



NATIVITY OF MARY – BLOOMINGTON- STRATEGIC PLAN 2016-2021

(OBJECTIVE 1) NATIVITY OF MARY WILL THRIVE, ATTRACTING AND RETAINING STUDENTS AND STAFF.

(STRATEGY 1) Nativity of Mary School will employ a licensed body of teachers who continually strive for professional growth and innovative practices in their respective areas of expertise.

	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary will look to expand and budget for professional development opportunities that reflect current best practices, innovation, use of assessment results, and community needs based on teachers' areas of expertise.	Summer & Fall of 2016	Administration; School Advisory Council; Teachers; Finance Council	
(Action Step 2) Nativity of Mary will increase the budget for tools and resources to enrich the classroom learning environment.	Spring 2016	Administration; School Advisory Council; Teachers; Finance Council	
(Action Step 3) Nativity of Mary will create a Teacher Compensation and Retention study committee to research salaries for staff to ensure they are being offered fair and competitive salaries	Spring 2016	Administration, Teachers, Trustees & School Advisory Council	
(Action Step 4) Nativity of Mary Teacher Compensation and Retention study committee will share the results of their findings with all staff.	Spring 2017	Teacher Compensation and Retention Committee	
(Action Step 5) A revised salary scale or written compensation structure will be approved and implemented.	Spring 2017	Teacher Compensation and Retention Committee; School	

		Advisory Committee; Trustees; Finance Council	
(Action Step 6) Nativity of Mary will communicate professional plans and progress with all stakeholders.	August 2017	Administration	
(STRATEGY 2) Nativity of Mary School will increase enrollment and visibility of our school through effective marketing.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary will update the Marketing Plan to create and evaluate marketing progress, events, and initiatives.	Spring 2017	Marketing Staff; Marketing Committee; Teachers	
(Action Step 2) Nativity of Mary will explore and expand advertising in print and social media.	Winter 2018	Marketing Staff; Marketing Committee	
(Action Step 3) Nativity of Mary will maintain an accurate, effective website that reflects our current community.	Fall 2018	Marketing Staff; Marketing Committee; Administration	
(Action Step 4) Nativity of Mary will create a plan to grow, collect data, and communicate with Nativity alumni.	Spring 2019	Marketing Staff; Marketing Committee	
(Action Step 5) Nativity of Mary will send annual communications to all alumni.	Winter 2020	Marketing Staff; Marketing Committee; Administration	
(Action Step 6) Nativity of Mary will research current social media trends to steer our marketing efforts.	Spring 2020	Marketing Staff; Marketing Committee	

(STRATEGY 3) Nativity of Mary fundraising efforts will grow and be responsive to the parish and school community.			
	Timeline	Responsibility	Progress Report
(Action Step 1) School Advisory Council and the greater parish and school community will be invited to give feedback on fundraising efforts.	Spring 2018	School Advisory; Finance Council; Parish & School Community	
(Action Step 2) The Nativity of Mary School Advisory Council will evaluate the feedback to plan for changes, adjustments and new fundraising efforts, noting special consideration for the various socioeconomic groups.	Fall 2018	School Advisory; Finance Council; Administration	
(Action Step 3) A revised fundraising calendar and plan will be created and implemented.	Spring 2019	School Advisory; Finance Council; Administration	
(STRATEGY 4) Nativity of Mary will review governance and school policies to ensure effective school operations.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary will review governance models and reporting procedures.	Summer 2017	School Advisory Council; Administration; Priest	
(Action Step 2) The School Advisory Council will make recommendations for moving forward with governance models and structure, including moving files or parish and school flow chart.	Summer 2017	School Advisory Council; Administration	
(Action Step 3) Recommendations will be shared with all key stakeholders.	August 2017	School Advisory Council; Administration;	

(Action Step 5) Any adopted changes in the handbooks, policies or governance models will be implemented and evaluated for effectiveness.	Fall 2017	School Advisory Council; Administration; Priest; Trustees	
(OBJECTIVE 2) NATIVITY OF MARY WILL FOSTER SPIRITUAL GROWTH.			
(STRATEGY 1) Nativity of Mary School will seek opportunities for prayer.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary will expand Adoration prayer for students and staff.	Fall 2017	Priest; Teachers; Administration	
(Action Step 2) Nativity of Mary will plan a Novenas prayer experience.	Spring 2018	Priest; Teachers	
(Action Step 3) Nativity of Mary will create an annual living Rosary.	Fall 2018	Priest; Teachers	
(Action Step 4) Nativity of Mary will plan an intermediate prayer level service.	Winter 2019	Priest; Intermediate Level Teachers	
(Action Step 6) Nativity of Mary School will evaluate additional prayer opportunities.	Spring 2019	Priest; Teachers	
(STRATEGY 2) Nativity of Mary School will expand faith based studies and practice in virtues.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary staff will study curriculum on teaching Virtues.	Summer 2020	Teachers of Religion	
(Action Step 2) Implement into the religious curriculum Virtues in Practice.	Fall 2020	Teachers of Religion	
(Action Step 3) Nativity of Mary will review all religion standards and curriculum.	Fall 2021	Priest; Teachers	

(Action Step 4) Nativity of Mary will update the standards and curriculum with Google shared document, including assessment updates.	Fall	Priest; Teachers	
(Action Step 5) Nativity of Mary will implement all new standards, with any new religious curriculum.	Fall 2021	Priest; Teachers; Administration	
(STRATEGY 3) Nativity of Mary School will evaluate service learning in alignment to Catholic Social Teachings.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary staff will participate in professional development around Catholic Social Teachings.	August 2019	Priest; Administration; Teachers of Religion	
(Action Step 2) Service projects will be revised to align to Catholic Social Teachings.	Fall 2019	Teachers of Religion	
(Action Step 3) Nativity of Mary will consider adopting an emphasis on the seven themes of Catholic Social Teachings.	Fall 2020	Priest; Teachers; Administration	
(STRATEGY 4) Nativity of Mary School will educate families about the Catholic faith.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary will educate families through school Catholic communication.	Spring 2016	Priest; Administration; Teachers of Religion	
(Action Step 2) Nativity of Mary will invite families to participate in school wide prayer services, Mass, Sacraments, and special worship events.	Fall 2016	Priest; Administration; Teachers of Religion	
(Action Step 3) Nativity of Mary will create parent educational opportunities or retreats.	Fall 2017	Priest; Administration; Teachers of Religion	

(OBJECTIVE 3) NATIVITY OF MARY WILL FOSTER ACADEMIC EXCELLENCE.**(STRATEGY 1) Nativity of Mary School will develop, revise and implement curriculum that is aligned with current Minnesota State Standards.**

	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary will follow the schedule to review curriculum and textbooks, annually.	Fall 2016	Administration; Teachers	
(Action Step 2) Nativity of Mary will update curriculum maps and create professional learning communities to review standards and progress.	Winter 2017	Teachers	
(Action Step 3) Nativity of Mary will develop opportunities for cross-curricular and cross-grade level experiences using curriculum maps.	Fall 2017	Administration; Teachers	

(STRATEGY 2) Nativity of Mary School will create and apply enhanced enrichment programs.

	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary will identify the needs and focus areas for enrichment programs during school hours, before school, after school, and during the summer (including looking into STEM, Maker Space education, EL support, Lego League and Robotics)	Winter 2018	Administration; Teachers; School Advisory Council	
(Action Step 2) From our staff, Nativity of Mary will create a team to research and develop programs that address needs and focus areas of Nativity of Mary School.	Spring 2018	Administration; Teachers	
(Action Step 3) Nativity of Mary will create professional development opportunities for staff to support the enrichment, differentiation within the classroom, and support opportunities of our students.	Summer 2018	Administration; Enrichment Teaching Team	

(Action Step 4) Nativity of Mary will add and adapt programs based on research results.	Spring – Summer 2019	Administration; Enrichment Teaching Team	
(STRATEGY 3) Nativity of Mary School will evaluate assessment practices to ensure school unity and best practices for academic excellence.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary will create an Academic Team to research various Standardized Testing options, standardized report cards, and assessment evaluations consistency across grade levels.	Spring 2016	Administration; Staff	
(Action Step 3) New national standardized assessments, report cards, and classroom assessments will be adopted and communicated.	Fall 2017	Administration; Marketing Staff and Teachers	
(Action Step 4) All staff will be training in new assessments and how to best use the results to modify and enhance classroom instruction.	Fall 2017	Administration; Title Staff; Teachers	
(Action Step 5) New assessments will be implemented and reviewed to ensure student progress.	Fall 2017- Spring 2018	Administration; Title Staff; Teachers	
(Action Step 5) New assessments results will be communicated to the families through individualized letter and reports and at conferences, to the greater community through parish bulletins and the schools' Annual Report.	Summer & Fall 2018	Administration; Title Staff; Teachers	
(STRATEGY 4) Nativity of Mary School will explore expanding educational classes for K-8.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary will research what other schools offer for library, world language and arts programs.	Fall 2019	Administration; Academic Team	
(Action Step 2) The need for funding will be evaluated should these programs be expanded.	Winter 2020	Administration; Finance Council; SAC	

		Academic Team	
(Action Step 3) Make recommendations for adopting new educational programming in library, world languages and arts.	Spring 2020	Administration; Finance Council; SAC Academic Team	
(Action Step 4) Write or revise curriculum for expanded classes.	Summer 2020	Art & World Language Teachers	
(Action Step 5) Hire new staff, if needed, and implement new recommended classes.	Fall 2020	SAC; Administration	
(STRATEGY 5) Nativity of Mary School will provide opportunities for professional development.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary will identify areas for professional development growth.	Fall 2016	Administration; Nativity Staff	
(Action Step 2) The Academic Team will develop cross-curricular PLC groups to extend professional development, internally.	Fall 2016	Administration; Nativity Staff	
(Action Step 3) The Nativity budget for professional development will be increased.	Winter 2017	Administration; Finance Council; SAC	
(Action Step 4) More opportunities within the school year will be offered to teachers and staff for professional development through partnerships, memberships, classes, and workshops.	Summer-Fall 2017	Administration; Nativity Staff	
(OBJECTIVE 4) NATIVITY OF MARY WILL CONTINUE TO PROVIDE A SAFE AND NURTURING ENVIRONMENT.			
(STRATEGY 1) Nativity of Mary School will update the Nativity of Mary crisis plan.			
	Timeline	Responsibility	Progress Report

(Action Step 1) Nativity of Mary Safety Committee will convene to update the Crisis Manual and all safety procedures.	Fall 2018	Nativity Safety Committee	
(Action Step 2) Nativity of Mary Safety Team will reach out to MnSSC School Specialist and local safety representatives.	Winter 2019	Nativity Safety Committee	
(Action Step 3) Nativity of Mary and representatives will perform a crisis evaluation of the campus, including outdoor spaces.	Spring 2019	Nativity Safety Committee	
(Action Step 4) Nativity of Mary will review evaluation results and create an implementation plan with consideration for new equipment such as a new badge system and cameras.	Fall 2019	Nativity Safety Committee	
(Action Step 5) Nativity of Mary will implement the management plan, any equipment recommended and update all documents.	Winter 2020	Nativity Safety Committee	
(Action Step 6) Nativity of Mary will communicate new plans and updates with all stakeholders, practicing drills during the school year.	Winter & Spring 2020	Nativity Safety Committee	
(Action Step 7) Nativity of Mary will evaluate the effectiveness of the changes in the crisis plan.	Spring 2020	Nativity Safety Committee	
(STRATEGY 2) Nativity of Mary School will create a maintenance improvement plan in partnership with the maintenance commission.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary will create a Maintenance Committee that partners with the Maintenance Commission of the Parish.	Summer 2019	Administration; Trustees; Finance Council; School Advisory Council; Nativity Staff	

(Action Step 2) Nativity of Mary will create an overall improvement plan for the building and grounds.	Summer 2019	Nativity Maintenance Committee	
(Action Step 3) Nativity of Mary will create a timeline to ensure completion of the maintenance improvement plan.	Fall 2019	Nativity Maintenance Committee	
(Action Step 4) Nativity of Mary will implement the maintenance plan.	Winter 2020	Nativity Maintenance Committee	
(STRATEGY 3) Nativity of Mary School will provide nutritious food in a positive environment.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Nativity of Mary will evaluate the school create a subcommittee to evaluate the meal program and kitchen facilities.	Spring 2017	Administration; School Advisory Council; Trustees	
(Action Step 2) The committee will gather information from other schools and meal providers about options for our meal program.	Summer 2017	Administration; School Advisory Council; Trustees	
(Action Step 3) The gathered information will be presented to compare pricing, nutritional values of various meal and snack programs, and suggestions for kitchen upgrades and lunch time procedures.	Fall 2017	Administration; School Advisory Council; Trustees	
(Action Step 4) From the information gathered and presented, a decision will be made for future meal programs, kitchen remodeling, and lunch time changes.	Spring 2018	Administration; School Advisory Council; Trustees	
(Action Step 5) If upgrades or remodeling for the kitchen facility is proposed, this will be recommended to parish and school joint	Spring 2018	Administration; School Advisory	

committee evaluating the feasibility of a Capital Campaign.		Council; Trustees	
(Action Step 6) Development of new lunch procedures will be created, per recommendation of this committee.	Spring 2018	Administration; School Advisory Council; Trustees	
(STRATEGY 4) Nativity of Mary School will research the feasibility of a capital campaign for remodeling, expansion projects.			
	Timeline	Responsibility	Progress Report
(Action Step 1) A joint parish and school committee will be formed to evaluate remodeling and expansion projects, including but not limited to: <i>early childhood center; daycare facility; auditorium; expanded playground areas; media center; kitchen facility.</i>	Summer 2019	Administration; Trustees; Finance Council; School Advisory Council; Nativity Staff	
(Action Step 2) The joint committee will invite contractors in to develop plans for a new area or reconstruction on existing facilities.	Winter 2020	Finance Council, Priest & Administrator	
(Action Step 3) Floor plans and contractor bids will be reviewed to choose the best plans moving forward.	Spring 2020	School Advisory; Finance Council; Priest; Administration	
(Action Step 4) The committee will share the best plans with all community stakeholders to ensure community support for a new building project.	Fall 2020	School Advisory; Finance Council; Priest; Administration; Marketing Staff	
(Action Step 5) The Committee will embark on a Capital Campaign for the new plan, and most important project, providing all key communication shows support for this plan.	Spring 2021	School Advisory; Finance; Priest; Administration	