5. To reallocate current educational space. (Spring 2015)

5.1. Review AdvancEd surveys

5.2. Brainstorm with Elementary Teachers

5.3. Review Data

5.4. Create a plan that best meets needs of elementary population.