

**(OBJECTIVE 1) Our Lady of the Prairie Catholic School will create an academic environment that fosters a love of learning for all students.**

**(STRATEGY 1) Our Lady of the Prairie Catholic School staff will create engaging environments for learning.**

Action Steps		Timeline	Responsibility	Progress Report
	1) Teachers will study multiage, suggested classroom layouts to create engaging areas for learning.	June-September 2014	Teachers; Administrator	
	2) Our Lady of the Prairie Catholic School teachers will develop new, hands-on activities for their classrooms.	September 2014	Teachers; Administrator	
	3) Our Lady of the Prairie Catholic School teachers will utilize a variety of instructional techniques to engage students including technology.	December 2014	Teachers; Administrator	
	4) Our Lady of the Prairie Catholic School staff will create annual student and parent surveys/evaluations to collect feedback on their engaging practices from both parents and students.	January 2015	Teachers; Administrator	

**(Strategy 2) Our Lady of the Prairie Catholic School staff will create engaging environments for learning.**

Action Steps		Timeline	Responsibility	Progress Report
	1) Our Lady of the Prairie will develop and document the process for the continued evaluation of textbooks, both books and online versions.	May 2014	Teachers; Administrator	
	2) Teaching staff and administration will collaborate and create a defined process for updating their curriculum	August 2015	Teachers; Administrator	

	handbook and instructional practices.			
	3) The textbook evaluation process and curriculum update process will be written and added to the curriculum manual with consideration for online materials noted.	August 2015	Teachers; Administrator	

(Strategy 3) **Our Lady of the Prairie Catholic School teachers will create environments for reading.**

Action Steps	Timeline	Responsibility	Progress Report
1) Our Lady of the Prairie will evaluate its current library program to determine if use and resources support student learning and reading goals.	January 2017	Teachers & Administrator	
2) Surveys to students and families will be sent home to further evaluate the school library and purpose.	May 2017	Teachers	
3) Evaluation of the Guided Reading program will be done by staff for review and updates.	June 2017	Teachers/Admin	
4) Classroom libraries will be evaluated and lists of new classroom books and leveled reading needs determined.	May 2017	Teachers	
5) A presentation to the School Advisory Council will be made on the plans for the library as determined by the staff and decision made for further action.	September 2017	Teachers/Admin/School Advisory Council	

(Strategy 4) **Our Lady of the Prairie Catholic School teachers will develop a variety of assessments to ensure students are reaching their full potential.**

Action Steps	Timeline	Responsibility	Progress Report
1) Our Lady of the Prairie Catholic School staff will participate in professional development to prepare the school, students and staff for MCA assessments.	August 2014	Teachers; Principal	

	2) Our Lady of the Prairie Catholic School will set up all students in the MCA system and have students take practice OLPA tests.	August 2014 – February 2015	Teachers; Principal	
	3) Our Lady of the Prairie Catholic School teachers will evaluate other current assessment tools, including state, national, and classroom assessments.	August 2015	Teachers; Principal	
	4) Assessments will be re-written as needed to meet current standards and professional development given to teachers to assist with this development.	September – December 2015	Teachers; Principal	
	5) Test results and changes to teaching methodology will be communicated to parents as new assessments are developed and student results evaluated.	August-December 2015	Principal	

**(Strategy 5) Our Lady of the Prairie Catholic School will expand its technology available for student instruction.**

	<b>Action Steps</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
	1) The school's technology advisor and teachers will create a technology parent advisory group.	October 2014	Technology Parent Advisor; Teachers	
	2) Parents will be surveyed about technology ideas and programs for the school.	April 2015	OLP Staff	
	3) MCA and State testing will be consulted to ensure that Google Chrome books can be used and will work for State testing.	August 2014	Admin/School's Technology Advisor	

	4) The teachers and advisory group will review the technology plan and add to the plan teaching tools needed for successful classroom implementation.	May 2015	Technology Parent Advisory Group/OLP Staff	
	5) Teachers, staff, and the Technology Parent Advisory group will update the plan with all input areas and vision for the next three years.	September 2015	Technology Parent Advisory Group/OLP Staff	

(Objective 2) **Our Lady of the Prairie Catholic School will provide a safe and functional environment conducive to effective learning experiences.**

(Strategy 1) **Our Lady of the Prairie Catholic School will review its safety plans for the new building.**

	Action Steps	Timeline	Responsibility	Progress Report
	1) Our Lady of the Prairie will evaluate all crisis plans for the school as they pertain to their new building.	August 2014	Administration; OLP Staff	
	2) The Fire and Police departments will be consulted for input and suggestions.	August 2014	OLP Staff/Admin/SAC	
	3) The OLP Student Council will meet to discuss their ideas for safety procedures, drills, and school safety needs.	October 2014	Student Council/Admin	
	4) Our Lady of the Prairie Catholic School Staff will present the updated plan to the School Advisory Board for adoption and changes and email a preliminary report out to all parents for input.	November 2014	OLP Staff/A OLP Staff/Admin/SAC Admin/SAC	
	5) New safety drills and log emergency folders and crisis booklets will be shared and practiced with all students and staff.	December 2014	OLP Staff/A OLP Staff/Admin/SAC Admin/SAC/Students	

<b>(Strategy 2) Our Lady of the Prairie Catholic School will create a safe and engaging outdoor play area.</b>			
<b>Action Steps:</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
1) The joint parent and parish playground committee will present its ideas for the new playground.	May 2014	Playground Committee SAC	
2) Parents will be asked for input through the newsletter on the school and parish playground.	June 2014	Playground Committee SAC	
3) An action plan will be created to purchase and install new playground equipment.	June 2014	Playground Committee SAC	
4) Playground equipment will be installed and ready for new school year, 2014-15.	August 2014	Playground Committee SAC; Teachers; Volunteers	
<b>(Strategy3) Our Lady of the Prairie Catholic School will review and plan for building updates to create effective learning spaces for all subject areas.</b>			
<b>Action Steps:</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
1) A joint parish and school committee will be created to review the possible addition of a gymnasium, library facilities, and multipurpose space to the 2014 new building after three years.	January 2018	School Advisory Council Admin & Parish Council	
2) A fundraising feasibility study will be created for the building and expanding of this space.	September 2018	School Advisory Admin & Parish Council	
3) Presentations and surveys will be given to the parish and school communities to see if the committee can move forward with a new gymnasium/social hall capital campaign.	October 2019	School Advisory Council Admin & Parish Council	
<b>(Objective 3) Our Lady of the Prairie Catholic School will create an environment that fosters long-term commitment from its teachers and staff.</b>			

**(Strategy 1) Teacher compensation and benefits will be prioritized in Our Lady of the Prairie Catholic School planning.**

Action Steps	Timeline	Responsibility	Progress Report
1) The School Advisory Council will review other schools', both public and private, teacher salaries and benefits.	May 2015-October 2015	School Advisory Council/Admin	
2) OLP current staff will share salary needs through open conversations with the School Advisory Council and/or Administration in order to ensure longevity.	January 2016	School Advisory Council/Admin	
3) A revised salary scale will be created based on the research and input of School Advisory Council and OLP staff.	March 2016	School Advisory Council/Admin	
4) Job descriptions will be updated and an outline for the evaluation process of all staff.	April 2016	Administration	
5) New faculty handbooks will be created with the revised policies, processes, and salary scale.	August 2016	Administration	

**(Strategy 2) Teachers will have opportunities for professional development through multiple avenues.**

Action Steps	Timeline	Responsibility	Progress Report
1) Teachers will receive a variety of resources to assist in successful multiage instruction.	August 2014-August 2015	Principal; Lead Teacher	
2) Professional development opportunities will be provided for all teaching staff.	August 2013-August 2015	Principal; Lead Teacher	
3) Teachers will be partnered with or observe more experienced teachers for assistance and	August 2014-December 2015	Principal; Lead Teacher	

	strengthening of their lessons and classroom management.			
	4) Additional resources will be allocated to teachers to expand professional development opportunities with their new work agreement.	April 2016	SAC/Admin	

**(OBJECTIVE 4) Our Lady of the Prairie School will create an environment that attracts and retains students.**

**(STRATEGY 1) Our Lady of the Prairie Catholic School will implement a marketing plan to attract new students and families.**

Action Steps		Timeline	Responsibility	Progress Report
	1) A subcommittee focused on marketing will develop a marketing plan.	October 2013	Marketing Committee	
	2) Strategies to plan specific outreach will be outlined within the plan.	January 2014	Marketing Committee	
	3) A broader community representation will be brought in to review the initial plan and make recommendations.	November 2014	Marketing Committee/OLP Staff	
	4) Action will be taken by parents, staff, and the School Advisory Board to implement the action steps of the Marketing plan for the next enrollment.	January 2015	Marketing Committee/OLP Staff/School Advisory Council	

**(STRATEGY 2) Our Lady of the Prairie Catholic School will create strategies for retaining students.**

Action Steps		Timeline	Responsibility	Progress Report
	1) School staff, Advisory Board, and parent surveys will research ideas for student retention.	April 2015	OLP School Staff Parents/SAC	
	2) A stronger relationship with the community and parish will be developed through school sponsored events and possible summer programs.	Summer 2015	OLP School Staff Community Groups	

	3) Mentors families and buddies will be used for new families and within the school setting.	Fall 2014- Spring 2015	OLP School Staff Parents	
	4) Teachers will develop class pages and/or online pages to communicate with parents.	August – December 2014	Teachers	
	5) An opportunities calendar will be created and advertised to the greater community with opportunities for larger relationship building and new events. Summer programs will be considered.	Summer 2015	OLP Staff	
	6) The School Advisory Council will research the feasibility of expanding the school to 7 and 8 <sup>th</sup> grade over the next two years.	March 2016	SAC Priest/Parish Council	

**(STRATEGY 3) Our Lady of the Prairie Catholic School will develop new strategies to attract new students.**

<b>Action Steps</b>		<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
	1) Our Lady of the Prairie will create events to invite students to visit their school.	Spring 2014	OLP School Staff	
	2) Baptism relationships and gifts, phone call and direct mail pieces will be considered for their value to this plan.	August 2014	OLP School Staff	
	3) Surveys will be given to the parish community to see why they do not choose Catholic schools.	January 2015	OLP School Staff/Marketing Committee	
	4) Social media outlets will be explored to better represent our school in the social media.	May 2015	OLP School Staff/Marketing Committee	
	5) Radio, public TV and newspaper promotion will be considered for marketing to new families.	August 2015	OLP School Staff/Marketing Committee	



	6) Word of mouth advertising will be purposefully created as well as social event opportunities.	January 2016	OLP School Staff/Marketing Committee	
	7) Additional grants and the availability of scholarships will be promoted to new families.	April 2016	OLP Staff	

**(OBJECTIVE 5) Our Lady of the Prairie Catholic School objectives will be supported by a strong fundraising program.**

**(STRATEGY 1) Our Lady of the Prairie Catholic School will establish a strong annual fundraising program supported by its current families and parish community.**

	Action Steps	Timeline	Responsibility	Progress Report
	1) The subcommittee of the School Advisory Council will evaluate current fundraisers.	October 2016	SAC Administration Office Staff Priest	
	2) The committee will build into their plan, goals for fundraising to support operations, endowment, technology, staff, and building funds.	January 2017	SAC Administration Office Staff Priest	
	3) The committee will survey families for new fundraising ideas.	March 2017	SAC Administration Office Staff Priest	
	4) A report and changes will be made for the next school term to put into action plans for fundraising changes. This will be shared with all school families.	April 2017	SAC Administration	

**(STRATEGY 2) Our Lady of the Prairie Catholic School will develop stronger relations with its alumni to grow financial gifts and support.**

Action Steps	Timeline	Responsibility	Progress Report
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1) An annual mailing will be sent to Alumni each year to continue to develop relationships.	October 2013	Principal Office Staff SAC	
2) A celebration will be coordinated for alumni before the old school is knocked down.	March 2014	Principal SAC Priest	
3) Facebook and social media updates will be posted monthly, and emails periodically throughout the year to keep alumni updated.	January - May 2015	Principal Office Staff SAC	

**(OBJECTIVE 6) Our Lady of the Prairie Catholic School will lead students to Christ through the teaching of Catholic doctrine.**

**(STRATEGY 1) Our Lady of the Prairie Catholic School will teach students a stronger understanding of their Catholic faith through daily lessons and Mass participation.**

	Action Steps	Timeline	Responsibility	Progress Report
	1) Ensure that all students receive daily Catholic instruction at teachers by reviewing our religious curriculum.	January 2015	Teachers, Priest, Religious Staff	
	2) All Catholic standards will be reviewed and updated to meet Archdiocese of Minneapolis and St. Paul newly adopted standards.	April 2015	Teachers, Priest, Religious Staff	

**(STRATEGY 2) Our Lady of the Prairie Catholic School will help students develop a personal relationship with Christ.**

	Action Steps	Timeline	Responsibility	Progress Report
	1) Our Lady of the Prairie Catholic staff will provide students in 4-5-6 grades with opportunities to read and understand the Bible, as well as the Catholic Catechism as part of their Catholic curriculum.	September - January 2014	Middle School Religion Teachers Administration Priest	
	2) Students in the 4-5-6 grades will attend an annual, spiritual retreat either at the school or offsite.	March 2015	Middle School Religion Teachers Administration Priest	

	3) OLP students will be asked to be mentors and buddies with younger students to be like Christ in living acts and words.	Fall 2013-Spring 2014	OLP staff	
	4) Staff will implement a monthly focus on important Catholic doctrine, changed annually for the next five years.	2013-2018	OLP Staff	
	5) Staff will celebrate the sacraments and liturgical times of the year with classroom focus and all-school events with family invited to celebrate.	School Year 2014-15	OLP Staff	
	6) Staff will research adding more diverse events of faith and ACRE assessments.	January 2015	OLP Staff Priest Religious Teachers	

**(STRATEGY 3) Our Lady of the Prairie Catholic School will further enrich the faith life of OLP students by educating families and staff.**

	Action Steps	Timeline	Responsibility	Progress Report
	1) Our Lady of the Prairie will look into adopting a monthly family religious publication to share with families.	August 2016	Office Staff Teachers Priest	
	2) Weekly newsletters will ask our families to pray for other families, our school, organizations, or specific events.	August 2013-June 2020	Office Staff, Administration, Priest	
	3) Specific efforts to educate our Prekindergarten families through special events and communication.	August 2016	Preschool Teacher Priest Administration	

**(OBJECTIVE 7) Our Lady of the Prairie Catholic School will teach students to be the Hands and Feet of Christ through service opportunities.**

**(STRATEGY 1) Our Lady of the Prairie Catholic School will give students direct experience to serve others.**

	Action Steps	Timeline	Responsibility	Progress Report
	1) OLP will adopt mission projects as a school, chosen by the Student Council.	September 2013-May 2014	Staff & Administration with Student Council	

	2) Grades 4-5-6 and Student Council will schedule community service events.	September 2013-May 2014	Middle School Teachers Student Council Admin	
	3) Students will provide service for our Church and School through various projects throughout the year.	September 2013-May 2014	Principal, Student Council & Priest	

**(OBJECTIVE 8) Our Lady of the Prairie Catholic School will create a positive climate where all students can excel academically, socially, and spiritually.**

**(STRATEGY 1) Our Lady of the Prairie Catholic School will develop a strong counseling program.**

<b>Action Steps</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Progress Report</b>
1) The principal will research counseling availability to create a better ongoing counseling program at OLP.	Summer 2017	Principal	
2) Parents will be surveyed to give feedback for specific family counseling needs.	October 2017	Principal Parents	
3) A feasibility study of costs and time availability will be created in how to bring in a counselor.	January 2018	Principal Parents	
4) The School Advisory Council will review the results and the Finance Council will approve, if funds available.	February 2018	Principal SAC Finance	

