



**St. Dominic**  
**SCHOOL**

Our Foundation. Their Future.



**St. Dominic School STRATEGIC PLAN FOR IMPROVEMENT 2018**

**OBJECTIVE 1**

St. Dominic School will meet the needs of staff and students through technology.

**STRATEGY 1**

Create A Technology Plan

ACTION STEP 1	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
Assess needs of school and staff in the area of technology, create inventory list of current technology	Summer 2012	Technology Committee	<p><b>2015-2016</b> Google doc inventory of all devices in the building (non-infrastructure). Current devices: All staff 1:1 ipads, all classrooms set of 5 ipads, Grade 6 1:1. Smartboard installed Fall 2015 in the Music/Art Room, 2 Chromebooks were purchased for office staff / subs to use. A laptop was purchased for PE and Development Director. Worked with CSCOE and Tierney to assess needs of school, staff and students. Created a plan with funding to upgrade school technology infrastructure, installation June/July 2016.</p> <p><b>2016-2017</b> Infrastructure was updated by Tierney with CSCOE funds throughout entire building to be able to handle 1:1 wifi needs in all classrooms and common spaces including gym and cafeteria. All staff laptops were imaged and updated by Tierney with CSCOE funds. All desktop computers in the school lab, and for the cafeteria and nurse, were imaged for student use. Updated inventory of all iPads to implement TabPilot DMS. All iPads updated, relabeled and redistributed. Grade 6 remains 1:1, all other grades have 5 ipads per classroom; all staff have been issued an iPad as well. Smartboard was installed in new grade 2 classroom. Staff received Phase II CSCOE funded on-site training from Tierney for classroom device and apps for best practices. Added an additional classroom sound amplification system, now in Grades 5 &amp; 6, which were donated by the Sertoma Club.</p>

				available for lab and classroom use as needed by all classes. All desktop computers from the lab were either donated to a recycled tech organization or placed in classrooms for student use. Updated inventory of iPads continued to be managed by TabPilot DMS. All iPads updated, relabeled and redistributed. Grade 6 received 1:1 ipads for home/school use, grade 5 also has 1:1 iPads for in class use only. Grades K-4 = 2:1 iPads for class use. Preschool and PreKindergarten use a shared set of 10 iPads for partnered and station activities. All staff have been issued iPads as well.
<b>ACTION STEP 2</b> Create a Technology Plan that includes multiple phases in order to address financial constraints	Fall 2012 Winter 2015	Technology Committee	<p>2015-2016 Applied for and received technology grants from CSCOE to begin implementation of Phase I infrastructure upgrade, and laptop upgrades. Will apply for Phase II staff training and classroom implementation of technology.</p> <p>2016-2017 Received donations through Fund-A-Cause to acquire 34 additional iPads to implement 1:1 in the grade 5 classroom in the fall of 2017, and 2:1 distribution to grades K-4, 5 iPad sets in both PreKindergarten and PreSchool classrooms in the fall of 2017. Received additional funding from CSCOE to replace 21 laptops, including imaging by Tierney for staff use. All current staff computers will be reimaged for student use by Tierney for use in the fall. CSCOE will continue to fund staff best practices training through Tierney for Assessment in the fall of 2017. Two additional sound amplification systems have been donated by the Sertoma Club and will be implemented in the Art/Music Room and Grade 2 in the Fall of 2017.</p> <p>2017-18 Funding for staff laptops was the result of additional technology grants through CSCOE. A line item was added for future IT needs. A student iPad lending agreement and usage fee was instituted for Grade 6 iPads which left the building for home use. Student technology fees continued to be collected annually to offset costs of replacement and the purchase of additional devices, as well as management and IT for all devices and the infrastructure.</p>	
<b>ACTION STEP 3</b> Seek approval from School Advisory Council and revise as necessary	Winter/ Spring 2013	Technology Committee	<p>2015-2016 SAC has been informed of all stages of CSCOE partnership and funding opportunities.</p> <p>2016-2017 SAC has been informed of all stages of CSCOE partnership and funding opportunities.</p> <p>2017-18 The St. Dominic School Board has replaced SAC. The board has continued to be informed of the progress and needs of the technology program, increasing funding as needed, including the addition of funding for IT.</p>	
<b>ACTION STEP 4</b>	Summer	Technology		

Implement phase I of the plan, determine timeline for additional phases	2014 Summer 2015	Committee and Principal	<p>2015-2016 Phase I June/July 2016 Installation of access points in each classroom, update server, firewall, and filtering systems. Phase II August 2016 - Spring 2017 CSCOE funded Staff Development offsite and onsite technology training sessions with Tierney. Phase III Student integration of learning with technology Fall 2016-Spring 2018.</p> <p>2016-2017 Phase I Installation of access points in each classroom, update server, firewall, and filtering systems was completed in July 2016. Phase II CSCOE funded Staff Development offsite and onsite technology training sessions with Tierney was completed in May of 2017. Phase III CSCOE funded Tierney on-site training: Student integration of learning with technology will take place in the Fall 2017-Spring 2018</p> <p>2017-18 The staff continue to have access to off-site technology professional development opportunities through CSCOE and Tierney, funded by CSCOE. Further expansion of technology/STEM device and curriculum offerings in the STEM lab, through the C-STEM lending library at St. Thomas University (again, funded through CSCOE), will continue to development the skills of students and staff in our school. MISF grant to fund professional development for the implementation of cross-curricular STEM curriculum.</p>
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## STRATEGY 2

Ensure daily technology needs are being met

<p><b>ACTION STEP 1</b> Establish a system for reporting technology problems.</p>	Summer 2012 Fall 2015	Technology Committee, Technology Consultant/ Provider, Principal	<p>2015-2016 Tierney will maintain relationship with the school to service infrastructure equipment. We are also in the process of developing a troubleshooting / reporting system with Tierney for student and staff devices. A help line provided by CSCOE / Tierney for curriculum integration of technology.</p> <p>2016-2017 Tierney has maintained a relationship with the school administrator and the technology teacher to resolve issues with devices and the infrastructure throughout the school year. Teachers were able to access the Teacher Helpline service provided by Tierney to resolve application and device issues. Teachers and staff were able to report issues to the technology teacher for resolution and referral to outside vendors as needed. Teachers continue to seek tech support on an as-needed basis. Proposals are being considered for on-going tech support by Tierney for future needs.</p> <p>2017-18 The use of TabPilot to manage iPads has helped to facilitate use of apps</p>
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and devices for all students and staff. Tierney has continued to image laptops and maintain firewall/filtering systems and the server for the school. We are working toward a partnership with Carleton College for Apple IT interns.

	<p><b>ACTION STEP 2</b> Maintain technology equipment throughout the school, and repair or replace items as needed.</p>	<p>Summer 2012, 2013 Summer 2014 Summer 2015</p>	<p>Technology Committee, Technology Consultant/ Provider, Principal Principal</p>	<p>2015-2016 We are in the process of developing an equipment/device replacement schedule with Tierney for student and staff devices. Funding for the first round of laptop replacement has been secured for 2016.</p> <p>2016-2017 The technology teacher has been responsible for tracking devices and peripherals that have needed repair or replacement, including ordering and distribution of such items. The technology teacher also solicited pricing for purchase of new laptops and iPads for Fall 2017 implementation. Technology teacher will work directly with Tierney to image/reimage laptops and to install DMS on all iPads and laptops (TabPilot) for redistribution to classrooms and staff in the fall of 2017.</p> <p>2017-18 The technology teacher continues to manage the inventory of all devices used in classrooms and by staff members. Repairs and replacement options are coordinated between the technology teacher, staff and Tierney as needed. TabPilot continues to serves as DMS for iPads.</p>
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**STRATEGY 3**

Incorporate technology within the classroom for student learning

	<p><b>ACTION STEP 1</b> Train teachers how to incorporate new technology into their planning and instruction</p>	<p><b>TIMELINE</b> Spring 2013 Fall 2015</p>	<p><b>RESPONSIBILITY</b> Technology Committee, Principal</p>	<p><b>PROGRESS REPORT</b> 2015-2016 Technology teacher completed Master's Certificate in Technology Integration in the Classroom. Summer and Fall workshops have been scheduled with Tierney Brothers. 2016-2017 Several teachers have participated in off-site CSCOE funded training presented by Tierney during the summer months. All teachers participated in on-site training by Tierney as part of the Phase II CSCOE initiative. This training will continue throughout the summer of 2017 and into the 2017-2018 school year. 2017-18 The staff continue to have opportunities to participate in CSCOE, Tierney and MISF workshops during the school year and summer months. Many of these workshops are no-cost, or low cost because we are members of the St. Paul/Minneapolis Archdiocese.</p>
	<p><b>ACTION STEP 2</b></p>	<p>Annually</p>	<p>Principal, Teachers</p>	

Through the annual teacher evaluation process, the principal will observe a lesson that utilizes technology	Winter 2014		<p>2015-2016 Although the principal doesn't observe for specific technology usage, she continuously observes how technology is being used in the classroom.</p> <p>2016-2017 Technology usage continues to be a part of the classroom observation process and is noted in the observation paperwork. Teachers have been asked to demonstrate technology use within specific subjects during evaluations.</p> <p>2017-18 The principal observed technology integrated into almost all classroom lessons presented. Use of technology has become a "natural" part of the learning process for our students.</p>
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**OBJECTIVE 2**

St. Dominic School will establish relationships and sustainable programming with the community in order to advance our mission.

**STRATEGY 1**

Create sustainable connections with St. Olaf College and/or Carleton College

	<b>ACTION STEP 1</b>	<b>TIMELINE</b>	<b>RESPONSIBILITY</b>	<b>PROGRESS REPORT</b>
	Utilize the St. Olaf College Field Experience Program by requesting a minimum of one college student per semester per classroom	Spring 2013	2 Lead Teachers ? Principal	<p>2015-2016 We continued to host St. Olaf students in most classrooms. Some attempts were made but college students were not available at times.</p> <p>2016-2017 We continued to host St.Olaf students in our classrooms to assist students learning.</p> <p>2017-18 We continued to host St. Olaf students in our classrooms to assist student learning. We also hired St. Olaf students for our St. Watch program. St Olaf students also volunteered to help with weekend events with students and parents.</p>
	<b>ACTION STEP 2</b>	Fall 2014	Teachers in	

<p>Collaborate with the Science Department at St. Olaf College and Carleton College to continue enhancing St. Dominic School science programs through a sustainable plan</p>		<p>conjunction with St. Olaf and Carleton staff</p>	<p>2015-2016 Kindergarten participated in Triple E Science: Outdoor science education from St. Olaf. St. Olaf students met weekly with kindergarten to meet science standards through outdoor education, including one walking field trip.  Grades 1-5 received lessons through the St. Olaf psychology department. St. Olaf students taught on topics including introvert vs. extrovert, memory, eyesight, language acquisition, and anxiety.  Grade 5 hired interns for our Energy Project for second semester.</p> <p>2016-2017 St. Olaf psychology department came in to teach a variety of lessons one time for 30-45 min.</p> <p>2017-18 The 5th grade class visited the Carleton Arboretum to learn from student naturalists about native and nonnative species.</p>
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<p><b>ACTION STEP 3</b>  Contact Music and Art Department at St. Olaf or Carleton and initiate the beginning of a cooperative relationship</p>	<p>Spring 2016</p>	<p>Music Teacher, Art Teacher</p>	<p>2015-2016 There was not a connection made this year with St. Olaf and Carleton in music and art, but the Northfield Arts Guild allowed us to use their kiln.</p> <p>2016-2017 A St. Olaf theater major assisted with instruction for the Middle School play.</p> <p>2017-18 A St. Olaf theater major assisted with instruction for the Middle School play. Art and STEM student teachers came from local colleges to assist in instruction. Music teacher led the music at the Carleton Community Mass.</p>
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**STRATEGY 2**

Utilize expertise among school and parish families

<p><b>ACTION STEP 1</b>  Compile list of St.</p>	<p>Spring 2013/Fall</p>	<p>Volunteer Coordinator/</p>	<p>2015-2016 Some individual classroom teachers collected this information at the beginning of the year and put on file.</p>
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<p>Dominic School parent occupations</p>	<p>2013</p>	<p>Office Staff/Development Director</p>	<p>2016-2017 We started a small list for our Career Day, but do not have a complete list of all parent occupations. Students enroll through TADS software which requires their employment information.</p> <p>2017-18 On our Career Day during Catholic Schools Week, parents came in to teach about their occupations. We do not have a list of all parent occupations. Students enroll through TADS software which requires their employment information.</p>
<p><b>ACTION STEP 2</b> Extend invitation to members of parish to be a part of our resource list in their area of expertise</p>	<p>Spring 2013/Fall 2013</p>	<p>Volunteer Coordinator/ Office Staff</p>	<p>2015-2016 One teacher became a liaison for the Environmental Care Committee and worked with these members throughout the school year on an energy project.</p> <p>2016-2017 We did not complete this action step.</p> <p>2017-18 Local author, Packy Mader, came in to present about his book. Another parish member, Art Roberts, presented about his mother, a WWII WASP member (a request for History expertise was put into the church bulletin). The Environmental Care Committee at church met with 5th grade teacher to discuss science lessons.</p>
<p><b>ACTION STEP 3</b></p>	<p>Winter</p>	<p>Volunteer</p>	

	Distribute list to staff	2013	Coordinator/ Office Staff	<p>2013-2014</p> <p>2016-2017 See above, we did not complete this action step.</p> <p>2017-18 See above, we did not complete this action step.</p>
	<p><b>ACTION STEP 4</b> Invite parish/school members into the school once per quarter</p>	Spring 2014	Teachers, Volunteer Coordinator	<p>2015-2016 Fr. Denny has been invited occasionally different classrooms. Family picnic, Special Guest Day, Fall and Spring Concerts, Grandparents Day and Talent Show, Birthday Lunches, class projects, Apple Day in 1st grade, Saints Night Out, Catholic Schools Week mini-courses, Family Fun Nights, Dr. Kahn, Environmental Care Committee connection and Energy Project/Fair, Carbones Night (not at school), Graduations, weekly masses...</p> <p>2016-2017 Plow tour, STEAM, Career Day, Princess Tea, Building Brilliant Brains, Family picnic, Special Guest Day, Golf tournament (not at school), Pancake Breakfast (not at school), Carbones Night (not at school), Mime stations, The Spring Play, Fall and Spring Concerts, Grandparents Day and Talent Show, Birthday Lunches, class projects, Apple Day in 1st grade, Saints Night Out/Auction, Catholic Schools Week mini-courses, Family Fun Nights, Steve Drew Science Experiment, Environmental Care Committee connection and Energy Project/Fair, Justin Wagner Utilities, Graduations, weekly masses...</p> <p>2017-18 Plow tour, STEAM, Career Day, Princess Tea, Mother-Son Olympics, Family picnic, Special Guest Day, Golf tournament (not at school), Pancake Breakfast (not at school), Carbones Night (not at school), Mime stations, The Spring Play, Fall and Spring Fine Arts Festivals, Grandparents Day and Talent Show, Birthday Lunches, class projects Saints Night Out/Auction, Catholic Schools Week mini-courses, Family Fun Nights, classroom presentations, Allina Clinic art exhibits,, Graduations, weekly masses...</p>



### STRATEGY 3

Utilize experts and resources within the Northfield community

	<b>ACTION STEP 1</b> Create a list including contact information of Northfield businesses and civic organizations with the potential to work together	<b>TIMELINE</b> Fall 2014	<b>RESPONSIBILITY</b> Volunteer	<b>PROGRESS REPORT</b>  <small>2014-2015</small> Priority of this was low. The Athletic committee has a list of businesses that donate to the school and is kept on file. Kindergarten and Middle School took walking field trips to many businesses. Although several community connections were made, no formal list has been compiled.  <small>2016-2017</small> Becky created a spreadsheet to connect with northfield business, Athletic Director has a list of all sponsors, The auction committee also has a list of community contacts, Jade connected with a few people as well. We have not created a list of ALL CONTACTS!  <small>2017-18</small> List has not been made.
	<b>ACTION STEP 2</b> Distribute list to staff for review and discussion	Winter 2014	Volunteer/ Office Staff	<small>2016-2017</small> We will need to create a list of all community contacts.  <small>2017-18</small> List has not been made.
	ACTION STEP 3 Invite someone from the community into the school a minimum of once per quarter	Spring 2015	Teachers/ Volunteer Coordinator	<small>2015-2016</small> This year, we invited preschool parents 4 times for coffee and chatting. Preschool PEEPS was started to help preschool parents feel more involved in the school. We also invited several local preschools to see the Eagle Presentation during Catholic Schools Week and the Middle School Play. Fire Department Police and dogs Eagle from Wabasha Dentists in K, 1st, and 2nd Invited farm animals (canceled by rain) Senator Dahl with Middle School

MN History Talk webinar in 5th grade  
Jeffers Petroglyphs outreach field trip came to 5th grade  
Environmental Energy Project - Northfield News, MPR, environmental care committee at parish  
Snow Plow Paintings - Fox 9 News and Northfield News  
Carleton Arb - 5th grade tour of native prairie and woodlands  
Bridgewater Produce Farm - 1st grade  
Northfield Public Library visit - 1st and 5th grade  
Invited community and school officials for lunch during Catholic Schools Week  
Dr. Kahn

2016-2017

This year, we invited parents for “muffins with Marvin” every monday for two months.

We invited pre-school friends to attend an assembly during catholic schools week (K9 & Science experiment) and the middle school play  
Fire Department

Police and dogs

Dentists in Preschool, PreK, K, 1st, and 2nd

Invited farm animals (goats, dogs, bunnies, chickens)

MN History Talk webinar in 5th grade

Snow Plow Paintings - Northfield News and a National Magazine-Municipal

Invited us:

Carleton Arb - 5th grade tour of native prairie and woodlands

Northfield Public Library visit - 1st and 5th grade

Minnesota Ag Group- Brought a tractor

Project Friendship

Lyons Club- Peace project

Career Day: See list for additional partnerships

2017-18

PreK went to Brick Oven and the bank to learn.

7th Grade visited the Northfield Public Library, Carleton Library, and St. Olaf Library to learn how to do credible research in History.

Invited farm animals to school (Liebl's)

Dr. Kahn

Snow Plow Paintings

				<p>Dentists  Catholic Schools Week: fitness, jewelry making, cooking, investigator, lawyer, hydroponic farmer,  Book Mobile  5th Grade visited the Northfield Public Library  Mr. McGuire's brother - brain  Zoo visited PreK  Makeup artist for the M.S. play  CRWP presentation on stormwater pollution  App creation presentation  Welding  Thailand  Accompanists in concerts  Africa presentation  U.S. citizen now living in Puerto Rico presentation  Author visits - Packy Mader and Katrina Morse  Asteroid Adam in PreK and Pre</p>
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**OBJECTIVE 3**  
St. Dominic School will meet the needs of diverse learners.

**STRATEGY 1**  
Use data to make decisions regarding curriculum

	<p><b>ACTION STEP 1</b>  Administer MAPs and MCAs at scheduled intervals</p>	Fall 2012	Teachers	<p>2015-2016 We completed both MCA and MAP tests. MAP tests were administered 3 times this year.  2016-2017 This year we administered MAP 3 times in the Fall, Winter, and Spring. We also administered the MCA for 3rd and 5th Grade in April.  2017-2018 This year we chose to discontinue the the MCA tests for the 3rd</p>
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				and 5th graders. This was in part due to the desire to allow for more instructional time and agreed that the NWEA MAP test provided us with the data that we needed. The MAP test was administered in the Fall, Winter, Spring. For the first time Kindergarten was included in the Winter and Spring testing sessions. This allows student data to be mapped at an earlier age and throughout their entirety at St. D's.
<b>ACTION STEP 2</b> Conduct benchmark assessments at scheduled intervals	Winter 2012	Teachers	<p>2015-2016 We are doing benchmark assessments within our new reading program entitled Reading Street. Our Title I teacher continues to conduct benchmark assessments at the beginning and when the student exits.</p> <p>2016-2017 We use benchmark assessments at the end of each unit for Math and Reading. We also report and record for each quarter.</p> <p>2017-2018 At the end of each unit we assess our students in math and reading. Report cards are given quarterly in all subject areas.</p>	
<b>ACTION STEP 3</b> Review MCA and MAP data individually and collaboratively	Monthly 2013-14	Teachers	<p>2015-2016 Teachers collaboratively met about data twice this year in a large group and in small groups according to similar grade levels. Teachers review data individually on a regular basis.</p> <p>2016-2017 We created a Data Wall for all MAP data to be shared across grades. Each grade individually reviews their own student's data</p>	

				<p>for both MCA and MAP. Results are reviewed with parents at conferences.</p> <p>2017-2018</p> <p>This year we did not do MCA testing to allow for more instructional time. Staff received training on NWEA MAP reporting and data analysis. This helped us to better understand MAP scores and communicate those scores effectively with parents. We were also able to individualize instruction based on scores and reports.</p>
<p><b>ACTION STEP 4</b> Adjust reading and math curriculum based on results</p>	<p>Spring 2013/<b>Fall</b> <b>2013</b></p>	<p>Principal, Teachers</p>	<p>2015-2016</p> <p>We have been implementing a new series called Reading Street to close the previous gaps in reading. We have also introduced Words Their Way into the K-5 curriculum. In Math, K-5 continues to use Math Expressions. Students are placed with a Specialist based on lower Math and Reading scores as well as those who scored well above average. Math curriculum is often changed with the Specialist to meet student's needs.</p> <p>2016-2017</p> <p>Students are placed and removed from Title I and Enrichment based on their scores for both Math and Reading. We also adjust levels of Words Their Way and Reading Street with Grades K-5. We also share the Student Profile Report from NWEA to work on specific skills that each student is struggling with.</p> <p>2017-2018</p> <p>Students are evaluated and placed accordingly in Title I and the enrichment programs. Assessments are given in WTW and students are placed in flexible group.</p>	
<p><b>ACTION STEP 5</b> Incorporate the use of pre-assessments beginning with math</p>	<p>Fall 2013 Fall 2014</p>	<p>Teachers</p>	<p>2015-2016- We review learning targets before each chapter as a pre-assessment but still more concrete pre-assessments. This will be a top priority for the 2016-2017 school year.</p>	

				<p>2016-2017 K-6 regularly use learning targets for lessons. In addition to reviewing the learning targets, Pre-assessments are given for some units in Math for grades 4-6. 1st grade reading uses DRA's.</p> <p>2017-2018 We use learning targets for classroom instruction. We use pre-assessments for WTW. We pre-assess in math to guide instruction both whole group and individually.</p>
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**STRATEGY 2**

Create Enrichment programming for advanced learners

	<p><b>ACTION STEP 1</b> Create leadership team</p>	<p>Summer 2013</p> <p>Fall 2016</p>	<p>Principal, Teachers</p>	<p>2015-2016 We have not created a separate leadership team, however we have special enrichment programs for advanced learner. There are advanced Math classes for grades 2nd-4th that meet twice a week.</p> <p>2016-2017 Due to lack of students and staff, We have not created a separate leadership team, however we have special enrichment programs for advanced learners and opportunities for students to work with other grades to challenge them.</p> <p>2017-2018 We do not have a team at this point. We would like to create a team if time and staffing needs allowed for it.</p>
	<p><b>ACTION STEP 2</b> The Leadership Team will participate in professional development on the topic of enrichment for advanced learners</p>	<p>Fall 2013</p>	<p>Teachers, Principal</p>	<p>2015-2016 Our enrichment teacher took additional summer Math courses to challenge our advanced Math students.</p> <p>2016-2017 Some teachers are working towards obtaining certificates in Differentiating Instruction.</p> <p>2017-2018 We don't have a leadership team at this time. We have had staff</p>

				trainings with Tierney. Staff have also attended a MNSAA training on differentiated instruction.
	<b>ACTION STEP 3</b> Gather ideas for programming through observations of Enrichment programming and/or meet with other teachers in the Archdiocese	Spring 2014	Leadership Team	<p>2015-2016 Other schools do not have the same enrichment programs, but we will look into for 2017.</p> <p>2016-2017 Some teachers have been involved in Google Communities with other schools in the Archdiocese to find ways to meet needs of all students.</p> <p>2017-2018 In the fall we attended CSCOE conference that provided opportunities for staff to collaborate with other teachers and departments in the Archdiocese.</p>
	<b>ACTION STEP 4</b> Develop Enrichment opportunities in a second area subject area for advanced learners	Fall 2014	Leadership Team	<p>2015-2016 We have plans to discuss adding programs for advanced readers.</p> <p>2016-2017 We started moving students into other grades for advanced reading. We also have continued use of STEAM programs.</p> <p>2017-2018 We continue to assess students to discuss advanced placement. Our guided reading and lit circles were based on this.</p>
	<b>ACTION STEP 5</b> Establish specific selection criteria for Enrichment programming	Winter 2014	Leadership Team	<p>2015-2016 It is based on teacher recommendation, MAP scores, grades, and scores on regular Math tests.</p> <p>2016-2017 It is based on teacher recommendation, MAP scores, grades, and scores on regular Math tests.</p> <p>2017-2018</p>
	<b>ACTION STEP 6</b> Implement Enrichment	Spring 2015	Leadership Team, Principal	<p>2015-2016 Advanced Learners in Math meet with the Specialist to be challenged. They meet twice a week.</p>

programming for Advanced Learners			<p>2016-2017 Advanced Learners in Math meet with the Specialist to be challenged. They meet 2-4 time per week. .</p> <p>2017-2018 Advanced learners continue to received challenges in Power Math, meeting 2-4 times per week.</p>
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### STRATEGY 3

Develop classroom strategies that support 21<sup>st</sup> Century Learning – Needs revision – Summer/Fall 2015

	<b>ACTION STEP 1</b> Define 21 <sup>st</sup> Century Learning with staff	<b>TIMELINE</b> Spring 2014 Spring 2016	<b>RESPONSIBILITY</b> Teachers, Principal	<b>PROGRESS REPORT</b> 2015-2016 We have implemented Learning Targets and I Can Statements into all of our Math curriculum.  2016-2017 As a staff we read the book <i>Innovator's Mindset</i> and discussed at weekly meetings throughout the school year. We also continued using "I Can" statements. 2017-2018 We continue to share and discuss research-based instructional practices and learning in formal and informal conversations. We also are partnering with a couple of different universities to ensure high quality curriculum and instruction.
	<b>ACTION STEP 2</b> Explore resources for professional development in the area of 21 <sup>st</sup> Century Learning	Summer 2014 Spring 2016	Teacher Leadership Team	2015-2016 We have not addressed this yet at this time (Schoology) 2016-2017 We used Seesaw and other social media to enhance learning. Tierney also came in to work with teachers on using technology in classrooms. We have raised money for 5th and 6th grade to receive 1:1 ipads.



				2017-2018 We continue to have opportunities through MNSAA and CSCOE for exceptional professional development that supports 21 <sup>st</sup> Century Learning.
	<b>ACTION STEP 3</b> Educate entire staff on 21 <sup>st</sup> Century Learning	Fall 2014 Fall 2016	Teacher leadership team	2016-2017 As a staff we read the book <i>Innovator's Mindset</i> and discussed at weekly meetings throughout the school year. 2017-2018 Staff continue to be encouraged to participate in professional development opportunities, articles, and discussions.
	<b>ACTION STEP 4</b> Create a plan for curriculum and programming and programming to support 21 <sup>st</sup> Century Learning	Spring 2015 Spring 2017	Principal, Teacher Leadership team	2016-2017 We have discussed and gathered information to eventually develop a more concrete plan of action. 2017-2018 Some of our new initiatives support this idea, particularly in the ways we are partnering with local and national universities.
	<b>ACTION STEP 5</b> Begin implementing new information into the classrooms	Fall 2016 Fall 2018	Teacher leadership team	2016-2017 Teachers have explored and implemented the use of SeeSaw as well as incorporating new technology. 2017-2018 I truly believe teachers are implementing new ideas regularly in their classrooms. Our conversations and sharing at staff meetings and PD days encourage (pressure?) people into moving forward!

#### OBJECTIVE 4

St. Dominic School will increase its financial viability through marketing and development efforts

## STRATEGY 1

St. Dominic School will establish a Development Committee

<p><b>ACTION STEP 1</b> Identify and invite 5-7 people through phone calls or in person to join a Development Committee Outline Development responsibilities for the School Advisory Council.</p>	<p><b>TIMELINE</b> Fall 2013 Fall 2014 Spring 2015</p>	<p><b>RESPONSIBILITY</b> Development Director</p>	<p><b>PROGRESS REPORT</b> 2015-2016 SAC continued to serve as the development committee 2016-2017  <ul style="list-style-type: none"> <li>We currently reached out, interviewed and accepted 5(ish) people. Goal is 15 people by Board training in July.</li> <li>Following Healey's protocol we have renamed to the Board of Specified Jurisdiction.</li> </ul> 2017-2018 Currently operating with 4 people on our Development Committee and 1 person committed to special projects. Continuing to seek additional people for Committee and School Board (9 people on our school board). School board has official authority- governed by a foundation of operating principles.</p>
<p><b>ACTION STEP 2</b> Clearly define roles of members</p>	<p>Fall 2013 Spring 2015</p>	<p>Development Committee Members &amp; Development Director</p>	<p>2015-2016 The expectation was set that everyone on the committee was expected to help as needed. 2016-2017 Each member will be apart of:  <ul style="list-style-type: none"> <li>Has official authority — governed by operating principles (O.P.)</li> <li>Decision making body with a bias for action</li> <li>More ownership, greater engagement</li> <li>Policy making — formulates and enacts</li> <li>Financial accountability</li> </ul> 2017-2018 Each board member is apart of a committee: Finance, Development, Enrollment and Facilities. Each board member has one vote. Board members create policy and financial accountability (set tuition, approve budget, etc). Committees are responsible for completing tasks associated with the school.</p>
<p><b>ACTION STEP 3</b> Schedule monthly meetings</p>	<p>Winter 2013 Spring 2015</p>	<p>Development Director</p>	<p>2015-2016 SAC met monthly. 2016-2017 Board training is scheduled on Saturday, July 15th. 2017-2018 Our Board meets quarterly and it is expected that each committee meets monthly. Next Board meeting August 2018.</p>

<p><b>ACTION STEP 4</b> Identify goals and a timeline for the Development Committee</p>	<p>Winter 2013 Fall 2014 Spring 2015</p>	<p>Development Committee, Development Director</p>	<p>2015-2016 At monthly SAC meetings we worked off the development report and assigned action steps as needed.</p> <p>2016-2017- Healey's program is a 3 year program focusing on: 2016-2017- Retention and Recruitment 2017-2018- Board Development 2018-2019- Establishment of the Annual Fund</p> <p>2017-2018 Development is responsible for hitting our fundraising goal. We held events and contacted various stakeholders to execute our plan for the annual fund. We also established three ask mailings sent to alumni, parishioners and current families.</p>
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**STRATEGY 2**

St. Dominic School will establish a Marketing Committee

<p><b>ACTION STEP 1</b> Identify and invite 5-7 people through phone calls or in person to join a Marketing Committee</p>	<p>Spring 2013 Spring 2015</p>	<p>Administrative Assistant</p>	<p>2015-2016 Rather than inviting new members to form a marketing committee, our current PSA (Parent School Association) members stepped forward to work in this area. This was approximately 8-10 members.</p> <p>2016-2017 Through the Healey Program the Board of Specified Jurisdiction will have a sub-committee for Marketing. At this time, we have not established and it will discussed during the July 15th training.</p> <p>2017-2018 Our marketing efforts are compiled between both our enrollment and development committees.</p>
<p><b>ACTION STEP 2</b> Clearly define roles of members</p>	<p>Fall 2013 Fall 2014 Spring 2015</p>	<p>Marketing Committee Members</p>	<p>2015-2016 At monthly Parent School Association (PSA) meetings, current needs were addressed, and people volunteered or were assigned to carry out action steps related to marketing.</p> <p>2016-2017- TBD</p> <p>2017-2018 Our Marketing efforts are the responsibility of our Development and Enrollment committees. We also have monthly PSA meetings to work through school specific events.</p>

	<b>ACTION STEP 3</b> Schedule monthly meetings	Winter 2013 Spring 2015	Marketing Committee	2015-2016 Our Parent School Association met monthly. 2016-2017- TBD at this time. May be quarterly 2017-2018 PSA meets monthly as do our Enrollment and Development Committee to discuss marketing efforts.
	<b>ACTION STEP 4</b> Identify goals and a timeline for the Marketing Committee	Winter 2013 Spring 2015	Marketing Committee	2015-2016 The Chair of PSA worked throughout the year to create a timeline of various initiatives which included marketing, coordinating volunteers, and community connections. 2016-2017- TBD with the assistance of Healey's guidelines. Our goal would be to have a marketing specialist on our Board of Specified Jurisdiction. 2017-2018 Enrollment and Development Committees meet monthly to discuss upcoming events. Currently we are working to update our website (launching in August 2018), increase enrollment, and to better the perception of our school amongst the public. We use social media outlets to help achieve these goals (FB, IG, Youtube).
<b>STRATEGY 3</b> St. Dominic School will hire a Development Director				
	<b>ACTION STEP 1</b> Gather information from	Fall 2012	School Advisory Council, Principal	2015-2016 Healey Foundation provided a new job description for an Advancement Director, which includes Development responsibilities.

<p>other schools regarding Development programs and job descriptions</p>			<p>2016-2017- Through Healey's guidance we hired an Advancement Director, Kati Reak.  <small>2017-2018</small> Through Healey's instruction, Kati Reak is currently using strategies for Marketing and Development per their recommendation.</p>
<p><b>ACTION STEP 2</b>  Revise previous Development Director job description based on information gathered and consult with full School Advisory Council, Endowment Committee, and Administrative Assistant to finalize</p>	<p>Winter 2012</p>	<p>School Advisory Council, Endowment Committee, Administrative Assistant Principal</p>	<p><small>2015-2016</small> The current Development Director reviewed the job description at the beginning of the school year and set goals according to highest priority.  2016-2017- Completed through Healey  <small>2017-2018</small> Kati's job and required tasks are in line with Healey's expectations of an AD.</p>
<p><b>ACTION STEP 3</b>  Post position and hire a Development Director</p>	<p>Winter 2013   Spring 2015</p>	<p>Principal, hiring committee</p>	<p><small>2015-2016</small> The current Development position will be revised based on direction from the Healey Foundation and will be part of the Advancement Director's responsibilities. The school was notified of the partnership with Healey in the spring.  2016-2017- Completed and hired  <small>2017-2018</small> Kati completed her first year of employment.</p>
<p><b>STRATEGY 4</b>  St. Dominic School will recruit and retain students to increase enrollment</p>			
<p><b>ACTION STEP 1</b>  Create a student recruitment plan for preschool</p>	<p>Summer 2013  Spring 2014</p>	<p>Development Director, Marketing Committee, Admin Assistant</p>	<p><small>2015-2016</small> Added a second preschool class for two reasons: accommodate students on a waiting list and increase opportunity to bring more students into our school. We created a parent group called PEEPS (Parents Embracing and Enhancing Preschool at St. Dominic). The group welcomed new families by holding socials, mixers, a holiday event, etc.</p>

			<p>2016-2017- PreK is a new program. Preschool and PreK have been a priority for recruitment and retention. We've had various preschool/PreK specific events and Kindergarten round up day.</p> <ul style="list-style-type: none"> <li>• STEAM Theme Summer Series</li> <li>• Father/Daughter High Tea</li> <li>• Building Brilliant Brains (formally Boys)</li> <li>• Kindergarten Round up</li> <li>• Muffins with Mrs. Marvin</li> <li>• Easter Egg Hunt</li> <li>• Community Preschoolers coming to the MS play</li> </ul> <p>2017-2018 Plan various activities open to the public for families to visit our school. Offer personal and open door tours, use social media to communicate about our programs. Creating an ECFL program.</p>
<p><b>ACTION STEP 2</b> Create a student recruitment plan for kindergarten</p>	<p>Summer 2013/Fall Spring 2014</p>	<p>Development Director, Marketing Committee, Admin Assistant</p>	<p>2015-2016 We had pre-k experience time with the kindergarten teacher this year. We also have grants available for new families and existing who are entering kindergarten. We invited local daycares to school events (i.e. Catholic schools week, school play, Eagle Center demonstration). Our kindergarten teacher reached out to preschool families through email and offered personal meetings to share information about our kindergarten program.</p> <p>2016-2017</p> <ul style="list-style-type: none"> <li>• STEAM Theme Summer Series</li> <li>• Father/Daughter High Tea</li> <li>• Building Brilliant Brains (formally Boys)</li> <li>• Easter Egg Hunt</li> <li>• Muffins with Mrs. Marvin</li> </ul> <p>2017-2018 Plan various activities open to the public for families to visit our school. Offer personal and open door tours, use social media to communicate about our programs.</p>
<p><b>ACTION STEP 3</b> Create a retention plan for Middle School grades</p>	<p>Fall 2014 Spring 2014</p>	<p>Development Director, Marketing Committee, Admin Assistant</p>	<p>2015-2016 Loyalty dollars in the amount of \$100 were awarded to students in 8th grade to be put toward their 8th grade class trip. This spring, we also announced increasing the opportunity for Loyalty dollars for all incoming 6th, 7th, and 8th grade students. Students in those grades are guaranteed \$100 per year toward their 8th grade class trip.</p> <p>Another focus for our Middle School students this year was unique character</p>

			<p>and faith development opportunities. We hosted Joe Beckman who worked closely with our students on character and leadership development. Joe Beckman also presented to parents in the school, church, and local community. We added a field trip to The Grotto in West Bend, Iowa for our older students, as well.</p> <p>2016-2017-</p> <ul style="list-style-type: none"> <li>• STEAM club</li> <li>• Middle School Lock-in</li> <li>• Individualized Retention meetings with parents</li> <li>• SALT Team- we defined responsibilities</li> <li>• Physics Fair</li> <li>• Muffins with Mrs. Marvin</li> </ul> <p><sup>2017-2018</sup> Create specific events and opportunities for middle schoolers that other grades do not receive. Partnering with Bellevue University for a civics program. We agreed and announced that we are moving to a 2/3s program for 7th grade and in 2 years we will have a full time middle school program.</p>
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**STRATEGY 5**

St. Dominic School will implement effective fundraising efforts

	<p><b>ACTION STEP 1</b></p> <p><b>Analyze current fundraising efforts</b></p>	<p><b>Spring 2014</b></p>	<p><b>Development Director, Marketing Committee, Admin Assistant, SAC</b></p>	<p><sup>2013-2014</sup> The Development Director and SAC analyzed all current fundraising efforts done by classes and committees in order to keep only effective efforts and spread them out over the school year to help families feel less overwhelmed.</p> <p><sup>2015-2016</sup> This continues to be reviewed by SAC and the Development Director.</p> <p><sup>2016-2017:</sup> Analysis has been put on hold but will be reviewed. This year these are the changes that have been implemented and they have been positive.</p> <ul style="list-style-type: none"> <li>• Returned SNO to its original timeline- (Feb rather April)</li> <li>• Cool Cash Raffle added prizes taken out from last year</li> <li>• Catholic School Raffle</li> </ul> <p><sup>2017-2018</sup> Our Development committee created a list of fundraising events. We are in agreement to keep most of our fundraising efforts. We have a motion to go</p>
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				to the board to stop the Papa Murphy's Pizza sales. We also have an agreement to seek donors for our Latino initiative that will increase enrollment and a scholarship will follow the child.
<b>ACTION STEP 2</b>	<b>Implement annual campaign to include an appeal May/June and Nov/Dec</b>	Spring 2014  Fall 2014	Development Director, Marketing Committee, Admin Assistant, SAC	<p>2013-2014 The first mailing by the Development Director was completed in the early part of June.</p> <p>2015-2016 The Development Director created and mailed a Christmas greeting to all our stakeholders. A spring mailing is currently in process.</p> <p>2016-2017: Will be discussed at board training in July</p> <p>2017-2018 LGE kicked off our annual fund. We sent various ask letters to Alumni, parents and parishioners.</p>
<b>ACTION STEP 3</b>	<b>Implement Fundraising Software (Cornerstone)</b>	Spring 2014  Fall 2014	Development Director, Marketing Committee, Admin Assistant, SAC	<p>2015-2016 The Development Director continues to work on this, as it is a long process!</p> <p>2016-2017: Fundraised at SNO for iPads in classrooms</p> <p>2017-2018 We are currently using Educate however we have completed training for Salesforce and will be transferring our records this summer.</p>
<b>ACTION STEP 4</b>	<b>Utilize Fundraising Software effectively among all committees</b>	Fall 2014	Development Director	<p>2015-2016 Attempts to merge all data bases among committees continues.</p> <p>2016-2017- Currently working to establish Alumni Database that feeds into Fundraising. Will work on formal fundraising software through Board.</p> <p>2017-2018 Continuing to work through Alumni database and inputting those records into educate or salesforce</p>
<b>STRATEGY 6</b>				
St. Dominic School will implement a donor stewardship plan				
<b>ACTION STEP 1</b>		Spring 2015	Development Director, Parish	<p>2015-2016 This has been put on hold due to the upcoming partnership with the Healey Education Foundation. However, the current Development Director is</p>



	<p><b>Identify goals, action steps and timeline</b></p>		<p><b>Finance Council members</b></p>	<p>enrolled in a program where they are developing plans.</p> <p><b>2016-2017- TBD</b></p> <p><small>2017-2018</small> After a donor gives to our organization, our initial touch is to send them a thank you note. If a donor donates more than \$200 they receive a note that our schools prayed for them. They receive invites to various events and they receive a phone call to say thank you. These steps are typically taken within the first month of the donation and are ongoing to further establish a relationship.</p>
	<p><b>Further Action Steps yet to be determined</b></p>	<p><b>Spring 2015</b></p>	<p><b>Development Director, Parish Finance Council members</b></p>	<p><b>2016-2017- TBD</b></p> <p><small>2017-2018</small> Formal Donor Stewardship Plan written out and implemented through board.</p>