



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	<p><i>2016-17 Nativity of Mary budgeted \$250 per person per year for professional development. In addition, professional development dollars through the district were used for the following more expensive programs: Responsive Classroom (\$750 per person); Mental Health Presenter \$600; Assessment training \$1500.</i></p> <p><i>2017-18 Nativity of Mary Staff received training this year in MAP assessments to better set goals, understand results, and change teaching methodology.</i></p> <p><i>2018-19 Nativity of Mary School was accepted into the University of Notre Dame (UND) grant which included significant dollars and staff from UND for professional development in instruction and use of assessment data for guiding instruction and interventions.</i></p>
(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	<p><i>2016-17 In the spring of 2016, Nativity of Mary parents donated over \$24,000 at our Spirit of Spring event to purchase a Guided Reading set for use this fall. In addition, we received both a STEM grant and our parents supported expanding science and STEM materials for classrooms and our Maker Space.</i></p> <p><i>2017-18 Nativity of Mary's Annual Fund-A-Need raised over \$16,000 to implement a STEM-Maker Space program schoolwide. This included hands on items and materials and professional development. We also brought in YEL to provide Lego Club and Robotics.</i></p> <p><i>2018-19 Nativity of Mary raised \$29,400 through its Fund-A-Need to replace Smartboards with interactive boards.</i></p>
(Action Step 3) Nativity of Mary will create a Teacher Compensation and Retention study committee to research salaries for staff to ensure	Spring 2016	Administration, Teachers, Trustees,	<p><i>2016-17 The committee met during the summer of 2016 to evaluate our teacher needs and compare where we are at and where we hope to go. We examined other Catholic and public school staff salaries. From this research, Nativity administration and finance</i></p>

<p>they are being offered fair and competitive salaries</p>		<p>Finance & School Advisory Council</p>	<p><i>adopted a revision plan that takes approximately a 2% increase in the overall budget for raises, but divides it among staff based on who is below where they should be, giving staff varied raises rather than in the past where everyone received a flat rate.</i></p> <p><i>2017-18 Nativity of Mary experienced a larger than projected budget deficit and therefore did not create or adopt a salary scale. Teachers did receive varied raises based on trying to move them closer to projected income goals for their years of service and education.</i></p> <p><i>2018-19 Nativity of Mary school cut staff in order to allow for future expansion and building of more equitable salaries when compared to the public school. No changes were made to date in the salary scale.</i></p>
<p>(Action Step 4) Nativity of Mary Teacher Compensation and Retention study committee will share the results of their findings with all staff.</p>	<p>Spring 2017</p>	<p>Teacher Compensation and Retention Committee</p>	<p><i>2016-17 The results and goals were shared with staff at the fall "back-to-school" workshop and with staff for raises for the 2016-17 school year during end of year administrative meetings.</i></p> <p><i>2017-18 Nativity of Mary Staff were informed during fall workshops of our deficit for this year and struggles to adopt a salary scale.</i></p> <p><i>2018-19 Nativity of Mary staff and families were informed that additional staff would be cut this spring in order to decrease our budget deficit and possibly build future funds for possible raises.</i></p>
<p>(Action Step 5) A revised salary scale or written compensation structure will be approved and implemented.</p>	<p>Spring 2018</p>	<p>Teacher Compensation and Retention Committee; School Advisory Committee; Trustees; Finance Council</p>	<p><i>2016-17 We continue to be operating in a negative budget; therefore, cannot move toward a new salary scale at this time.</i></p> <p><i>2017-18 Nativity of Mary concluded our year over budget and cannot move forward with a new salary scale.</i></p> <p><i>2018-19 Nativity of Mary did not adopt a budget salary scale again this year.</i></p>
<p>(Action Step 6) Nativity of Mary will communicate professional plans and progress with all stakeholders.</p>	<p>August 2017</p>	<p>Administration</p>	<p><i>2017-18 During our 2018 Spring Strategic Plan retreat, the budget deficit and inability to meet current staff salary goals for a salary scale were shared and options discussed.</i></p> <p><i>2018-19 Nativity of Mary School and Parish leadership held a meeting with staff first, then with families, to share the reasons for cuts in staff, the budget deficit and plans to move forward.</i></p>
<p>(STRATEGY 2) Nativity of Mary School will increase enrollment and visibility of our school through effective marketing.</p>			
	<p>Timeline</p>	<p>Responsibility</p>	<p>Progress Report</p>
<p>(Action Step 1) Nativity of Mary will update the Marketing Plan to create and evaluate marketing progress, events, and initiatives.</p>	<p>Spring 2017</p>	<p>Marketing Staff; Marketing Committee; Teachers</p>	<p><i>2016-17 The Marketing Committee and Communications Coordinator revised the marketing plan to set clear objectives for this year.</i></p>

			<p><i>2017-18 The Marketing Committee added new members and created a revised plan for the school year.</i></p> <p><i>2018-19 Nativity of Mary adopted a new marketing plan that was approved by Catholic Schools' Center of Excellence (CSCOE) for marketing dollars to implement parts of the plan.</i></p>
(Action Step 2) Nativity of Mary will explore and expand advertising in print and social media.	Winter 2018	Marketing Staff; Marketing Committee	<p><i>2016-17 Nativity of Mary advertised in community publications and at a local exercise change to expand advertising efforts. In addition, a television screen scrolling school and parish events was added to both the school and parish entrances of the building. The School also opened an Instagram account.</i></p> <p><i>2017-18 Nativity of Mary expanded advertising online with Facebook ads and a Welcome Community packet.</i></p> <p><i>2018-19 Nativity of Mary took out additional social media ads and added print ads in other churches in our area.</i></p>
(Action Step 3) Nativity of Mary will maintain an accurate, effective website that reflects our current community.	Fall 2018	Marketing Staff; Marketing Committee; Administration	<p><i>2016-17 The Communications coordinator and administrator made weekly updates to the website and social media.</i></p> <p><i>2017-18 Nativity of Mary hired a photographer to increase visibility with professional photos on the school website.</i></p> <p><i>2018-19 Nativity of Mary staff and administration continued to add to the website throughout the year to promote the schools and connect with families.</i></p>
(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	<p><i>2017-18 Nativity of Mary hired a summer administrative assistance in June to begin this process.</i></p> <p><i>2018-19 Nativity of Mary continued to develop this list but the person we hired quit in January of 2019.</i></p>
(Action Step 5) Nativity of Mary will send annual communications to all alumni.	Winter 2020	Marketing Staff; Marketing Committee; Administration	
(STRATEGY 3) Nativity of Mary fundraising and community 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 and school community programs.	Spring 2018	School Advisory; Finance Council; Parish & School Community	<i>2017-18 Nativity of Mary created a Fundraising Committee of parents and staff which included survey feedback and evaluation of current fundraisers. Recommendations were made to the School Advisory Council.</i>

			<i>2018-19 Nativity of Mary held the first new fundraiser created by this committee, a Fall Festival, this September. The event raised about \$4,000 after expenses.</i>
(Action Step 2) The Nativity of Mary School Advisory Council will evaluate the feedback to plan for changes, adjustments and new programs, noting special consideration for the various socioeconomic groups.	Fall 2018	School Advisory; Finance Council; Administration	<i>2017-18 Nativity of Mary started a PTO program that hosted meetings, events and fundraisers this school year.</i> <i>2018-19 Nativity of Mary PTO began better promoting the need for volunteers and tracked these hours through "Sign-Up Genius."</i>
(Action Step 3) A revised fundraising and social/PTO calendar and plan will be created and implemented.	Spring 2019	School Advisory; Finance Council; Administration	<i>2018-19 Nativity of Mary PTO created several new events including the Family Fall Festival, a Christmas craft sale, and volunteered at the CSCOE Annual Event to earn an additional \$5,000 for PTO.</i>
(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	<i>2017-18 Nativity of Mary staff, School Advisory Council and new pastor reviewed governance policies at the 2018 retreat and spring staff workshop.</i> <i>2018-19 Nativity of Mary parish and school learned that they will have a new pastor for the next school year. He took over canonical leadership in May of 2019 and is re-establishing governance models and procedures.</i>
(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	<i>2017-18 The parish hired a new Parish Administrator in the winter of 2018 and meetings with the principal have occurred to begin to revise procedures.</i> <i>2018-19 Nativity of Mary administration moved the schools' employee files to the school office and held weekly Leadership meetings with the Parish Administrator, Pastor and Principal.</i>
(Action Step 3) Recommendations will be shared with all key stakeholders.	August 2017 CHANGED TO AUGUST 2019	School Advisory Council; Administration;	<i>2017-18 This was not achieved due to the later hire date of the Parish Administrator.</i> <i>2018-19 Nativity of Mary parish and school was assigned a new canonical administrator in the Spring and Bishop Cozzens presented to the school and parish about governance and budgetary concerns.</i>

<p>(Action Step 5) Any adopted changes in the handbooks, policies or governance models will be implemented and evaluated for effectiveness.</p>	<p>Fall 2017 CHANGED TO JANUARY OF 2020</p>	<p>School Advisory Council; Administration; Priest; Trustees</p>	<p><i>2017-18 Changes have been created this spring of 2018 but not shared, yet, with all key stake holders.</i> <i>2018-19 Parish and school leadership changes led to putting this on hold until new leadership is in place.</i></p>
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(Action Step 3) A revised fundraising calendar and plan will be created and implemented.

(STRATEGY 5) Nativity of Mary will expand our preschool program in order to assist in growing our K-8 enrollment.

	Timeline	Responsibility	Progress Report
<p>(Action Step 1) Nativity of Mary will license our preschool program.</p>	<p>Spring 2017</p>	<p>School Advisory Council; Administration; Preschool Staff</p>	<p><i>2016-17 Nativity of Mary received a Minnesota State license for our preschool program.</i></p>
<p>(Action Step 2) Nativity of Mary will obtain a Parent Aware rating.</p>	<p>Fall of 2017</p>	<p>School Advisory Council; Administration; Preschool Staff</p>	<p><i>2016-17 Nativity of Mary received a Parent Aware Rating of 4 stars. With the license and new rating, we added one new class, due to demand.</i> <i>2018-19 Nativity of Mary is not renewing the Parent Aware Rating at this time as the scholarships that we received this year were not paying for the full cost of the program and Nativity was losing money on these students.</i></p>
<p>(Action Step 3) Nativity of Mary will plan events that connect our preschool families to our K-8 families.</p>	<p>Fall 2018</p>	<p>School Advisory Council; Administration; Preschool Staff</p>	<p><i>2017-18 The preschool students were invited to perform at our Christmas concert, hosted a “Muffins and Moms” event, and PTO invited preschool to the new “Messy Art Night.”</i> <i>2018-19 Nativity of Mary Preschool added a “Donuts with Dad” event along with the events from 2017-18.</i></p>
<p>(Action Step 4) Nativity of Mary will look for opportunities to expand our preschool in other ways.</p>	<p>Fall 2018/Winter 2019</p>	<p>School Advisory Council; Administration; Preschool Staff</p>	<p><i>2017-18 The preschool started with one additional class in the fall of 2017 due to demand.</i> <i>2018-19 Nativity of Mary worked with the Parish of St. Edwards and CSCOE to plan for the adding of a second preschool location. The plans, layout and approval took place this year.</i></p>

(OBJECTIVE 2) NATIVITY OF MARY WILL FOSTER SPIRITUAL GROWTH.

(STRATEGY 1) Nativity of Mary School will seek opportunities for prayer.

	Timeline	Responsibility	Progress Report
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(Action Step 1) Nativity of Mary will expand Adoration prayer for students and staff.	Fall 2017	Priest; Teachers; Administration	<i>2016-17 Nativity of Mary students attend Adoration during Advent and Lent, every Friday.</i>
(Action Step 2) Nativity of Mary will plan a Novenas prayer experience.	Spring 2018	Priest; Teachers	<i>2017-18 The new priest is reviewing his expectations for Spiritual Growth and did not find this a best practice for young students.</i>
(Action Step 3) Nativity of Mary will plan an intermediate prayer level service.	Winter 2020	Priest; Intermediate Level Teachers	
(Action Step 4) Nativity of Mary School will evaluate additional prayer opportunities.	Spring 2020	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 2019	Teachers of Religion	
(Action Step 2) Implement into the religious curriculum Virtues in Practice.	Fall 2019	Teachers of Religion	
(Action Step 3) Nativity of Mary will review all religion standards and curriculum.	Fall 2020	Priest; Teachers	
(Action Step 4) Nativity of Mary will update the standards and curriculum with Google shared document, including assessment updates.	Summer 2021	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.	School Year of 2020	Priest; Administration; Teachers of Religion	
(Action Step 2) Service projects will be revised to align to Catholic Social Teachings.	Fall 2021	Teachers of Religion	

(Action Step 3) Nativity of Mary will consider adopting an emphasis on the seven themes of Catholic Social Teachings.	Spring 2021	Priest; Teachers; Administration	
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(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; Admin; Teachers of Religion	<p><i>2016-17 The "Partners in Faith" communication newsletter was added for families this school year.</i></p> <p><i>2017-18 The school added Spanish fliers for dual language families.</i></p>
(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	<p><i>2016-17 Nativity families were invited to weekly Masses, student Masses at other parishes, special Masses honoring diverse Saints (Lady of Guadalupe) and Primary Prayer, monthly.</i></p> <p><i>2017-18 The Catechesis of the Good Shephard Catholic preschool program was added and families attended during the school year, along with more opportunities for Adoration.</i></p> <p><i>2018-19 Nativity of Mary attended the All-School Catholic Mass and added a Mass for the adoration of Lady of Guadalupe as well as the Crowning of Mary in May.</i></p>
(Action Step 3) Nativity of Mary will create parent educational opportunities or retreats.	Fall 2017	Priest; Administration; Teachers of Religion	<p><i>2016-17 The newly formed Parent Teacher Organization brought in a representative educational speaker from the Jacob Wetterling Foundation, hosted a Christmas parent event, and planned additional parent events for the spring and summer of 2017.</i></p> <p><i>2017-18 The PTO hosted additional parent events, some religious based including a breakfast with St. Nicholas as well as a family Art Night.</i></p>

(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	<p><i>2016-17 Nativity of Mary reviewed science textbooks and programs and adopted the National Geographic science curriculum for this academic year. Teachers implemented the new science program in their classrooms.</i></p>

			<p><i>2017-18 Teachers implemented new Language Arts curriculum and updated their standards.</i></p> <p><i>2018-19 Nativity of Mary staff partnered with the University of Notre Dame to bring Blended Learning instruction to Nativity of Mary students. Four teachers piloted the program in this first year.</i></p>
<p>(Action Step 2) Nativity of Mary will update curriculum maps and create professional learning communities to review standards and progress.</p>	<p>Winter 2017</p>	<p>Teachers</p>	<p><i>2016-17 Nativity of Mary staff reviewed the online curriculum areas for science and updated the written standards to reflect how best they are meeting these standards with the new science materials.</i></p> <p><i>2017-18 The teaching staff attended professional development for their new Language Arts curriculum and met in groups to update standards.</i></p> <p><i>2018-19 Nativity of Mary staff read "The Growth Mindset" as a book study and reviewed/discussed in their PLC groups monthly.</i></p>
<p>(Action Step 3) Nativity of Mary will develop opportunities for cross-curricular and cross-grade level experiences using curriculum maps.</p>	<p>Fall 2017</p> <p><i>Spring 2020</i></p>	<p>Administration; Teachers</p>	<p><i>2017-18 Progress on this step was not made as the focus on updating and implementing new language arts curriculum and standards, as well as standards' based grading for Grades 1 and 2 needed full attention by staff.</i></p>
<p>(STRATEGY 2) Nativity of Mary School will create and apply enhanced enrichment programs.</p>			
	Timeline	Responsibility	Progress Report
<p>(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)</p>	<p>Winter 2018</p>	<p>Administration; Teachers; School Advisory Council</p>	<p><i>2016-17 Nativity of Mary added several student enrichment clubs after school this year, including: Lego Club (YEL); Yearbook Committee; School Newspaper and Literary Club.</i></p> <p><i>2017-18 Robotics Club was added for this year.</i></p> <p><i>2018-19 Nativity of Mary Robotics took first place at the regional competition this year. Two of our science fair students won at State competitions and received opportunities to compete at Nationals. Chess Club was added and a Mind and Movement class.</i></p>
<p>(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.</p>	<p>Spring 2018</p>	<p>Administration; Teachers</p>	<p><i>2017-18 Nativity of Mary School staff and School Advisory Council created a "Focus on the Future" committee to evaluate our specific focus. After multiple reviews of schools and opportunities, Nativity of Mary School was selected by the University of Notre Dame to be a part of the Higher Powered Learning Program (Blended Learning).</i></p> <p><i>2018-19 Nativity of Mary implemented the Blended Learning model for the first year as part of the UND grant program.</i></p>

<p>(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.</p>	<p>Summer 2018</p>	<p>Administration; Enrichment Teaching Team</p>	<p><i>2018-19 Nativity of Mary read and implemented strategies for Growth Mindset within their classrooms to support all students to grow academically and spiritually.</i></p>
<p>(Action Step 4) Nativity of Mary will add and adapt programs based on research results.</p>	<p>Spring – Summer 2019</p>	<p>Administration; Enrichment Teaching Team</p>	
<p>(STRATEGY 3) Nativity of Mary School will evaluate assessment practices to ensure school unity and best practices for academic excellence.</p>			
	<p>Timeline</p>	<p>Responsibility</p>	<p>Progress Report</p>
<p>(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.</p>	<p>Spring 2016</p>	<p>Administration; Staff</p>	<p><i>2016-17 Nativity of Mary primary and preschool teachers reviewed samples of assessments throughout the summer and evaluated them. The top assessment were chosen, prices received and training held during fall workshops. New K-2 assessments were implemented and used during this school year.</i></p> <p><i>2017-18 The 1st and 2nd Grade teachers reviewed standards’ based report cards, attended training, and implemented their new grading system.</i></p> <p><i>2018-19 Nativity of Mary 1st and 2nd Grade implemented Standards based grading in all subjects. All grades utilized MAP assessments three times a year to evaluate student learning and achievement in order to effectively monitor interventions and student needs.</i></p>
<p>(Action Step 2) New national standardized assessments, report cards, and classroom assessments will be adopted and communicated.</p>	<p>Fall 2017</p>	<p>Administration; Marketing Staff and Teachers</p>	<p><i>2017-18 Nativity of Mary School 1st and 2nd grade families learned about Standards’ Based grading and received student progress updates on the new report cards.</i></p> <p><i>2018-19 Nativity of Mary 3-5th Grade studied standards’ based grading.</i></p>
<p>(Action Step 3) All staff will be training in new assessments and how to best use the results to modify and enhance classroom instruction.</p>	<p>Fall 2017</p>	<p>Administration; Title Staff; Teachers</p>	<p><i>2017-18 All 1-4th grade teachers attended standards’ based grading workshops throughout the school year, as available. In addition, teachers in K-2 attended FAST training and implemented these national assessments for these grades three times a year.</i></p> <p><i>2018-19 Nativity of Mary staff in K-8 all attended training with NWEA-Map professionals on how best to use their data to support students.</i></p>

(Action Step 4) New assessments will be implemented and reviewed to ensure student progress.	Fall 2017-Spring 2018	Administration; Title Staff; Teachers	<p><i>2017-18 The FAST K-2 national assessments were adopted and progress monitoring used by school tutors to ensure student progress.</i></p> <p><i>2018-19 Nativity of Mary did not continue with FAST assessments as the UND grant required all grades to use the NWEA - MAP assessments. These were implemented and staff received training.</i></p>
(Action Step 5) New assessments results will be communicated to the families through individualized letter and reports and at conferences, to the greater community.	Summer & Fall 2018	Administration; Title Staff; Teachers	<p><i>2018-19 Nativity of Mary adopted NWEA testing three times this year as part of the grant and communicated this in fall presentations, school newsletter, and parent/teacher conferences as well as online in the website.</i></p>

(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	<p><i>2018-19 Nativity of Mary added a .25 art position for K-5 for this school year.</i></p>
(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	<p><i>2016-17 The staff created a professional development plan for two years with key areas for professional development.</i></p> <p><i>2017-18 The staff gave feedback for additional training for this year.</i></p>

<p>(Action Step 2) The Academic Team will develop cross-curricular PLC groups to extend professional development, internally.</p>	<p>Fall 2016</p>	<p>Administration; Nativity Staff</p>	<p><i>2016-17 This year PLC groups were multiple grades, primarily focused on the review and revisions of science through grade levels, and updating their science standards to correlate with the new curriculum.</i></p> <p><i>2017-18 Nativity PLC groups met to review and implement changes to language arts curriculum and standards instruction, through primary, intermediate and middle school classes.</i></p> <p><i>2018-19 Nativity of Mary PLC groups read the Growth Mindset and implemented the strategies in their classrooms discussing this at their meetings.</i></p>
<p>(Action Step 3) The Nativity budget for professional development will be increased.</p>	<p>Winter 2017</p>	<p>Administration; Finance Council; SAC</p>	<p><i>2016-17 Nativity of Mary finance council and administration increased professional development dollars to \$250 per year.</i></p>
<p>(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.</p>	<p>Summer-Fall 2017</p>	<p>Administration; Nativity Staff</p>	<p><i>2016-17 Teachers are signed up to complete Responsive Classroom, SAIL sessions, and Mental Health and EL seminars this summer.</i></p> <p><i>2017-18 Nativity of Mary School staff attended STEM and technology training, mental health, assessment and Responsive Classroom workshops.</i></p>

(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.

	<p>Timeline</p>	<p>Responsibility</p>	<p>Progress Report</p>
<p>(Action Step 1) Nativity of Mary Safety Committee will convene to update the Crisis Manual and all safety procedures.</p>	<p>Fall 2018</p>	<p>Nativity Safety Committee</p>	<p><i>2017-18 The Nativity of Mary Safety Committee met and created a plan and reviewed the safety procedures. In addition, we applied for a grant and received funding to update our check in procedure (a need.)</i></p>
<p>(Action Step 2) Nativity of Mary Safety Team will reach out to MnSSC School Specialist and local safety representatives.</p>	<p>Winter 2020</p>	<p>Nativity Safety Committee</p>	
<p>(Action Step 3) Nativity of Mary and representatives will perform a crisis evaluation of the campus, including outdoor spaces.</p>	<p>Spring 2020</p>	<p>Nativity Safety Committee</p>	
<p>(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.</p>	<p>Fall 2020</p>	<p>Nativity Safety Committee</p>	

(Action Step 5) Nativity of Mary will implement the management plan, any equipment recommended and update all documents.	Winter 2021	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 2021	Nativity Safety Committee	
(Action Step 7) Nativity of Mary will evaluate the effectiveness of the changes in the crisis plan.	Spring 2021	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 meal program and kitchen facilities.	Spring 2017	Administration; School Advisory Council; Trustees	<i>2016-17 A lunch committee was created and met to evaluate kitchen needs and the lunchroom program.</i>
(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;	<i>2016-17 Information was gathered and costs and changes researched.</i>

<p>(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.</p>	<p>Fall 2017</p>	<p>Administration; School Advisory Council; Trustees</p>	<p><i>2016-17 A new lunch vendor was presented to finance and the School Advisory Council.</i> <i>2017-18 A new lunch vendor was contracted, lunch director hired, and lunch program communicated with families in the fall.</i> <i>2018-19 Nativity of Mary offered breakfast for the first time this school year.</i></p>
<p>(Action Step 4) From the information gathered and presented, a decision will be made for future meal programs, kitchen remodeling, and lunch time changes.</p>	<p>Spring 2018</p>	<p>Administration; School Advisory Council; Trustees</p>	<p><i>2017-18 During the winter, a survey was sent home for parent feedback. After feedback and input from MDE and the Federal Lunch program a new RFP was sent out and a new lunch vendor contracted.</i> <i>2018-19 Nativity of Mary Lunch program received a recycling grant to implement recycling programs for the school year.</i></p>
<p>(Action Step 5) If upgrades or remodeling for the kitchen facility is proposed, this will be recommended to parish and school joint committee evaluating the feasibility of a Capital Campaign.</p>	<p>Spring 2018</p>	<p>Administration; School Advisory Council; Trustees</p>	<p><i>2017-18 Nativity of Mary Lunch program applied and received a grant to add recycling components to the lunch program which will include updates to our initial program.</i> <i>2018-19 Nativity of Mary did not have funding to update the cafeteria or kitchen as the Capital Campaign did not reach their goal.</i></p>
<p>(Action Step 6) Development of new lunch procedures will be created, per recommendation of this committee.</p>	<p>Spring 2018</p>	<p>Administration; School Advisory Council; Trustees</p>	<p><i>2017-18 Lunch policies were created and adopted by SAC to ensure a strong program moving forward.</i></p>

(STRATEGY 4) Nativity of Mary School will research the feasibility of a capital campaign for remodeling, expansion projects.

	<p>Timeline</p>	<p>Responsibility</p>	<p>Progress Report</p>
<p>(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></p>	<p>Summer 2019</p>	<p>Administration; Trustees; Finance Council; School Advisory Council; Nativity Staff</p>	<p><i>2017-18 The parish moved forward with a Capital Campaign. After parish surveys, it was concluded that the bulk of raised funds would be used to pay of parish and school debt.</i> <i>2018-19 Nativity of Mary held meetings and did planning for the expansion of the preschool program to a second location.</i></p>
<p>(Action Step 2) The joint committee will invite contractors in to develop plans for a new area or reconstruction on existing facilities.</p>	<p>Winter 2020</p>	<p>Finance Council, Priest & Administrator</p>	
<p>(Action Step 3) Floor plans and contractor bids will be reviewed to choose the best plans moving forward.</p>	<p>Spring 2020</p>	<p>School Advisory; Finance Council; Priest; Administration</p>	

<p>(Action Step 4) The committee will share the best plans with all community stakeholders to ensure community support for a new building project.</p>	<p>Fall 2020</p>	<p>School Advisory; Finance Council; Priest; Administration; Marketing Staff</p>	
<p>(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.</p>	<p>Spring 2021</p>	<p>School Advisory; Finance; Priest; Administration</p>	