

ANNUNCIATION SCHOOL SCHOOL STRATEGIC PLAN

GOAL 1: ENSURE EDUCATIONAL EXCELLENCE FOR ALL CHILDREN

Strategy	Action Steps	Responsibility	Timeline	Progress Report June 2009
1a Strengthen curriculum areas:	<ul style="list-style-type: none"> Continue to fund math consultant (LDA) using Title II resources 	Administration	2006-8	Funded 2007-8 Chose not to continue, added consultant in differentiation Workshop on Integrating standards into maps 2/22/08 Continued work on maps. Teachers received stipends through Title II Title II Flex, grants used to purchase support materials Additional science material purchased. Title funds used for material on Responsive Classroom and differentiation. Orton Gillingham support material purchased
	<ul style="list-style-type: none"> Establish schedule for redoing curriculum maps using “Curriculum Mapper” so as to include alignment with standards, current best practices, high school expectations, and assessment 	Administration, Faculty	Fall 2007 2008-9	
	<ul style="list-style-type: none"> Investigate instructional materials to support curriculum plans 	Administration, Faculty	2007-10 2008-9	
	<ul style="list-style-type: none"> Add computers to middle school math 	Administration, Faculty	2009-10	

	<p>and science rooms for student use</p> <ul style="list-style-type: none"> • Explore use of assessment (Learnia Testing, Renaissance Math, Reading assessment tools) as a guide to evaluate curriculum and learner development & improvement • Adopt SAT 10 in grades 4-8, add AIMS in grade 3 as well as teacher training in each • Fund additional science lab equipment 	<p>Faculty, Administration</p> <p>Administration Faculty</p> <p>School Board, Administration</p>	<p>2007-8</p> <p>2008-9</p> <p>2009-10</p> <p>2006-7</p>	<p>Continued Learnia, Renaissance Math, purchased AIMS Assessment for k-3. Added MAT 8 in grades 5 & 7. Established an assessment committee to review testing options</p> <p>Completed spring 2007, additional science funding 2008</p>
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			2008-9	Promethium Board purchased fall of 2008
	<ul style="list-style-type: none"> • Fund full time technology teacher (from half- time) 	School Board, Administration	Spring 2007	On hold – no funding available
	<ul style="list-style-type: none"> • Continue to seek funding 		2010-11	
	<ul style="list-style-type: none"> • Examine technology curriculum to align with high school expectations 	Faculty Administration	2008 2008-9	Will begin in fall Some progress made, work continuing over summer with stipends added
	<ul style="list-style-type: none"> • Examine teacher proficiency, training 		2009-10	
	<ul style="list-style-type: none"> • Work with parish to expand liturgical music to the classroom 		Summer 2007	New music liturgist hired fall of 2007 is now working with students in school
			2008-9	Plan to add 10 hours/week during 2009-10
	<ul style="list-style-type: none"> • Research purchasing K-8 art curriculum 		Spring 2008	After School workshops with curriculum handouts offered winter of 2008
			2008-9	No additional work on this. Funding limited.

	<ul style="list-style-type: none"> • Continue to develop Restorative Justice model • Implement wellness policy • Add health and nutrition to physical education curriculum • Research hiring Middle School Dean of Students 	<p>Administration, Faculty</p> <p>Admin, faculty</p> <p>Administration, Faculty</p> <p>School Board, Administration, Pastor</p>	<p>Ongoing</p> <p>2008-9</p> <p>Fall, 2008</p> <p>Fall 2008</p> <p>2008-9</p> <p>2010-11</p>	<p>Informal implementation, continued work on development Replaced by Responsive Classroom logical consequences model. Healthy Lunch initiative winter of 2008 Will occur fall of 2008 Physical Education Teacher will continue to implement.</p>
<p>1c Prepare students to meet challenges presented by growing international complexity</p>	<ul style="list-style-type: none"> • Fund Scholastic News so as to increase current events awareness at all grade levels • Share between grade levels information gleaned through Carnaval • Discuss parts of world aided by work at 	<p>Administration, Faculty</p> <p>Faculty</p> <p>Faculty</p>	<p>Ongoing</p> <p>2008-9</p> <p>2007-8</p> <p>2008-9</p> <p>2007-8</p>	<p>Funded k-8 Funded – Science in the News added to 6th grade Information shared between grade levels done in classrooms Continued winter 2009 Discussed grades 1-8</p>

	Feed My Starving Children		2008-9	Continued throughout year
1d Provide educational growth for children of varied ability levels	<ul style="list-style-type: none"> Establish a committee to examine enrichment program 	School Board, Administration	Fall 2006	Work completed fall of 2007
	<ul style="list-style-type: none"> Continue to fund enrichment coordinator 	School Board, Administration	2007-8	Funded 2007-8, replaced by enrichment teacher 2008-9
			2008-9	Enrichment teacher hired for 10 hours/week works with high potential students grades 1-5
	<ul style="list-style-type: none"> Add hours to enrichment position 	School Board, Administration	2010-11	
	<ul style="list-style-type: none"> Provide further training in Differentiation 	School Board Administration Faculty,	Fall 2007	In-services provided fall and winter of 2007-
			2008-9	Consultant hired to work with teachers on differentiation
	<ul style="list-style-type: none"> Continue training with Diane Heacox Establish teacher mentors 	Administration, faculty	2009-10	

	<ul style="list-style-type: none"> • Develop curriculum and instructional strategies to adapt to student needs 	Administration, faculty	Ongoing 2008-9	<p>Teachers at all grade levels working on differentiated units Teachers met with consultant for help in differentiating, were observed with lesson and then debriefed. Plan to continue coming school year</p>
	<ul style="list-style-type: none"> • Investigate additional remedial/enrichment resources 	Enrichment Committee, Admin	Summer 2008 2008-9	<p>Part-time teachers for support and enrichment hired for 2008-9 school year Support teacher hired for 22 hr./week. Worked with Orton Gillingham reading instruction in grades 2-3, developed 504 plans, held study groups, and generally gave support to at risk students</p>
	<p>Add hours to support position</p> <ul style="list-style-type: none"> • Update support service resource list for accelerated or delayed learners 	Enrichment Committee,	2010-11 Ongoing	<p>Resource List completed Fall of 2007</p>

	<ul style="list-style-type: none"> • Maximize parent resources for both challenge and remediation • Investigate funding a full time specialist to work with “gifted” and remediation • Provide instructional training and set curriculum for parent volunteers 	<p>Admin</p> <p>APO</p> <p>School Board, Administration</p> <p>Admin, Faculty, Enrichment Coordinator</p>	<p>2008-9</p> <p>Spring 2008</p> <p>2008-9</p> <p>Fall 2008</p> <p>2008</p>	<p>Available at conferences, should be updated yearly</p> <p>Volunteers utilized during 2007-8 school year – support teachers will continue researching resources</p> <p>Continued use of parent volunteers</p> <p>Two part-time teachers hired</p> <p>In planning stage</p>
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Goal 2: Enhance Students' Catholic Identity and Promote and Sustain the Annunciation Catholic Community.

Strategy	Action Steps	Responsibility	Time Line	Progress Report June 2009
<p>1a. Deepen community's (students, parents, staff) Catholic identity and knowledge of the Catholic faith.</p>	<ul style="list-style-type: none"> • Research and review religion curriculum, aligning with Archdiocesan Religion Standards and secure necessary resources with the imprimatur. 	<p>Pastor, Administration, Faculty</p>	<p>2007-8</p>	<p>Completed winter and spring</p>
	<ul style="list-style-type: none"> • Purchase religious education materials/books 	<p>Administration, Faculty</p>	<p>Spring 2008</p>	<p>Updated version of <i>Call To Faith</i> purchased k-8</p>
	<ul style="list-style-type: none"> • Update religion curriculum maps, identifying gaps and repetitions and modify curriculum accordingly 	<p>Administration, Faculty</p>	<p>2008-9</p>	<p>Annunciation's Seminarian worked with each class in deepening the students understanding of the Catholic traditions.</p>
	<ul style="list-style-type: none"> • Model Catholic tradition of individual & communal prayer 	<p>Pastor, Admin., Faculty</p>	<p>2007</p>	<p>Archbishop John Neinstedt celebrated an all school Mass on Nov. 29th and visited with each grade, asking and answering questions,</p>

	<ul style="list-style-type: none"> • Increase opportunities for student participation in liturgy, prayer services, daily prayer & other religious events that deepen students' connection to the Catholic faith. 	<p>Pastor, Administration, Faculty</p>	<p>2009</p>	<p>sharing his story and singing with the students. The Sixth Grade took part in a Vocations Retreat in spring of '09</p>
			<p>2007-8</p>	<p>All school liturgies scheduled bi-weekly Each grade level also participates in chapel Masses in which pastor explains the parts of the Mass</p>
			<p>2008-9</p>	<p>All students toured the Vatican Splendors exhibit at the History Center. Vacation Bible School is planned for summer 09.</p>
	<ul style="list-style-type: none"> • Design and implement ongoing staff development designed to further understanding and implementation of Archdiocesan Religion Standards. 	<p>Pastor, Admin, Director of Faith Formation</p>	<p>2007</p>	<p>Teachers studied and worked on implementing standards during 2006-7 school year.</p>
			<p>2008-9</p>	<p>Parish Adult Faith Formation Director gave 2 presentations at</p>

	<ul style="list-style-type: none"> • Design and implement adult faith formation as part of in-service training 	<p>Pastor, Admin, Director of Adult Formation</p>	<p>2007-8</p>	<p>faculty meetings.</p> <p>On hold until Director of Adult Formation hired</p>
	<ul style="list-style-type: none"> • Arrange for speaker/programs related to faith and family life for students and families 	<p>Pastor, Admin, Director of Adult Formation</p>	<p>2008-9</p>	<p>Adult Faith Formation Director hired summer 2008</p> <p>In planning stages</p>
	<ul style="list-style-type: none"> • Involve Annunciation Parent Organization in determining types of speakers, programs, etc. needed 	<p>Administration, APO</p>	<p>2007-8 2008-9</p>	<p>APO involved in hiring speaker on bullying</p> <p>Annunciation Parent Organization partially funded the 4th & 5th Grade Kindness retreat from Youth Frontiers & the 7th & 8th Grade Courage retreat from Youth Frontiers.</p>
	<ul style="list-style-type: none"> • Use the Weekender to emphasize Catholic identity through articles on Catholic Faith, curriculum and standards and Social Justice 	<p>Administration</p>	<p>2007-8</p>	<p>“Partners in Faith” articles are included in the school “Weekender” newsletter bi-weekly.</p>

	<p>Teachings</p> <ul style="list-style-type: none"> Increase the visibility of Catholic artifacts, art etc. throughout the school and classrooms. Designate area in library for Catholic resources 	<p>Administration, Faculty</p> <p>Administration, Librarian</p>	<p>2008-9</p> <p>2007-8</p> <p>2008-9</p>	<p>Articles on service, kindness, school retreats, and care of the Earth published</p> <p>The Catholic Learning Society gave the school a grant to provide an icon of a saint to each classroom. Student artwork depicting the Stations of the Cross now hang in the hallway outside the school chapel.</p> <p>In planning stages</p>
<p>1b. Deepen the school's connection to Annunciation Parish.</p>	<ul style="list-style-type: none"> Encourage further student participation in parish liturgies through explicit teaching of the importance of the Eucharist, the parts of the Mass, responses and singing Use school chapel for grade level liturgies to create an 	<p>Administration, Faculty</p> <p>Pastor, Administration</p>	<p>2007-8</p> <p>2008-9</p> <p>2006-9</p>	<p>Students participated in the parish Ministry Fair Mass & provided musical entertainment.</p> <p>Parish Liturgist offered a children's choir as an afterschool enrichment.</p> <p>Monthly Masses</p>

	<p>intimate environment and deepen the understanding of the Mass.</p> <ul style="list-style-type: none"> • Hire a part-time liturgical minister to work with children on music for liturgies • Liturgist to teach music 10 hrs/wk in 2009-10 in preparation for Sunday Mass. 	<p>Pastor, Administration</p> <p>Pastor, Administration</p>	<p>2007-8</p> <p>2009-10</p>	<p>Parish liturgist hired with job description to include work with school children</p>
	<ul style="list-style-type: none"> • Continue and expand intercampus activities such as intergenerational baking event, encouraging parishioners to volunteer in the school, and student involvement in parish events and service. 	<p>Administration, faculty, Parish Council, Annunciation Youth Group Director</p>	<p>2007-8</p> <p>2008-9</p> <p>2009-11</p>	<p>Students took part in intergenerational knitting program, welcomed parishioners at Mass, other opportunities being investigated</p> <p>Students made congratulatory cards for Archbishop Robert Carlson, class of 1958</p>
	<ul style="list-style-type: none"> • Consider additional retreat/service activities in 6th 			

	<ul style="list-style-type: none"> grade Distribute Parish Bulletin to school families with the Weekender 	Parish Secretary, School Secretary	2007-8 2008-9	Done Parish bulletin is now emailed to school families each week.
1c. Ensure that school climate, policies, procedures and practices support students' sense of personal security.	<ul style="list-style-type: none"> Continue Responsive Classroom Curriculum 	Faculty	2007-8 2008-9	Done Teachers received additional training through workshops and coaching
	<ul style="list-style-type: none"> Make greater use of Restorative Justice Model 	Principal, Faculty	2007-8 2008-9	In planning stages Responsive Classroom Logical Consequences model instituted. The Student Council sponsored an anti-bullying writing project.
	<ul style="list-style-type: none"> Examine discipline code 	Principal, Faculty	2008-9 2008-9	Summer of 2008 Teachers met during the summer, reviewed and refined code.

	<ul style="list-style-type: none"> • Review discipline code yearly • Implement the Child Protection Catechesis program. 	Principal, Faculty	2009-11 2007-8 2008-9	<p>Presented to upper grade students</p> <p>Program ongoing Videos added</p>
<p>1d. Put Catholic faith into action through expanded opportunities for community outreach and service.</p>	<ul style="list-style-type: none"> • Provide more opportunities for service like Feed My Starving Children, CareView Nursing Home, sister school in Haiti, St. Stephen's, etc. 	Administration, Faculty	Ongoing 2008-9	<p>Students participated in two projects for our sister school in Haiti: School supplies project; hair ribbons & toy cars project</p> <p>Each grade contributed to Sponsor a Student program at sister school Annunciation School in Leogane, Haiti</p> <p>Students responded to Incarnation Parish's need for help for their food bank. The food collection called "Stuff the Bus" resulted in a</p>

				school bus load of food.
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Goal 3: Insure Future Financial Security	for Annunciation School				
Strategy	Action Steps	Responsibility	Timeline	Progress Report	
<p>1a Lead school parents in a deeper understanding of the meaning of Christian stewardship that includes volunteering personal time, expertise and treasure in an intentional way of life.</p>	<ul style="list-style-type: none"> • Use the Bishops’ document on stewardship, <i>The Call to Discipleship</i>, to lead school parents to a deeper understanding of stewardship • Focus on time & talent for annual stewardship drive 	<p>Parish Stewardship Committee, Pastor, School President</p> <p>Parish Stewardship Committee. Pastor, School Board</p>	<p>Sept 2007</p> <p>Nov. 2007</p> <p>2008-9</p>	<p>June 2009</p> <p>The first Time & Talent Ministry Fair was well received & resulted in significant increases in # of volunteers.</p> <p>Families that attend Mass generally contribute to stewardship. Emphasis this year on adding parish social events that bring families to Mass: Fish Fry, Bingo. Began using children’s envelopes for weekly stewardship and monthly food collection</p>	

	<ul style="list-style-type: none"> Recognize & honor donors & increase membership in Annunciation Benefactor Society to 200 Write grants for cultural arts programming 	<p>School President/ Advancement Committee</p> <p>School President/ Advancement Committee</p>	<p>June 2010</p> <p>2008-9</p> <p>2007-8</p> <p>2008-9</p>	<p>Currently 48 households in Benefactor Society .</p> <p>Benefactors continued to be recognized</p> <p>Advancement Committee & APO wrote grants resulting in \$1,000 for artist in residence and \$2,000 for middle school assistance.</p> <p>Grant received for 2009-10 school year for poetry residency</p> <p>Received IBM technology grant worth \$9,000.</p>
<p>1c Plan and conduct a Capital Campaign.</p>	<ul style="list-style-type: none"> Expand Annunciation School's 21st Century Endowment Fund through planned giving activities 	<p>School President/ Advancement and Endowment committees</p>	<p>June 2012</p>	<p>On-going publicity & special events like senior</p>

			2008-9	<p>parishioner luncheon. Hosted 110+ parishioners at January Luncheon with guest Catholic Community Foundation Director of Development Created new brochure for school & church endowments.</p>
	<ul style="list-style-type: none"> Do cost analysis on school's master plan including major physical plant upgrades 	Administration, Facilities/Property Committee	April 2008	<p>Facilities Committee is updating bids on remaining projects. Projects planned for 2008 include: South foyer lighting, paving and landscaping</p>
			2008-9	<p>Summer 08 improvements</p>

	<ul style="list-style-type: none"> • Write case statement • Conduct feasibility study for capital campaign • Begin quiet phase of capital 	<p>School Admin. & Pastor Campaign Steering Committee</p> <p>Capital Campaign Committee</p> <p>Parish Leadership,</p>	<p>June 2008</p> <p>July 2008</p> <p>Sept. 2008</p>	<p>included: new middle school roof, air conditioning for technology lab, replaced monitors with flat screens; set up Enrichment Room with laptops, etc. South Entrance upgrades included lighting in foyer, new concrete sidewalks, pavers & landscaping.</p> <p>No formal planning for capital campaign underway at this time</p>
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	<ul style="list-style-type: none"> • Publish summary minutes of school board, parish council, finance committee 	School Board, Parish Council, Finance Committee	Monthly	Completed
1b Communicate clear academic expectations	<ul style="list-style-type: none"> • Update and make available curriculum handbook 	Administration, Faculty	Fall 2008	Handbook updated, available in school office
	<ul style="list-style-type: none"> • Schedule periodic faculty meetings for inter-grade communication of curriculum alignment and discussion of curriculum maps 	Administration, Faculty	Fall 2007	Time allotted on teacher in-service days, some faculty meetings
	<ul style="list-style-type: none"> • Schedule meetings between elementary and middle school teachers to assure smooth transitions 		2008-9	One faculty meeting per month devoted to level meetings
	<ul style="list-style-type: none"> • Schedule meetings between elementary and middle school teachers to assure smooth transitions • Use Weekender column to discuss assessment and curriculum updates 	Administration	2009-10	
			Ongoing	Principal's weekly column used to discuss both assessment and curriculum
			2008-9	Several articles devoted to this.

	<ul style="list-style-type: none"> • Include class expectations in middle school handbook 	Faculty	<p>2008</p> <p>2008-9</p>	<p>Assessment committee reported to school board, continuing to meet to discuss future planning.</p> <p>Teachers meeting summer of 2008 to work on this</p> <p>Teachers met over the summer to discuss middle school expectation and revise handbook. Will continue in coming school year. Middle School committee established with teachers, administration and parents to</p>
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	<ul style="list-style-type: none"> • Revise middle school handbook 		2009-10	<p>work on gathering information, processing it and publishing findings. Will continue. Graduates surveyed as to preparation for high school.</p>
<p>1c Provide communications that inform and motivate community members to invest time, expertise and financial resources in advancing Annunciation's mission.</p>	<ul style="list-style-type: none"> • Publish parish annual/school report • Review parish/school web site to assure effective communication to all community members. • Update web site • Investigate ways to better integrate parish/school communication. 	<p>Parish Staff, Administration</p> <p>Web Master, Administration</p> <p>School Board Pastor, Parish Council, Administration</p>	<p>Yearly</p> <p>Summer 2007</p> <p>2008-9</p> <p>2009-10 Fall, 2007</p>	<p>Newsletter to be published summer 2008</p> <p>Continual process</p> <p>Web site committee established to review and update site. Newsletter now on line.</p> <p>Increased school information in Parish Bulletin</p>

			2008-9	Parish information in school newsletter Parish Bulletin passed out each week in school
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