

OBJECTIVE 1 The School of St. Philip will provide a high-quality Catholic education for all students.

STRATEGY 1 Expand laptops 1:1 option for grades 4-5

	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
ACTION STEP 1 Explore the online platforms used by surrounding school districts.	Spring 2019	Principal	²⁰¹⁹⁻²⁰²⁰ With Corona interrupting our spring, we only learned a little more about what schools are using.
ACTION STEP 2 Research financial options.	Spring 2019	Principal	²⁰¹⁹⁻²⁰²⁰ This needs to be put on hold until more research can be done due to interruptions this spring. ²⁰²⁰⁻²⁰²¹ Donations and a grant were received and applied for to fund this project.
ACTION STEP 3 Review and decide upon a platform.	Summer 2020	Principal & Teachers	²⁰²⁰⁻²⁰²¹ Due to COVID we decided to use the Google platform since that was available.
ACTION STEP 4 Develop a plan for implementation.	Fall 2020	Principal & Teachers	²⁰²⁰⁻²⁰²¹ Check bandwidth with Nuvera. Mrs. Lingen and Ms. Torborg Implemented safeguards for computer access and set up email accounts. Teachers develop curriculum within their classroom.
ACTION STEP 5 Provide professional development opportunities in technology and digital instruction.	Fall 2020 Fall 2021	Principal & Teachers	²⁰²⁰⁻²⁰²¹ No useful professional development has been found. Delayed due to COVID until the next school year.

STRATEGY 2 Provide and promote professional learning

ACTION STEP 1 Form a Professional Development Committee	Spring 2022	Principal	
ACTION STEP 2 Create goals and yearly plan for growth in certain instructional areas	Spring 2022	PD Committee	
ACTION STEP 3 Research and share Professional Development opportunities	Summer 2022	PD Committee	
ACTION STEP 4 Develop a way for teachers to share information gathered at Professional Development workshops	Spring 2023	PD Committee	
ACTION STEP 5 Share workshop information with peers	Fall 2023	Teachers	

STRATEGY 3 Obtain and/or develop new schoolwide classroom management training.

ACTION STEP 1 Research classroom management options (i.e. Top 20, Zones of Regulation, 1-2-3 Magic, Love & Logic, Responsive Classroom).	Fall 2025	PD Committee	
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ACTION STEP 2 Identify what best aligns with our school mission.	Winter 2025	PD Committee & Staff	
ACTION STEP 3 Develop an implementation timeline	Spring 2025	PD Committee & Principal	
ACTION STEP 4 Provide professional development for teachers	2026-2027	Principal	

OBJECTIVE 2 The School of St Philip has a safe, functional, and attractive campus.

STRATEGY 1 Maintain current facilities			
ACTION STEP 1 Develop a maintenance schedule for upgrades to the building.	Summer 2020	Administration, Maintenance	2019-2020 Some painting and extra maintenance were completed during the students' absence in spring 2020.
ACTION STEP 2 Find ongoing funding to support the maintenance plan.	Spring 2021	Administrative Council	2020-2021 The Administrative Council met on April 15, 2021. They are not supportive of spending any more money than is necessary than routine maintenance. A small group toured the AFC Education Center to see if it was a feasible building to house a school.
ACTION STEP 3 Recruit volunteers to complete various projects.	Fall 2022	School Committee	
ACTION STEP 4 Implement plan.	Fall 2022	Administration, Maintenance	
STRATEGY 2 Increase security of our campus.			
ACTION STEP 1 Explore feasibility of fencing around playground structure.	Spring 2021 Spring 2022	Principal & Maintenance	2020-2021 At this time, there is not enough funding to support this.
ACTION STEP 2 Investigate options for electronic (key fobs) for doors.	Fall 2021	Principal & Maintenance	2020-2021 Because of the construction of the building this will be difficult we are looking into installing cameras this summer in order to make the campus more secure.
ACTION STEP 3 Investigate funding	Spring 2022	Principal & School Committee	
ACTION STEP 4 Order and install	Summer 2022	Maintenance	
STRATEGY 3 Explore feasibility of a new school building.			
ACTION STEP 1 Form a committee to investigate the need for a new building.	Winter 2024-2025	Administration	2019-2020 The Administrative Council formed a subcommittee to discuss and begin researching the possibility of an addition to the church including a gym.



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ACTION STEP Inform the stakeholders and gain support.	Winter 2025-2026	Building Committee	
ACTION STEP 3 Develop a capital campaign.	Winter 2027	Building Committee	

OBJECTIVE 3 The School of St Philip is dedicated to fostering relationships with the community.

STRATEGY 1 Incorporate a school information system to enhance communication and assist with tuition collection

	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
ACTION STEP 1 Investigate different school information systems	Fall 2019	Principal & Business Office	²⁰¹⁹⁻²⁰²⁰ FACTS and SchoolSpeak were explored with the decision made to go with FACTS.
ACTION STEP 2 Seek funding options	Winter 2019	Principal & School Committee	²⁰¹⁹⁻²⁰²⁰ The annual subscription fees were added to the budget.
ACTION STEP 3 Train the teachers and staff	Spring 2019	Principal & Staff	²⁰¹⁹⁻²⁰²⁰ This will need to take place during fall 2020 workshops. ²⁰²⁰⁻²⁰²¹ FACTS training occurred fall 2020.
ACTION STEP 4 Implement Program	Fall 2020	Principal & Staff	²⁰²⁰⁻²⁰²¹ Teachers have been trained and are using the program for attendance, lunch, behavior, grades, and report cards.
ACTION STEP 5 Implement Parent Portion	Fall 2021	Principal & Staff	

STRATEGY 2 Explore the needs of the area community

ACTION STEP 1 Investigate adding 6th Grade	Fall 2020 Winter 2021-2022	Principal, School Board, Staff	²⁰¹⁹⁻²⁰²⁰ A survey taken in fall 2019 indicated that the best class for this option would have 6th grade graduation in spring 2023. ²⁰²⁰⁻²⁰²¹ A meeting was held with DNU leadership, the St. Anastasia principal and 2 experts. Due to COVID these talks were not complete.
ACTION STEP 2 Explore the addition of Summer Programming	Fall 2021 Fall 2022	Principal, School Board, Staff	
ACTION STEP 3 Explore the need for wrap around care	Fall 2022 Fall 2023	Principal, School Board, Staff	
ACTION STEP 4 Investigate outside supports (i.e. 4-H, community ed, scouts)	Winter 2022-2023 Winter 2023-2024	Principal, School Board, Staff	



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ACTION STEP 5 Explore Licensure for Pre-K	Fall 2024 Fall 2025	Principal, School Board, Staff	²⁰²⁰⁻²⁰²¹ The preschool program did not take place SY 20-21 due to COVID.
ACTION STEP 6 Expand our Early Childhood Programing (Catholic ECFE)	Fall 2025 Fall 2026	Principal, School Board, Staff	

OBJECTIVE 4 The School of St. Philip will remain viable for future generations.

STRATEGY 1 Develop a stronger endowment fund			
	TIMELINE	RESPONSIBILITY	PROGRESS REPORT
ACTION STEP 1 Develop a plan for maintaining connection with alumni and donors	Summer 2020 Fall 2021	Principal and Marketing Team	²⁰²⁰⁻²⁰²¹ Due to change in the principalship, this was not address and will be moved to Fall 2021.
ACTION STEP 2 Seek outside funding sources	Summer 2022-2023	Principal & Business Administrator	
STRATEGY 2 Develop a long-range financial plan for retaining teachers			
ACTION STEP 1 Investigate adding more options for teacher's retirement	2025-2026	Principal & Business Administrator	
ACTION STEP 2 Develop a salary schedule to promote greater equity	2026-2027	Principal & Business Administrator	
STRATEGY 3 Develop a more robust marketing strategy			
ACTION STEP 1 Create an events team to take on the role of preparing and hosting events.	2019-2020	Marketing Team Principal	²⁰¹⁹⁻²⁰²⁰ A team was created in the fall, but it morphed into the group joining the marketing team. Additional recruitment and separation of these teams is still needed. ²⁰²⁰⁻²⁰²¹ Due to COVID, no events were held.
ACTION STEP 2 Investigate new funding opportunities (i.e., Thrivent Dollars, Catholic United Financial)	2020-2021 2021-2022	Principal	²⁰²⁰⁻²⁰²¹ Due to change in leadership this was not finished.
ACTION STEP 3 Outsource at least 2 projects a year to professionals	2020-2021	Principal	²⁰²⁰⁻²⁰²¹ We will continue to outsource as much as the budget allows. This year we outsourced brochures and bibs.
ACTION STEP 4 Develop outbound marketing techniques using resources in our Google drive.	2020-2021	Marketing Team Principal	²⁰²⁰⁻²⁰²¹ We have utilized our "blue guy" into our promotional products. We continue to develop new outbound marketing materials.