



ACADEMY: Saint Francis de Sales Catholic Academy

Catholic Identity

Goal #1: To raise awareness of the development of the whole human, and spiritual self, connected to our Catholic faith

Goal #1 – Objective #1: To increase the relationship between the curriculum and the gospel values in daily life

Goal #1 – Objective #2: To express our relationship with Jesus through full participation in liturgies

Goal #1 – Objective #3: To increase the importance of prayer life, individually, in the home with family, and as an academy/class

Goal #1 – Objective #4: To increase the emphasis of the importance of all the sacraments in the development of our relationship with Christ

Goal #2: To develop and enrich our relationship with Jesus, to serve Him, and all humanity, around the world, and environmentally

Goal #2 – Objective #1: To create an understanding of missionary discipleship

Goal #2 – Objective #2: To initiate a recycling program

Goal #2 – Objective #3: To develop programs and activities that will be of service to the community as a whole

Goal #2 – Objective #4: To be aware of social injustices and devastating events within our own community/world and create an academy/class response

Goal #3: To strengthen our understanding of the Gospel in the daily activities of the academy community

Goal #3 – Objective #1: To introduce the Gospel for Sunday at the Friday morning meeting

Goal #3 – Objective #2: To recognize students whom we see living out the Gospel

Goal #3 – Objective #3: To create themes/monthly activities that classes can participate in to live out the Gospel

Academic Excellence

Goal #1: To enhance teaching methods and performance through responsive and on-going professional development

Goal #1 – Objective #1: To create a teacher mentor program for new teachers

Goal #1 – Objective #2: To initiate that all teachers create a professional development plan

Goal #1 – Objective #3: To provide teachers with professional development to support new building-wide initiatives

Goal #1 – Objective #4: To send teachers to conferences and professional development which promote educational trends and innovation for the classroom

Goal #2: To further develop the educational program through differentiated instruction

Goal #2 – Objective #1: To boost early language literacy skills with the general education population to prevent later reading difficulties

Goal #2 – Objective #2: To nurture a culture of growth mindset in our students and faculty

Goal #2 – Objective #3: To implement inquiry-based learning projects at differentiated levels for all learners

Goal #2 – Objective #4: To develop enrichment projects for students who need challenges outside the current curriculum

Goal #2 – Objective #5: To provide dialogue and guidance for parents on how best to help and get assistance to continue to destigmatize learning disabilities

Goal #2 – Objective #6: To provide teachers with supplemental materials, resources, and training on practicality of differentiation.

Goal #3: To create a dynamic STREAM (Science, Technology, Religion, Engineering, Art, and Math) program for students in all grades

Goal #3 – Objective #1: To provide ongoing PD for 1:1 program of Chromebook and iPad

Goal #3 – Objective #2: To develop diverse educational field trip opportunities and a guest lecture program

Goal #3 – Objective #3: To integrate STREAM subjects into the reading curriculum

Goal #3 – Objective #4: To provide all teachers with resources to include experiential learning for all learners

Governance and Leadership

Goal #1: To maintain and expand membership for effective committees of the Board of Directors

Goal #1 – Objective #1: To create a recruitment plan to form the Diocesan mandated committees

Goal #1 – Objective #2: To create a plan to maintain membership on the Board and on Board committees

Goal #2: To establish a system of communication and accountability between the Board of Directors and its committees and the Academy Community

Goal #2 – Objective #1: To establish a system of communication and accountability between the Board of Directors and its committees and the Administration

Goal #2 – Objective #2: To create and maintain a database to facilitate communication between stakeholders and the committees

Goal #2 – Objective #3: To ensure that committees are utilizing the database

Goal #2 – Objective #4: To create a framework that requires committees to meet at least 5 times an academic school year

Goal #2 – Objective #5: To make certain the Board Member associated with each committee ensures that the committee is following their action plan and completing their goals

Goal #3: To provide leadership opportunities for faculty and staff

Goal #3 – Objective #1: To create faculty leadership teams in the form of Professional Learning Communities (PLC)

Goal #3 – Objective #2: To train at least one teacher per PLC to provide the leadership skills necessary to lead and manage an effective PLC

Goal #3 – Objective #3: To recruit faculty to take ownership for specializing in specific content areas and or initiatives

Marketing

Goal #1: To Investigate and implement a formal marketing program

Objective #1: To create a marketing effort designed to cultivate alumni as well as the greater local community

Objective #2: To create marketing material which highlight specific school achievements

Objective #3: To create marketing materials specifically designed to support the enrollment program of the academy

Objective #4: To determine other means of advertising the academy to new audiences

Goal #2: To investigate and implement a formal enrollment program

Objective #1: To review and assess the admissions process

Objective #2: To review retention rates for each grade level and assess reasons for any student loss

Objective #3: Investigate opportunities to attract new students to the middle school program of the academy

Objective #4: To develop an Open House program to introduce the academy to new audiences

Finance and Development

Goal #1: To ensure the financial stability of the Academy

Goal #1 – Objective #1: To manage expenses efficiently

Goal #1 – Objective #2: To create an annual fund and identify new sources of revenue

Goal #1 – Objective #3: To maintain/improve the value proposition for the core constituency

Goal #1 – Objective #4: To maintain a signed lease with the parish

Goal #2: To build and maintain an attractive compensation structure for employees

Goal #2 – Objective #1: To benchmark other Catholic schools' compensation packages

Goal #2 – Objective #2: To compensate faculty members in non-traditional ways

Goal #3: To create an in-house tuition assistance program through endowments, capital campaigns and planned giving

Goal #3 – Objective #1: To explore the feasibility of hiring a development officer

Goal #3 – Objective #2: To engage key influencers to identify sources of funds to support this goal

Goal #3 – Objective #3: To hold planned giving seminars annually

Goal #3 – Objective #4: To identify students in need on an annual basis