

HOLY ROSARY

CATHOLIC SCHOOL

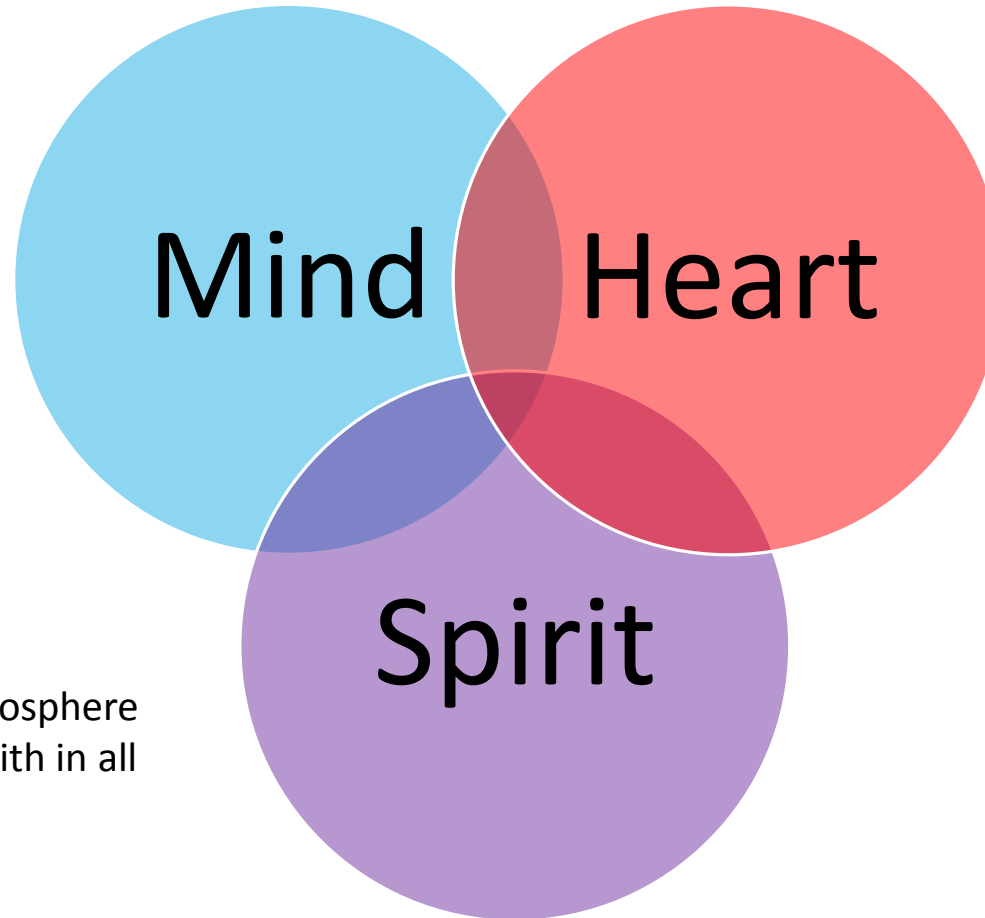
2018 – 2022 STRATEGIC PLAN

2018 – 2022 Strategic Plan Mission Statement

Grounded in our Catholic faith and focused on academic excellence, Holy Rosary Catholic School educates the whole child – mind, heart and spirit.

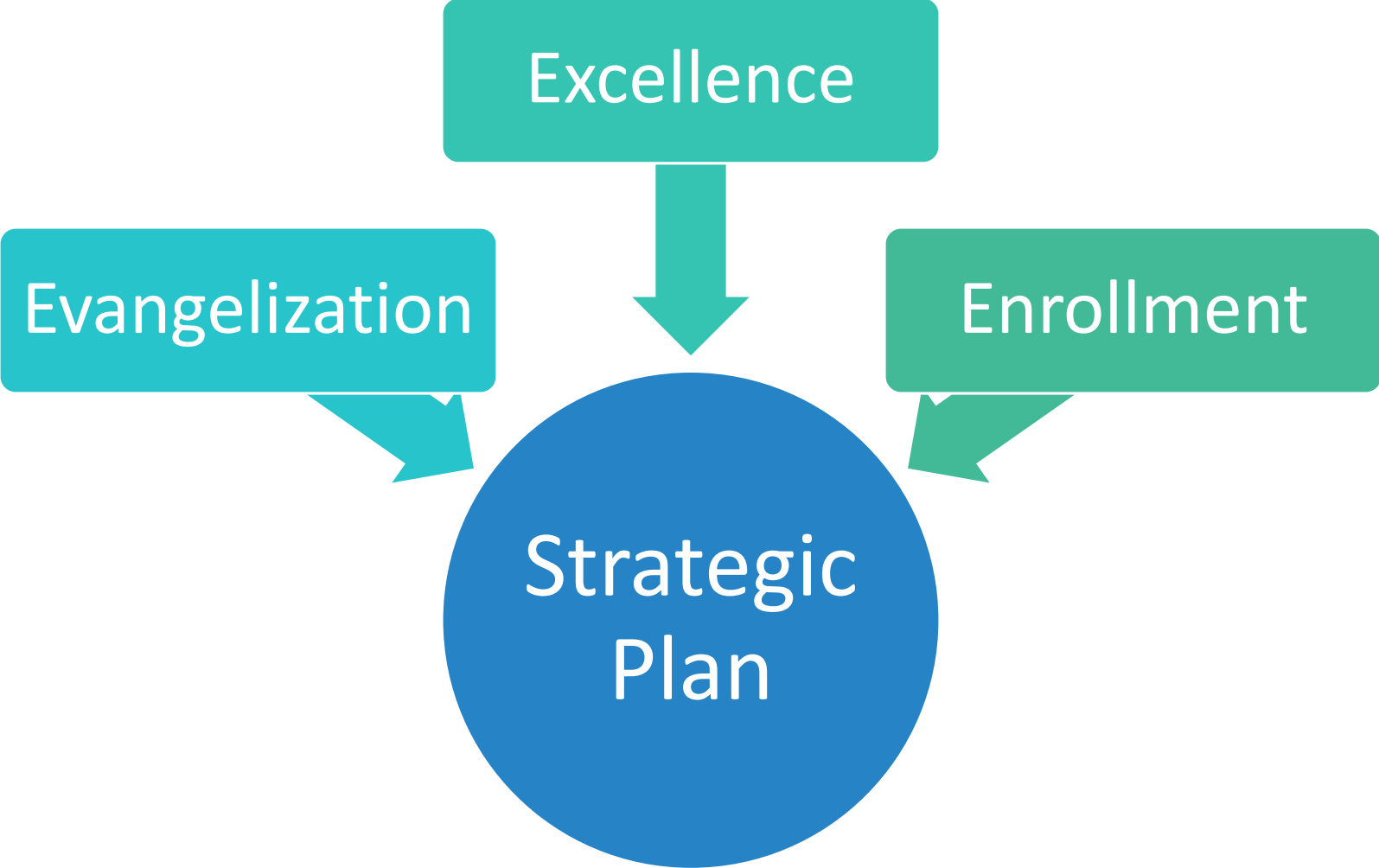
Mind – Maintain a high standard of academic excellence that focuses on each individual student, providing opportunities for growth and recognition for their individual talents and achievements

Spirit – Foster a Christian atmosphere that embodies our Catholic faith in all aspects of campus life



Heart – Enrich the growth of each child’s heart, developing students that love and respect all God’s Creation and eagerly volunteer their time to making the world a better place

Holy Rosary Catholic School 2018 – 2022 Strategic Plan



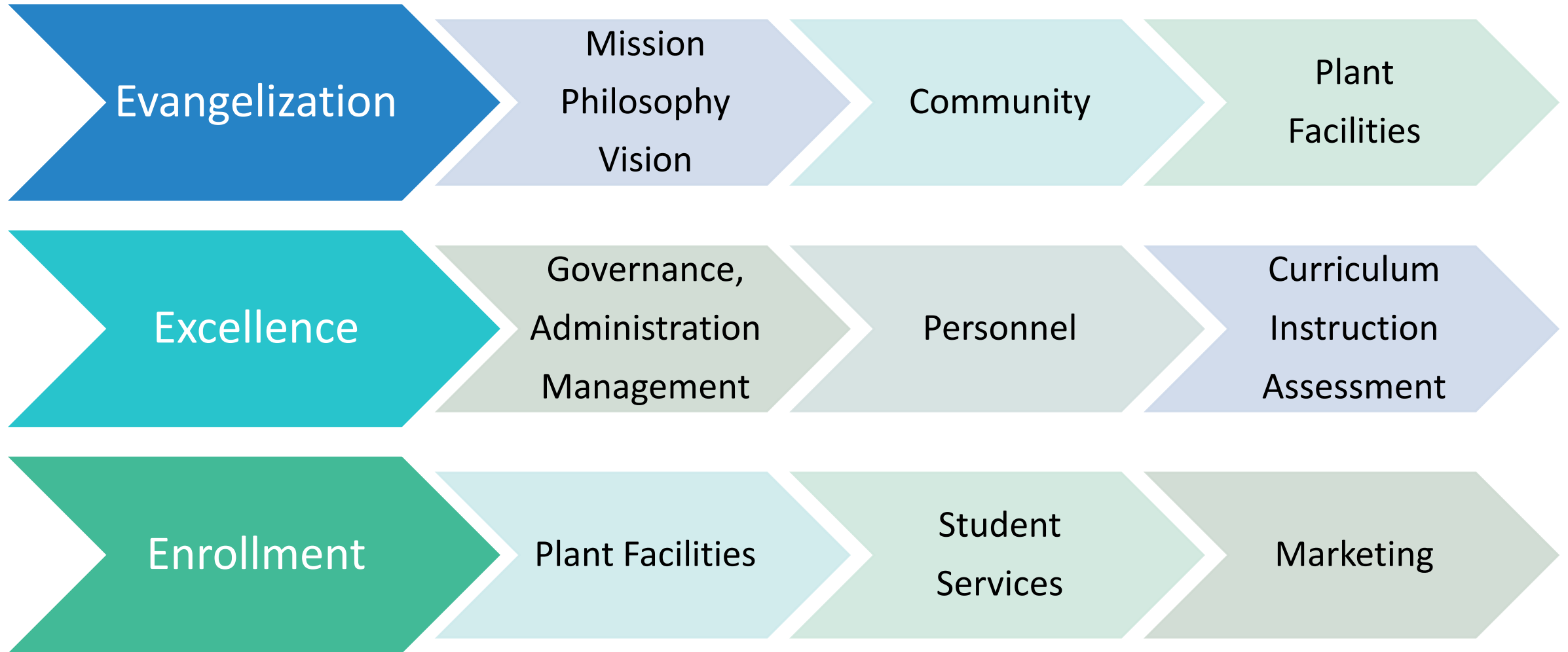
Strategic Plan

Provide roadmap for direction and guidance on the future success of our school

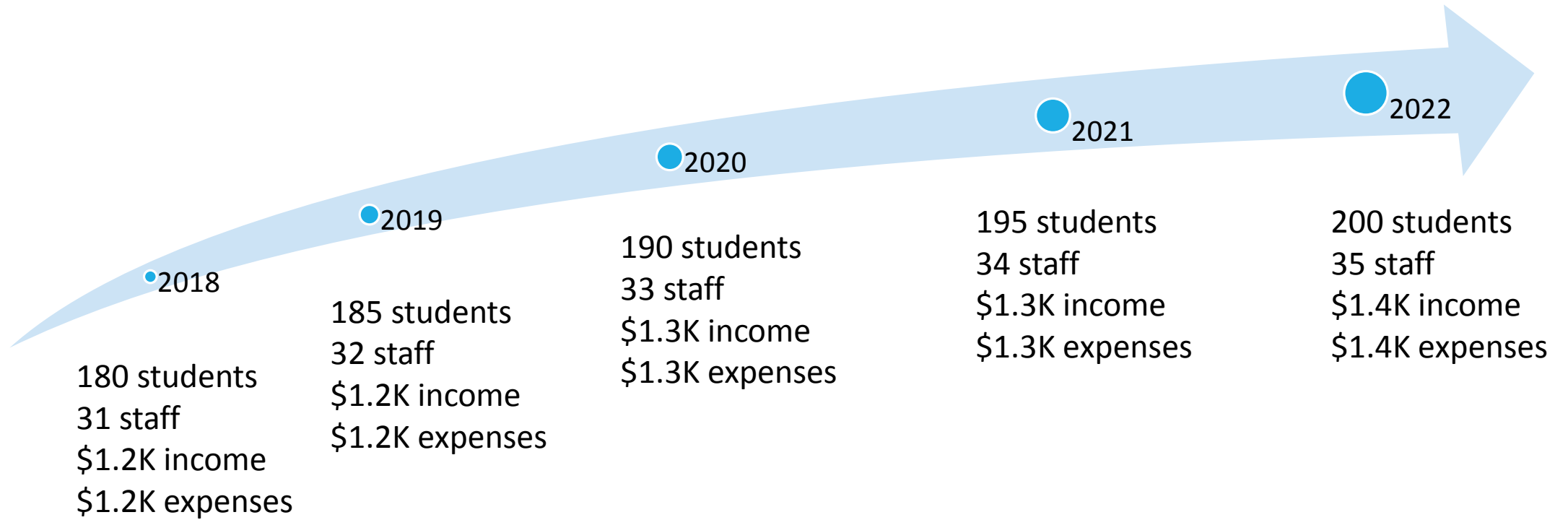
- Catholic Identity and Mission
- Academic Excellence
- Enrollment, Marketing, Development
- Finances
- Personnel and Facilities
- Governance and Management



2018 – 2022 Strategic Plan Organization by Domain



Financial Projection



2018 – 2022 Strategic Plan

Evangelization: Mission, Philosophy & Vision

Goals	Action Steps to be taken (what, who, when)	Outcomes	Follow Up for Current Year
Understanding of Mission Statement by students, parents, faculty, staff & Parish community.	Cultivate an atmosphere that incarnates Gospel values. i.e. Works of Mercy. All stakeholders model their faith and staff receives religious certification. Daily prayer and weekly mass liturgy led by students.	ongoing	
Instill a Catholic Identity in students who must function in the secular world.	Use the Information for Growth (IFG assessment) as a benchmark for teachers, done daily in prayer, service projects and student retreats. Prepare students for Sacraments. i.e.. how to participate in the Eucharist	ongoing	
Foster a Christian Atmosphere that embodies our Catholic Faith in all aspects of Campus Life.	Participation in school and parish events. i.e. Coat and blanket drive, food drive, Boxes of Joy, monthly service projects, NHS projects; celebrate vocation awareness weekly with prayer and guest speakers. i.e. Father T.J.	ongoing	
Integrate Catholic teachings across all curricular areas.	Implement strategies to increase vocation awareness and Religious Vocations done daily by classroom and special teachers; religious vocations, prayers after mass, guest speakers. Professional development by Catholic School office.	ongoing	Professional development by Catholic School office February 2018

2018 – 2022 Strategic Plan

Evangelization: Community

Goals	Action Steps to be taken (what, who, when)	Outcomes	Follow Up for Current Year
Encourages a sense of caring, cooperation and belonging within our community through many programs and activities.	School involved in special events and programs. i.e.. Service Projects, Angel Watchers, Student / Parent Ambassadors	Ongoing	
Faculty and Staff encourage Spiritual Formation in order to build a nurturing Faith Community.	Promote stewardship through the student's and staff active involvement in mass and the parish, attend retreats and mass at the co-cathedral.	Ongoing Staff attended Aug 2017	
Continue to expand and create more opportunities to serve on a national and global level.	Working with organizations to provide for the needy all over the world. i.e. Heffer Int, Boxes of Joy and Water Wells	ongoing	
To strengthen the relationship between the school and Parish community; to enhance new programs, projects and events at the school,	Participate in Church events and activities to bring awareness to the Parish Community of the roll of the school. Continue to promote all activities and seek everyone's involvement through the use of communication from the parish office to the school offices. i.e. Bazaar, programs	ongoing	Volunteer for Church Bazaar Promote events for Knights of Columbus
Ensure all Faculty, Staff, Volunteers and Club Sponsors are VIRTUS trained	Virtus coordinator verifies monthly that everyone is current; if not, a notice is sent out	ongoing	Annual report is submitted

2018 – 2022 Strategic Plan

Evangelization: Plant & Facilities

Goals	Action Steps to be taken (what, who, when)	Outcomes	Follow Up for Current Year
Promote and maintain an inviting, safe and healthy environment.	Inspections of buildings, grounds and athletic facilities for preventative purposes.	ongoing	
Continue to update / maintain school buildings and grounds.	Raise money for campus security. Inspection of school building and grounds. Monthly Inspection Log and Long Term Facilities Plan Security Phase 1 – Doors and Locks Security Phase 2 – Elementary school Man trap and door bell. Elementary and Middle School door cameras, door entry and door exit locks with remote push buttons in School Office.	Long Term Facilities Plan Completed Security Phase 1 in 2016 Phase 2 in 2017	Phase 3 – surveillance cameras planned for 2018 with funding from Grant writing / Catholic Guild
Continue to implement safety procedures and training for personnel and students.	Staff participate in various drills such as Fire, Lock Down, Bad Weather, Active Shooters. Training provided annually by school nurse for the staff. i.e.. First Aid, CPR, Blood borne pathogens.	ongoing	

2018 – 2022 Strategic Plan

Excellence: Governance, Administration & Management

Goals	Action Steps to be taken (what, who, when)	Outcomes	Follow Up for Current Year
Expand and enhance training of Board Members through workshops.	Attend when offered through the Archdiocese of Galveston-Houston. (June 24, 2017)	ongoing	
School Board should be focused on collaboration and building relationships between the school, parish, administration and teachers.	Working on committees with teachers. Principal attends Parish financial council meetings.	ongoing	
Promote the development of potential board members within the community.	Ask for people to join board from KC's, Catholic Daughters and community so that we have a representative of Pre-K, Elementary & Jr. High grade levels on Committees.	Ongoing 2 New Board Members for 2017 – 2018 school year	Continue to recruit members
HRCS will develop an annual operating budget which is based on realistic estimates of enrollment and expenses.	Annual review and approval of budget by Board during the September Board Meeting.	ongoing	
School Board provides leadership and strategic vision for the school.	Continue to enhance communication between all stakeholders and parish.	ongoing	

2018 – 2022 Strategic Plan

Excellence: Personnel

Goals	Action Steps to be taken (what, who, when)	Outcomes	Follow Up for Current Year
Professional Development throughout the year.	Professional Development SY 2017-2018 <ul style="list-style-type: none"> • Conduct Annual ‘needs’ assessment of staff to determine their professional needs at the end of each school year. • Title 2 and PTC funds to be used for professional development. • Religious curriculum and training offered by Catholic School Office. • Kathy Morris “Differentiated Instruction” for special needs students. 	Completed May 2017 Funds from Lamar CISO Staff members attended in 2017 Staff attended in 2017	Planned for May 2018 Planned for Oct 2017 and Feb 2018
Employ highly qualified and certified instructors.	Continue to select applicants using Archdiocese “Applitrack” online system.	ongoing	
Strong sense of Catholic Identity among faculty and staff.	Continue to implement teaching best practices and implement religion into all subject areas. Staff participates in retreats and all religious events during the year.	ongoing	
Attract and retain quality personnel for long terms sustainability of the school.	Continue to support teachers and staff who want to pursue advanced degrees. Share program opportunities during staff meeting and on faculty bulletin board.	ongoing	

2018 – 2022 Strategic Plan

Excellence: Curriculum, Instruction & Assessment

Goals	Action Steps to be taken (what, who, when)	Outcomes	Follow Up for Current Year
Offer a challenging curriculum steeped in Catholic Tradition.	Implement Archdiocese Academic Standards that are TEKS based and curriculum guides. Implement new ELA guidelines from CSO.	Ongoing June 017	Due 2018
Increase student performance through the use of differentiated instruction strategies for all students learning styles. Accommodate student's varying needs and abilities.	Professional Development SY 2017-2018 <ul style="list-style-type: none"> • Kathy Mooris “Differentiated Instruction” for special needs students. • Director of Students with Special Needs will do a follow up with teachers. • “50 Instructional Strategies” to use in the classroom. • Document and share academic growth – ITBS & IFG; Promote PreK programs. • Use Student Educational Plans. 	Staff completed during an in-service Planned January 2018. Staff received guide	Continue professional development Benita Gonzales, CSO Follow up visit Jan. 2018
Develop and implement Vertical Alignment in content areas.	ELA - Voyages Writing and Language (3-8) Math - Progress in Math (K-6), Sadlier, pre-algebra, algebra Religion – Faith First Legacy (K-8) Science – Nancy Larson (K-5)	Ongoing	Social Studies 1 – 5 Pearson
Continue to integrate technology in all classrooms.	TOTS Technology Conference Prek3 – 1 st grade and Principal attended. San Antonito Conference ISTE 2 nd grade and Tech Coordinator attended. Grants received SY 2017-2018 – Kenedy Foundation 15K for Interactive White Boards;	Revised Tech Plan Tech coordinator on CSO Committee Applying for more Grants	Teachers continue to integrate technology in all grades

2018 – 2022 Strategic Plan

Enrollment: Student Services, Marketing and Development

Goals	Action Steps to be taken (what, who, when)	Outcomes	Follow Up for Current Year
Continue to offer Counseling Services for students.	Monthly topics discussed on announcements and in classrooms.	ongoing	
Continue to provide diverse extra curricular sport activities.	Continue to strengthen after school sports programs.	ongoing	
Provide opportunities for students in Theater Arts, Choir, Computer Club, LEGO Club, Chess Club.	Continue to provide opportunities for student to showcase gifts in performing arts, choir and through ancillary classes in middle school (theater arts).	Retain students who embrace our vision and mission	Robitics
Continue to provide BASP.	Available and affordable before and after school care for students in a Christian environment.	ongoing	
HRCS will continue an effective marketing program, committing special attention and dedication to the marketing efforts during periods of less than capacity enrollment.	Employ 1 - part time advancement consultant Employ 2 – part time development directors Utilize best marketing practices. i.e. Bill board, fliers, postcards, parent referral incentives, internet, newspaper, magazines, etc. Network with other Parishes. Coordinate Archdiocesan marketing with the School Campaign	ongoing	Banner across highway
Tuition Assistance	Parish Knights of Columbus for tuition assistance, ACE Scholarships-\$2K for 11 students for 2017-2018 school year). Parish assistance and individual sponsors	Applying for more Grants	

Board Member Committees

Catholic Identity

Leroy Stavinoha

- Ona Thacker
- Linda Barnhill
- Barbie Respondek
- Amy Bender

Academic Excellence

Amy Sundberg

- Kristi Carter
- Mary Beth Davis
- Melissa Stavinoha
- Renee Dunning
- Lana Willis

Enrollment and Marketing

Rhonda Taormina

- Pam McCarthy
- Liz Strain
- Father Bill Bartniski
- Anne Marie Fikac
- Jonathan Hollkamp

Board Member Committees (con't)

Finance Committee

Dan Hoelscher

- Dan Hoelscher
- Linda Bradford
- Anne Chilek
- Jacqueline Dolezal

Fundraising

Joy Al-Jazrawi

- PTC Halloween Carnival: Edmund Samora
- Giving Tuesday: Gina Nelson
- Steps for Students: Elizabeth Novak
- Gala: Gina Nelson
- Catholic Life Raffle: Pam McCarthy & Liz Strain
- Teacher: Ninfa Bradbury
- Teacher: Amy Sopchak

Facilities

Father Bill Bartniski

- Gordie Allen
- Linda Bradford
- Father Bill Bartniski
- Cheryl Whering
- Teacher: Andrea Salerno

Governance

Linda Bradford

- Teacher: Michelle Foster
- Parent: Linda Pardo
- Parent: Rhonda Taormina
- Parishioner: Dan Hoelscher
- Parent: Billy Guerrero
- Parishioner: Joy Al-Jazrawi
- Pastoral Council Liaison: Leroy Stavinoha

Extra Curricular Activities

Sports	Academics	Religion	Mind Challenges	Arts	Community
Soccer	NHJHS / NEHS / NJHHS	May Crowning	Chess Club	Art	Veteran's Day
Track	Spelling Bee	1 st Communion	Lego Club	Theater Arts	Grandparents Day
Volleyball	Science Fair K -8th	St. Joseph's Altar	Computer Club	Choir	Family FEAST Days
Cheerleading / Spirit Squad	Geography Bee	Thursday Mass, Weekly Liturgy	Book Club		St. Vincent De Paul
Basketball	Student Council	Religion Fair			Food Drive
Cross Country	University of St. Thomas Essay	Stations of the Cross, Living Rosary			Lunches of Love, Texas Cultural Day
	Archdiocese Poetry Fest	Las Posadas			Senior Soup Lunch