



Strategic Plan 2016-2020

St. Joseph School, Bristol CT

St. Joseph School, Strategic Plan 2016-2020

St. Joseph School Mission Statement:

***The Mission of St. Joseph School is to provide
the highest quality of spiritual and academic education
in order to meet life's challenges by developing
integrity, respectfulness and resourcefulness
in a faith filled environment.***

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Enrollment History and Projections (K-8)

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	Previous Years									Current Year	Projections		
School Year	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20
Catholics	223	208	194	190	201	181	148	134	125	141	140	145	148
Non-Catholics	5	6	8	6	6	8	6	5	2	4	3	4	5
Total (K-8)	228	214	202	196	207	189	154	139	127	145	143	149	153
Pre-Kindergarten	40	40	36	47	44	25	26	19	25	28	30	30	32
Total	268	254	238	243	251	214	180	158	152	173	173	179	185

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Physical Plant	Goal	Action Plan	Materials & Costs	Coordinator/Lead	Success Criteria
2016-2017 Year 1	<p>Increase energy efficiency and reduce utility costs</p> <p>Develop comprehensive physical plant maintenance / upgrade schedule</p>	<p>Upgrade lighting throughout building (summer 2016)</p> <p>Update physical plant survey through 2020</p> <p>Begin classroom flooring replacement, beginning with upstairs music/gym room</p>	\$6,000	Administration/School Board	<p>Installation of updated lighting summer 2016</p> <p>Completed survey/schedule</p> <p>Flooring installed July 2016</p> <p>Replaced several broken windows</p>
2017-2018 Year 2	<p>Continued Physical Plan upgrades/maintenance</p> <p>Increased energy efficiency and reduce utility costs</p> <p>Identify and prioritize short-and long-term physical plant needs</p>	<p>Reach out to the SJS community to utilize their talents and experience as it relates specifically to the building trades</p> <p>Inspect physical plant yearly and report to the school board any immediate concerns and future needs</p> <p>Continue replacement of classroom floors (target 2 per year)</p> <p>Assess heating system replacement options (i.e. conversion to gas and/or solar panel installation) by setting up a committee that will be charged with seeking grants and/or cooperative partnerships that will enhance the energy efficiency of the facilities.</p> <p>Consider ceiling fan installation for ventilation/air movement and/or</p>	TBD	Administration/School Board	<p>Installation of flooring in 2 classrooms</p> <p>School Board Physical Plant sub-committee established. Initial survey and assessment findings presented to School Board (Spring 2018)</p>

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		installation of heat pump wall mounted units in classrooms.			
2018-2019 Year 3	Continued Physical Plan upgrades/maintenance Increased energy efficiency and reduced utility costs, allow for 12 month usage of physical plant for summer camp or other programs	Replace additional classroom floors (target 2 per year) Inspect physical plant yearly and report to the school board any immediate concerns and future needs In order to utilize the plant year round: research who may use facilities, what the facilities may be used for, when the facilities may be used, and will this generate income Assess window replacement to decrease energy costs/increase efficiency and allow for installation of air conditioner units, develop project budget.	TBD	Administration/School Board	Installation of flooring in 2 classrooms Year round usage survey complete with findings presented to Board/School Community Window Replacement budget and capital campaign target/timeline developed
2019-2020 Year 4	Continued Physical Plan upgrades/maintenance Increased energy efficiency and reduced utility costs Formal development/update of 3 year plan	Inspect physical plant yearly and report to the school board any immediate concerns and future needs Replace additional classroom floors (target 2 per year) Conduct capital campaign for window replacement – target donors	TBD	Administration/School Board	Installation of flooring in 2 classrooms Window Replacement Capital Campaign fundraising goal reached

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Advancement/Public Relations	Goal	Action Plan	Materials & Costs	Coordinator/Lead	Success Criteria
2016-2017 Year 1	<p>Determine Criteria for Advancement position</p> <p>Evaluate need for development versus grant writing in determination of proposed position</p> <p>Utilize volunteers to conduct Annual Appeal and publish Guardian 2X per year</p> <p>Assess Annual Appeal results and develop annual goals for next 3 years by constituency</p> <p>Evaluate steps to increase online presence utilizing our current social media (donation option)</p>	<p>Develop Position Description and conduct search</p> <p>Build additional stipend into budget 2017/2018</p> <p>Assess how to implement electronic resources</p>	n/a	Administration/School Board	Annual Appeal fundraising goal met
2017-2018 Year 2	<p>Annual Appeal target/campaign</p> <p>Guardian Publications 2X per year</p> <p>Develop Alumni Relations outreach/development plan to include electronic appeal</p> <p>Foundation Grant development</p> <p>Determine role of BCESB in the cultivation of Special Donors/Major Gift Targets and Capital Project funding</p>	<p>Hiring of Advancement Director determined.</p> <p>Database management</p> <p>Grant Development-search for grant writer volunteer from parish/school</p>	TBD	Administration/School Board	<p>Advancement director in place and functioning</p> <p>Annual Appeal fundraising goal met</p> <p>Updated database available for Development /Advancement use</p>

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	Implement online presence for Alumni awareness and Annual appeal	<p>Development of Advancement activities by constituency</p> <p>Implement electronic donation/online giving through website</p> <p>Increase Social Media presence including promotion of activities and Annual Appeal</p>			Additional tuition assistance funds available to current and prospective school families
2018-2019 Year 3	<p>Annual Appeal Target/campaign</p> <p>Guardian Publications 2X per year</p> <p>Ongoing Development of Alumni outreach/development plan including Electronic appeal</p> <p>Foundation Grant Writing</p> <p>Work with BCESB in the cultivation of Special Donors/Major Gift Targets and Capital Project funding</p> <p>Ongoing Enhancement of online presence for Alumni awareness and Annual appeal</p>	<p>Refine electronic donation/online giving through school website</p> <p>Continue Social Media presence including promotion of activities and annual appeal – Facebook page and school / parish website</p> <p>Continue scheduled electronic advertisements of</p>	TBD	Administration/School Board	<p>Online giving option incorporated into Annual Appeal goal being met</p> <p>Additional funds received from grant sources</p> <p>Additional tuition assistance funds available to current and prospective school families</p>

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		<p>activities/annual appeal</p> <p>Establish grant resource database based on curriculum and physical plant goals.</p>			
<p>2019-2020 Year 4</p>	<p>Assess success of prior year initiatives and adjust focus as warranted</p> <p>Liaise with BCESB to build additional tuition assistance across Bristol area parishes working with BCESB Advancement Committee</p>	<p>Continue Annual Appeal, Target Donor, Focused Grant writing and Alumni Outreach activities as defined by Development Calendar</p>	TBD	Administration/School Board	<p>Annual Appeal goal met</p> <p>Additional funds received from grant sources</p> <p>Additional tuition assistance funds available to current and prospective school families.</p>

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Finance	Goal	Action Plan	Materials & Costs	Coordinator/Lead	Success Criteria
2016-2017 Year 1	<p>Maintain a stable balanced budget that meets the school's ongoing operational needs.</p> <p>Identify critical expenses from St Joseph School Strategic Plan.</p> <p>Determine ability to provide financial assistance to prior SAS families after commitment for OCS expires.</p>	<p>Assess financial stability and conduct review of additional funding sources.</p> <p>Capture additional planned curriculum costs (online textbooks, materials, technology) from 5 year strategic budget.</p> <p>Begin to assess tuition assistance funds needed for 2018 – 2019 school year for prior SAS families.</p> <p>Liaise with Bristol Catholic Elementary School Marketing Council as a potential source of funding for prior SAS students.</p>	TBD	Finance Committee	<p>Balanced budget that allows St. Joseph School to achieve its mission.</p> <p>Funds appropriate strategic initiatives where possible.</p>
2017-2018 Year 2	<p>Prioritize and begin funding of critical additional expenditures identified in strategic plan.</p> <p>Continue some level of financial assistance for prior SAS students without adversely affecting other</p>	<p>Determine minimum, optimal and maximum school enrollment. Align expected revenue with different potential enrollment levels.</p> <p>Create process for prioritizing of strategic projects / costs.</p>	TBD	Finance Committee	<p>Balanced budget that allows St. Joseph School to achieve its mission.</p> <p>Funds appropriate strategic</p>

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	students needing assistance.	Align prioritized projects with available funding. Execute funding of prioritized projects that align with available funding.			initiatives where possible.
2018-2019 Year 3	Continue to maintain balanced budget needed to meet ongoing operational needs and fund strategic expenses allowed by available financial resources.	Repeat processes established in years 1 and 2.	TBD	Finance Committee	Balanced budget that allows St. Joseph School to achieve its mission. Funds appropriate strategic initiatives where possible.
2019-2020 Year 4	Continue to maintain balanced budget needed to meet ongoing operational needs and fund strategic expenses allowed by available financial resources.	Repeat processes established in years 1 and 2.	TBD	Finance Committee	Balanced budget that allows St. Joseph School to achieve its mission. Funds appropriate strategic initiatives where possible.

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Enrollment Management	Goal	Action Plan	Materials & Costs	Coordinator/Lead	Success Criteria
<p>2016-2017 Year 1</p>	<p>Retain current students/families and target increased enrollment in PreK and Kindergarten as well as middle school transition grades 5/6</p> <p>Attract additional students/families, target PreK, Kindergarten, Middle School</p> <p>Continue to grow retention activities to build strong family community through family activities/non fundraising events, programs and parent involvement in H&S and Parish activities</p> <p>Offer Home School families access to defined curriculum on a per class basis</p>	<p>Develop enrollment goal in partnership with Finance.</p> <p>Define action plan related activities/outreach</p> <p>Bulletin inserts School happenings/Events/Open houses</p> <p>Community activities: Chamber Home Show, Mum Parade, Holiday Parade, New Family Orientation, Middle School Orientation, Welcome Back Picnic and H&S Family/Parish Events as scheduled</p> <p>Continue Guardian Angel program for new families</p> <p>Social Media presence- Facebook page and School/Parish website</p> <p>Develop scheduled electronic advertisements/</p>	<p>TBD</p>	<p>School Board/ Administration/ H&S</p>	<p>School enrollment target achieved or exceeded</p>

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		publications online-social media website (SEO)			
2017-2018 Year 2	<p>Implement Year 1 of formal enrollment management plan, track success and evaluated for year 2</p> <p>Establish formal Parent Ambassador program to assist with community event marketing of the school</p> <p>Offer Home School Families access to defined curriculum on a per class cost basis.</p> <p>Liaise with BCESB Marketing Committee</p>	<p>Recruit and train a team of Parent Ambassadors willing to attend Masses within the Deanery to speak about and represent St Joseph School in the best possible light.</p> <p>Implement enrollment management calendar of activities and assess success of each activity</p> <p>Create media for the Ambassadors to take with them in addition to the school brochure, H&S information and school events and activities. A “What’s happening at St Joes” to be used in external Parish visits as well as in our own Parish.</p> <p>Continue outreach to the Spanish speaking community, ensure we have at least 1 Spanish speaking Ambassador.</p>	TBD	School Board/ Administration/ H&S	School enrollment target achieved or exceeded

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		H&S presence at Spanish Masses- will need to recruit Spanish speaking committee member to organize and oversee			
2018-2019 Year 3	<p>Implement Year 2 of formal enrollment management plan, track success and evaluated for year 2</p> <p>Continue to offer Home School Families access to defined curriculum on a per class cost basis.</p> <p>Liaise with BCESB Marketing Committee</p>	<p>Refine enrollment management calendar based on prior year evaluation</p> <p>Continue Parent Ambassador program with focus on inclusion of Spanish community</p> <p>Continue Home School outreach</p>	TBD	School Board/ Administration/ H&S/ Parent Ambassadors	School enrollment target achieved or exceeded
2019-2020 Year 4	<p>Implement Year 3 of formal enrollment management plan, track success and evaluated for year 2</p> <p>Continue to offer Home School Families access to defined curriculum on a per class cost basis.</p> <p>Liaise with BCESB Marketing Committee</p>	<p>Refine enrollment management calendar based on prior year evaluation</p> <p>Continue Parent Ambassador program with focus on inclusion of Spanish community</p> <p>Continue Home School outreach</p>	TBD	School Board/ Administration/ H&S/ Parent Ambassadors	School enrollment target achieved or exceeded

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H&S- Volunteer Fundraising & Community Building	Goal	Action Plan	Materials & Costs	Coordinator/Lead	Success Criteria
<p>2016-2017 Year 1</p>	<p>Raise 100,000 to fill shortage in school operating budget</p> <p>Streamline fundraising fee structure to allow families to customize how they pay down their fee</p> <p>Research software to better track family volunteer time</p> <p>Re-evaluate & re-structure the Scrip Program to reduce cost, increase availability and identify weaknesses in reporting and accounting</p>	<p>Evaluate previous years fundraising programs and eliminate poor performing fundraisers</p> <p>Restructure home & school fundraising fee program after surveying families via survey monkey</p> <p>Speak with Great Lakes Scrip Center to learn ways to utilize software more efficiency</p>	<p>n/a</p>	<p>Jenn Vanasse/Dawn LaMothe</p>	<p>Eliminated three underperforming fundraisers and replaced with new ones</p> <p>Allowed families to earn their entire fee from scrip and eliminated mandatory volunteering</p> <p>Reduced the Annual Raffle requirement from \$200 to \$150 by including all families PreK-8</p> <p>Reduced Scrip shipping fees 50% by increasing weekly inventory to \$14,000 allowing for a 1x per week shipping schedule</p> <p>Began selling scrip in school office daily</p> <p>Moved scrip funds to H&S checking account for Treasurer to monitor allowing for better oversight and reporting.</p> <p>Utilized the scrip coordinator software to create a voucher system to track families progress towards fundraising fee requirement</p>

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H&S- Volunteer Fundraising & Community Building	Goal	Action Plan	Materials & Costs	Coordinator/Lead	Success Criteria
2017-2018 Year 2	Raise 100,000 to fill shortage in school operating budget Re-evaluate H&S fundraising programs to determine return vs time expended to determine the feasibility of deleting, adding or expanding programs to meet goals Separate fundraising programs from school event programs Re-evaluate entire H&S structure and define its goals	Eliminate poor performing fundraisers and add new ones Assign school events to specific grades Re-structure H&S to better align with goals	n/a	Jenn Vanasse/Dawn LaMothe	Funds raised for operating budget
2018-2019 Year 3	Raise \$60,000 to fill shortage in school operating budget Increase tuition by \$300 per family identify possible leadership candidate(s) to shadow 2019-2020 year	Evaluate previous years fundraising programs and eliminate poor performing fundraisers Increase mandatory scrip fundraising requirement to \$150	n/a	Jenn Vanasse/Dawn LaMothe	Funds raised for operating budget
2019-2020 Year 4	Raise \$50,000 to fill shortage in school operating budget Increasing tuition by \$400 per family New leadership to take over with out-going presidents as consultants	Evaluate previous years fundraising programs and eliminate poor performing fundraisers Increase mandatory scrip fundraising requirement to \$175	n/a	Jenn Vanasse/Dawn LaMothe	Funds raised for operating budget

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Curriculum Math	GOAL	Action plan	Materials & Costs	Timeline	Coordinator/ Faculty Lead	Goal Accountable /Success
2016-2017 Year 1	To integrate math base programs into the curriculum	Use of chrome books allow students to cross reference from one student to another	Software range free to \$500	Fall 2015 School year	Math coordinator and classroom teachers	Visual Evidence observation and evaluation by Administrator
2017-2018 Year 2	To expand on Math software to enhance current curriculum either to reinforce concept understanding or to expand enrichment activities	Continue to investigate availability of software for chrome books and the smart boards.	Budget \$1000 to \$5000 allow for maintenance and proper licensing	Spring 2017	Math coordinator Individual teachers	Meet with teachers and administrator to review Iowa and shortfalls and to discuss remediation and enrichment
2018-2019 Year 3	To investigate new textbooks for grades 1-5 with the possibility of electronic versions	Introduce students to interactive programs used to stimulate or reinforce current curriculum.	Budget \$1000 to \$5000 allow for maintenance and proper licensing	Fall 2017	Math Coordinator Individual teachers	Meet with teachers and administrator to review Iowa and shortfalls and to discuss remediation and enrichment
2019-2020 Year 4	To investigate new textbooks for grades 6-8 with the possibility of electronic versions	Introduce students to interactive programs used to stimulate or reinforce curriculum.	Budget \$1000 to \$5000 allow for maintenance and proper licensing	Fall 2018	Math coordinator teachers	Meet with teachers & administrator to review Iowa & shortfalls & to discuss remediation and enrichment
2020-2021 Year 5	To update Math programs and equipment	Replace electronic versions of texts on a yearly basis through licensing.	Budget \$1000 to \$5000 allow for maintenance and proper licensing	Fall 2019	Math Coordinator teachers	Meet with teachers and administrators to review Iowa and shortfall & to discuss remediation & enrichment

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Curriculum Language Arts	GOAL	Action plan	Materials & Costs	Timelin e	Coordinator/ Faculty Lead	Goal Accountable/Success
2016-2017 Year 1	Writer's workshop K-8 Listening Center	Publish a book of student's best writing	Several teachers attend workshop \$500/\$1000	1 year	Language Arts coordinator	Listening center utilized by students
2017-2018 Year 2	Leveled books Room K-5 Software to level books	Purchase leveled books nonfiction/fiction	\$1500-\$2000 for leveled books	1 year	Language arts coordinator	Various leveled reading selections in all content areas new computer software implemented in the classroom
2018-2019 Year 3	Literature circle chapter books 6-8	Purchase chapter books	\$1500-\$2000 chapter books from Scholastic	1 year	Language arts coordinator	Literature circle books incorporated
2019-2020 Year 4	K-5 Reading Series	Research Reading series to purchase	\$2000-\$5000	1 year	Language Arts Coordinator	Purchased and implemented
2020-2021 Year 5	School wide book swap One Book one School	School community involvement	\$500-\$1000 Scholastic Book order	1year	Language Arts Coordinators	Enjoyment of the students

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Curriculum Technology/ Computers	GOAL	Action plan	Materials & Costs	Timeline	Coordinator/ Faculty Lead	Goal Accountable /Success
2016-2017 Year 1	Printer/copier (upstairs) Chrome books for additional students/cart 2 computers or IPADS each in K-4 Listening Centers Upgrade teacher computers Evaluate Server	Training for students and teachers to use new technology	\$2,000-\$3,000 technology upgrades	1 year	Coordinator Administrator School board	New Technology in the classrooms
2017-2018 Year 2	Entire building rewired for internet, textbooks on line for middle school, online assessments, expand technology professional development, update Smart technology	On line tech support	\$1,000-\$5,000 Technology upgrade Professional training	1 year	Coordinator/ Administrator School board	Updated Smart Technology Academic excellence
2018-2019 Year 3	Ebooks, electronic library database, part time on site tech person, evaluate Access points of wireless/speed	Provide training for database	\$1,000- \$5,000	1 year	Coordinator Administrator School Board	Replace and install library database Faster internet
2019-2020 Year 4	Distance learning via Skype with authors Digital streaming new software in service opportunities	Provide Teacher training	\$1,000	1year	Coordinator Administrator School Board	Virtual Author's visit Teacher training
2020-2021 Year 5	Update Computer Lab evaluate all technology	Provide Teacher training	\$1,000-\$5,000	1 year	Coordinator administrator School Board	New Technology

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	Upgrade SMART tech					
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Curriculum Social Studies	GOAL	Action plan	Materials & Costs	Timeline	Coordinator/ Faculty Lead	Goal Accountable /Success
2016-2017 Year 1	To research textbooks or E-books for purchase for 4&5 grades social studies. To continue incorporating current event magazines, documents, and internet. Introduce Chrome books to grades 6-8.	Order magazines and use documents and internet and Chrome books- 6&8	Magazine cost is \$9.00	School year 2016-2017	Coordinator Faculty administrator	Yes, used internet with smart boards to enhance studies
2017-2018 Year 2	To research textbooks or E book purchase for grades 6- World History and grades 7&8- Geography. To continue incorporating current event magazines and documents. Continue use of Chrome books	Order magazines and use documents internet and Chrome books (g r.6-8) Order books for grades 4&5	Ebook (license) cost approximately \$20 per student or \$1600.00 estimated cost for grades 4&5 textbooks Magazines cost \$9.00 per student	School year 2017-2018	Coordinator Faculty Administrator	Yes, used internet with smart boards to enhance studies
2018-2019 Year 3	To research textbooks or Ebooks for grade 7&8U.S. History To continue incorporating current event magazines and documents. Continue use of Chrome books	Order magazine and use documents internet & Chrome books order books fro gr. 6,7, &8	Ebook (license) cost approximately \$20 per student or \$1600.00 estimated cost for grades 6&7 textbooks Magazines cost \$9.00 per student	School year 2018- 2019	Coordinator Faculty Administrator	Yes, used internet with smart boards to enhance studies
2019-2020	Continue incorporating current events magazines and documents	Buy magazine	Ebook (license) cost approximately \$20	School year 2019-2020	Coordinator Faculty	Yes, used internet

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<p>Year 4</p>	<p>& use of Chrome books</p>	<p>and use documents internet & Chrome books order books gr. 7&8</p>	<p>per student or \$1600.00 estimated cost for grades 7&8 textbooks Magazines cost 9 /student</p>		<p>administrator</p>	<p>with smart boards to enhance studies</p>
<p>2020-2021</p>	<p>To research textbooks or Ebooks for grade 4&5 Social Studies To continue incorporating current event magazines and documents. Continue use of Chrome books</p>	<p>Order magazines use documents and internet</p>	<p>Ebook (license) cost approximately \$20 per student or \$1600.00 estimated cost for grades 7&8 textbooks Magazines cost 9 /student</p>	<p>School year 2020-2021</p>	<p>Coordinator Faculty administrator</p>	<p>Yes, used internet with smart boards to enhance studies</p>
<p>Year 5</p>						

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Curriculum	GOAL	Action plan	Materials & Costs	Timeline	Coordinator/ Faculty Lead	Goal Accountable /Success
Library						
2015-2016 Year 1	Maintain Library supplies update fiction section	Purchase cards, labels tape Book fairs used books sale and donations of books	\$250 per year Book Fair points	Sept.- May November & April Weekly June	Library Coordinator	Yes as book fair are completed
2016-2017 Year 2	Maintain supplies Update science section Involve Public libraries staff in programs	Purchase cards, labels, packets tape Purchase science readers with scholastic points and \$. PreK visits weekly summer reading program	\$250 per year Scholastic Book fair	September to may November to May Weekly June	Library coordinator	Yes as book fairs are completed As time allows
2017-2018 Year 3	Maintain supplies update easy readers Involve Public Libraries in programs	Purchase cards, labels, packets, tapes Purchase easy readers with scholastic points, Prek visits weekly Summer reading program	\$250 per year Scholastic book Fair points	September to May November to April Weekly June	Library coordinator	Yes as book fairs are completed As time allows
2018-2019 Year 4	Maintain supplies Update young adult Books Involve Public Libraries in programs	Purchase cards, labels, packets, tapes Purchase young readers with scholastic points, Prek visits weekly Summer program	\$250 per year Scholastic book Fair points	September to May November to April	Library coordinator	Yes as book fairs are completed As time allows

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2019-2020 Year 5	<hr/> Maintain supplies Update Reference Books Involve Public Libraries in programs	<hr/> Purchase cards, labels, packets, tapes Purchase set of 15 children dictionaries with book fair points and Dollars	\$250 per year Scholastic book Fair points	<hr/> Weekly June September to May November to April	Library coordinator	<hr/> Yes as book fairs are completed As time allows
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Curriculum	GOAL	Action plan	Materials & Costs	Timeline	Coordinator/ Faculty Lead	Goal Accountable /Success
Religion						
2015-2016 Year 1	Continue to focus on the Mass with emphasis on reverence	Invite Deacon and Priest to classrooms regularly	Use purchased textbooks for each class	Sept. 2015- June 2016	Religion coordinator & teachers	Pending
2016-2017 Year 2	Connect with religious Education Program to plan and celebrate special sacraments and Holy Communion	Second grade teacher and DRE meet to plan our events held during special sacrament year	No Cost	September 2016- June 2107	Religion Education Director Second grade teacher	Pending
2017-2018 Year 3	Connect with those preparing for vocation	Encourage students to pray daily for vocations and correspond through letters	Guest speakers- Estimate costs \$100 for speakers	September-2017 June 2018	Religion coordinator administrator	Pending
2018-2019 Year 4	Connect students with readings from the Bible	Teachers devote one religion lesson each month to a reading from the Bible with a follow up activity	Bibles for each class Estimate cost \$300.00	September 2018= June 2019	Teachers and religion coordinator	Pending
2019-2020 Year 5	Continue weekly gathering for prayer and faith sharing	Meet with students for rosary, stations of the cross and prayer	No Cost	September 2019- June 2020	Teachers and religion coordinator administrator	Pending.

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Curriculum Science	GOAL	Action plan	Materials & Costs	Timeline	Coordinator/ Faculty Lead	Goal Accountable /Success
2014-2015 Year 1	To incorporate Health and Science in all subject areas	Research health materials /teacher textbooks	Health materials \$1500.00	Fall 2014	Administrator Science Coordinator Budget Item	Goal Successful If the materials meet the needs of the school
2015-2016 Year 2	To update science textbooks for grades 4 & 6 current copyright 2002	To research prices for new textbooks or ebooks	Student and teacher material for grades 4&6 \$3500.00	Fall 2015	Administrator Science Coordinator	Successful if the materials and resources are updated and in use.
2016-2017 Year 3	To Update science textbooks for grades 3 &5 current copyright 2005	To research prices for new textbooks or ebooks	Student and teacher material for grades 3&5 \$3500.00	Fall 2016	Administrator Science coordinator	Successful if the materials and resources are updated and in use
2017-2018 Year 4	To broaden student interest in science	To keep science resources and equipment current. Science field trips	This will depend on upgrades or if the school receives grant from Thomaston Savings Bank	Fall 2017	Administrator Science coordinator Grant	Acquisition and utilization of science equipment. Science field trips
2018-2019 Year 5	To utilize current science resources	To utilize smartboards, chromebooks googles apps and other online resource	Free on line resources available	Spring 2017	Administrator Science coordinator	Full technology integrated lessons and projects

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Curriculum PreK	GOAL	Action plan	Materials & Costs	Timeline	Coordinator/ Faculty Lead	Goal Accountable /Success
2016-2017 Year 1	Arrange one field trip every month to coincide with early childhood curriculum standards	Develop a network of local resources (people & places)	Cost of program	By the start of 2016 school year	Coordinator administrator	N/A
2017-2018 Year 2	Explore possibilities of creating an indoor multi purpose room for gross motor development of large muscles	Create a committee investigate other preschool facilities research catalogs	New floor coverings, mats, and adaptive equipment	By the start of 2017 school year	Coordinator administrator	N/A
2018-2019 Year 3	Explore the possibility of purchasing a new literacy program	Investigate recommended program	Teachers' manuals testing materials students' workbooks, & manipulatives	By the start of 2018 school year	Coordinator Language Arts Coordinators administrator	N/A
2019-2020 Year 4	Purchase 5 I-Pads with apps to supplement literacy and math curriculums	Look for sources for funding & grants donations, and fundraisers	Estimated costs: \$500 each	By the start of 2019 school year	Coordinator Administrator School board	N/A
2020-2021 Year 5	Introduction of Spanish Curriculum	Search for parish volunteer within the Spanish speaking community	Cost of personnel for one hour/week	By the start of 2020 school year	Coordinator Administrator priests	N/A

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