

Shiner Catholic School

St. Paul High School
St. Ludmila Elementary

5 – Year Strategic Plan 2015 – 2020

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***Preparing the Children of God for the Kingdom of God
With a 2020 Vision***

Shiner Catholic Schools
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DOMAIN: Catholic Identity					
GOAL: Shiner Catholic School will reflect its mission statement by utilizing its resources					
to enhance and maintain the existence of a Community of Faith					
Action Plan:	Responsibility	Cost	Timing	Results	
Implement Class participation in community outreach program each year at the class level	Homeroom Teachers	\$100	15-16 then Ongoing	Student understanding & incorporating the values of Catholic teachings and share those values at a community level	
Institute programs to make students aware of the importance of treating their peers with dignity such that students will receive guidance, stressing the dignity of each individual person as a being created in the image and likeness of God	Principal and Counselor	None	15-16 then Ongoing	A decrease in the number of discipline referrals for the different forms of harassment that sometimes occur at our school	
Attend a seminary or convent for vocations awareness program for Grades 5 through 12.	School Principal & Religious Instructional Staff	Per School Budget	16-17 then Annually	Students shall demonstrate an understanding of the various vocations to which people are called and demonstrate a willingness to investigate these further through followup curricula activities	
Implement Senior Retreat	Youth Minister Rel Teachers Develop Dir	\$1,000	16-17 then Annually	Development of Student / God Relationship	

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SCS faculty and staff will be provided materials and training for integrating Catholic Church social justice teachings into all areas of the curriculum to integrate faith and values into the curriculum by, at a minimum, participating in professional development day on the social teachings of the Catholic Church.	School Principal	Per School Budget	16-17 then Annually	Continuing education (minimum 1 session) for all teaching staff and the faculty shall establish one goal related to the church's teachings on social justice to dedicate themselves annually.
Implement a speaker program to enhance Curriculum and Catholic Identity of the School	Youth Ministry	YM Budget	17-18	Enhancement of prayer life and spirituality
Place Holy Water fonts in each classroom	Administration	None Fund Solicitation	17-18	Daily remembrance of Baptism
Implement Junior Retreat	Youth Minister Rel Teachers Develop Dir	\$1,000	17-18	Development of Student / God Relationship
Implement Sophomore Retreat	Youth Minister Rel Teachers Develop Dir	\$1,000	17-18	Development of Student / God Relationship
Implement Freshman Retreat	Youth Minister Rel Teachers Develop Dir	\$1,000	18-19	Development of Student / God Relationship
Research Sacramental Preparation and / or resources for Parents as well as for the Students	Youth Ministry Rel Teachers	\$500	18-19	Development of Student / God Relationship

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DOMAIN: Curriculum						
GOAL: Shiner Catholic School strives to provide a varied and challenging curriculum to give students the opportunity to develop their God-given talents.						
Action Plan:	Responsibility	Cost	Timing	Results		
Implement Social Studies textbooks for K - 12	Administration		15-16 Completed			
SCS will vertically align the diocesan curriculum employed for Pre-Kindergarten 3 through 8th grade and the Texas Essential Knowledge and Skills (TEKS) utilized in grades 9 through 12	School Principal & Faculty	Development Time	15-16 Completed	Curriculum aligned to state and Diocesan curriculum		
Implement Science Textbooks for K - 8	Administration		15-16 Completed			
Evaluate the results of ACRE to identify deficiencies in our religious instruction and to develop plans to address the areas of weakness	School Principal & Religious Instructional Staff	\$500	15-16 then Annually	Identify areas that fall below the 70 percentile		
Evaluate the effectiveness of Shiner Catholic School's curriculum through the analysis of achievement score data.	School Principal/School Counselor	per budget	15-16 then Annually	70% of students will perform at or above the 50th percentile		
SCS will analyze student performance on the SAT and ACT in order to place appropriate emphasis on the particular parts of the curriculum that are assessed by these tests.	Principal & Counselor	none	15-16 then Annually	A steady increase in SCS's average SAT and ACT scores will be the benchmark used to measure the effectiveness of our efforts to improve scores.		
Engage in professional development for Technology focused on student needs.	Faculty & Administration	\$0 SISD Title Funding	15-16 then Ongoing	Increased staff capability to effect student formation		

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DOMAIN: Leadership, Personnel, Governance, Finance					
GOAL: The Pastor of Sts. Cyril and Methodius Catholic Church, the Shiner Catholic School					
Advisory Council, and the Shiner Catholic School Principal are committed to the mission					
of the school and providing the fiducial and visionary leadership, outstanding personnel,					
and financial growth and management necessary to accomplish the goals and objectives					
described in this strategic plan.					
Action Plan:		Responsibility	Cost	Timing	Results
Evaluate Cafeteria Services and consider alternatives		Administration SAC	None	15-16 Completed	Reduce labor support and cost in cafeteria services
Evaluate need for Jr. High AD position		Administration SAC	None	15-16 Completed	Optimization of school staff & functions
Survey Release, Completion, Results & Analysis		Administration Dir of Advance SAC		15-16 Completed	Information from Parents, Teachers, and Community as aid in advancing Strategic Plan for SCS to produce best performance and achievement b SCS and its students
Enhance and improve the SAC committee system to do research on issues charged with by the full council, to solicit input from experts and the school community at-large, and to make recommendations for action to be taken by the SAC		SAC	None	15-16 then Ongoing	Optimize effectiveness of SAC and SAC Committees
Staff development that includes curriculum implementation, and instructional strategy techniques.		Administrative Team	SISD Title Funding	15-16 then Annually	A fully formed staff that can prepare the Children of God for the Kingdom of God

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	Develop the job description of the Director Of Advancement to promote the school and parish and its mission, recruit new students, and assist the school in identifying and accessing new sources of revenue and funding.	Pastor, Principal, SAC	NA	16-17 Complete	Comprehensive, effective, and efficient use of position
	Develop Survey of Students who leave the school	Principal Dir of Develop	None	17-18	Bring to light potential areas of improvement
	Research and implement if required an orientation packet for new School Advisory Council members.	SAC and Administration		17-18	Immediate effectiveness and production from new SAC members
	Clarify & Communicate SAC's Role through Newsletter	Administration SAC President	None	17-18 then Annually	Coherent School Community

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DOMAIN: Marketing, Recruitment, Enrollment						
GOAL: Shiner Catholic School will increase its enrollment by promulgating its mission, offering testimonials to the quality of the education at Shiner Catholic School, and by employing effective marketing strategies.						
Action Plan:		Responsibility	Cost	Timing	Results	
Update SCS website		D of A & Volunteer	\$3,000	17-18	Optimize tool used for promotion and information sharing of school	
Update digital presentation of Shiner Catholic School		D of A		17-18	Tool for the Promotion of School	
Include school news in weekly parish bulletin. Continue to expand publicity in local and area media		D of A		17-18	Promotion of School	
Research a variety of programs to help make the newest members of our community feel welcome. The establishment of one or more programs to welcome new families to our school community.		D of A		17-18	An increased rate of retention among new families who come to our school from neighboring communities	
Acknowledgments to Time, Treasure, and Talent Donors		D of A		18-19		
Develop and implement recruitment program beginning at birth		D of A		17-18	School Growth from "Bottom Up"	
Develop incentive program for Pre-K parents who send their children to SCS		Admin D of A Fin Comm		17-18	School Growth from "Bottom Up"	
Implement a variety of programs determined from research in previous year to help make the newest members of our community feel welcome. The establishment of one or more programs to welcome new families to our school community.		Director of Advancement		17-18	An increased rate of retention among new families who come to our school from neighboring communities	

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	Implement a communication plan with parish community explaining parish relationship with school on all aspects	Director of Advancement		17-18	Coherent Parish Community
	The school will develop marketing materials that accurately and positively portray the value of a Shiner Catholic School education.	D of A & School Principal	\$2K-\$5K	17-18	Marketing tools of several media type
	Update color brochure, which includes the facts and features for Shiner Catholic School	D of A		17-18	Tool for the Promotion of School
	Develop ambassador program of parents and alumni to assist in marketing and recruitment.	SAC		17-18	Tool for the Promotion of School
	Develop plan to promote to and attract public school parishioners	D of A		17-18	
	Expand recruitment efforts to include more surrounding parishes, schools, and communities. Include a group of SCS students that travel to surrounding schools and give a presentation on St. Paul High School. Extend visitation invitations to surrounding 8th grade students and schools.	Admin & D of A		16-17	Raise Enrollment
	Make contact with target audiences and make a presentation to potential students.	D of A		16-17	Establish contacts in surrounding communities; Make permitted presentations; Acquire potential student list.
	Visit families and small groups to make live recruitment presentations.	D of A		16-17	Raise Enrollment

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DOMAIN: Building, Grounds, Security, Safety, & Transportation						
GOAL: Shiner Catholic School will build and maintain the best possible facilities within its						
means in order to establish an environment that is safe, secure, and conducive to learning						
Action Plan:	Responsibility	Cost	Timing	Results		
SLE - Building Levelness - Fill in Brick Cracks and monitor cracks for continuance of movement	Facilities Architects		15-16 Ongoing	ongoing evaluation		
All - Inspect and Reinsulate A/C Freon Lines by Jahn Refrigeration	Facilities		15-16 Completed			
SPH - Open Air Foyer - Key the red gate to secure area / Door lock needs to be fixed	Facilities		15-16 Completed			
All - Clean up around exterior of buildings - cement blocks, tires, bricks, ladders, trash (Security Survey, Jan, 2015)	Maintenance		15-16 Completed	Increased safety level/Completed and ongoing		
Capital Growth - Complete Master Plan for Capital Growth of Shiner Catholic School.	Ad Hoc Building Committee & Architectural Firm	\$10K	15-16 Completed	Master Capital Growth Plan/In Progress		
SPH - Science Lab - Clear drain line	Maintenance		15-16 Completed	moved to 16 Fall		
SPH - 2nd Floor Exit Automatic closer requires repair and reattachment	Maintenance		15-16 Completed			
SLE - 2nd Grade Classroom - 2 light fixtures need covers; May need replacing to a fixture that will accept cover			15-16 Completed			
SPH - Computer Lab - Reinstall missing blinds. Blinds are in teachers lounge			15-16 Completed			
SLE - Ceiling Mounted Projectors in all classrooms except Kindergarten	Debbie B.	Technology Grant	15-16 Completed			

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	Grounds - Create Fire extinguisher location map and develop yearly maintenance schedule (Security Survey, Jan, 2015)	Facilities A1 Fire & Safety		15-16 Completed	Increased safety level
	Gym - Lock supply closets; Install Signage on door	Facilities Maintenance		15-16 Completed	moved to 16 Fall
	All - Identify outside AC units with corresponding classroom	Facilities Maintenance	\$100	15-16 Completed	
	Gym Stage Side Room Storage - Light need to be fixed	Facilities Maintenance		15-16 Completed	
	Gym - Girls Locker Room - Assess results of new lockers and advise changes needed for 50 CC girls HS & JH 5th grade up; Need storage cubicles each to be assigned to a HS girl and an SLE girl	Facilities Maintenance		15-16 Completed	
	Gym - Boys Locker Rooms - Assess existing gym and locker room and develop enhancement plan	Facilities	TBA	15-16 Completed	Optimize space use for PE / Athletics
	SPH - Science Cesarz - Remove foul odor coming from all sinks	Facilities		15-16 Completed	
	SLE - Kindergarten - Add Viewing glass to classroom door	Facilities		15-16 Completed	
	SLE - Kindergarten - Breakaway Bar on exit to exterior door	Facilities		15-16 Completed	
	SLE - Window Grating and painting on exterior doors (security)	Facilities		15-16 Completed	
	All - Secure all basefloor vents on exterior of buildings (Security Survey, Jan, 2015)	Facilities	R & M Budget	15-16 Completed	Increased safety and aesthetic elements
	SLE - Kindergarten Transom Window over outside door needs covering or tinting	Facilities		15-16 Completed	
	SLE - Art Paint Sink - Cabinetry needs Cosmetic work	Facilities		15-16 Completed	

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SPH - Open Air Foyer - New wall lighting	Facilities		15-16 Completed	
Stage - Clean off and clean out closets; Move infrequently used items into bus barn;	Facilities Theatre Arts		15-16 Completed	
SPH - Lighting - Replace Classroom Lights in SPH. Cost of \$2200 per room. Science lab and Teachers Lounge have new lighting	Facilities		15-16 Completed	
SLE - Science Lab Cabinet door needs cosmetic repair			15-16 Completed	
SPH - Classroom doors - Need Window in Door. Veneer pulling off.			15-16 Completed	
Student Drills - Lock down drills (Security Survey, Jan, 2015)	Administration	Budgeted Item	15-16 Completed Ongoing	Increased security level
Student Drills - Active shooter drills with Police Department (Security Survey, Jan, 2015)	Administration	Budgeted Item	15-16 Completed Ongoing	Increased security level/Ongoing
SLE - Bathrooms - Update lavatories, walls, floor	Facilities		16-17	
SPH - Electrical - Check for and install missing and replace broken electrical plug and switch plates. Use metal ones.	Facilities Elec Contractor	??	16-17	Safety
SPH - Boys Bathroom - Install timer switch in boys bathroom			16-17	
Grounds - "No Smoking Campus" and "Not An Exit" signs where needed	Neely		17-18	Moved to 16 Fall
Stage - Stage Sound system - Needs funding, then implement repairs and upgrade Assessed by Decou Summer 2014	Facilities		17-18	initial work completed/needs new breaker box/moved to Winter 2017

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	Stage - Upgrade Breaker Box on stage and stage closets. Assessed by Decou Summer 2014	Facilities		17-18	initial work completed/needs new breaker box/moved to Winter 2017
	All - Secure all non essential doors i.e. maintenance & storage (Security Survey, Jan, 2015)	Facilities	R & M Budget	17-18	Increased security and safety level/Completed
	SPH - Entry - Create security foyer at SPH Office (Security Survey, Jan, 2015)	Facilities	Budgeted Item	17-18	Increased security level/In Progress Fall 2016
	SLE - Kindergarten and Art - Drop ceiling is 40 years old with insulation sitting on top of ceiling tiles	Facilities		17-18	
	Grounds - Develop property security barrier program (Security Survey, Jan, 2015) in conjunction with Convent Restoration	Facilities	TBA	17-18	Increased security level
	SPH - Boys Bathroom - Rotten exterior wood	Facilities		17-18	
	SPH - Clean all windows SPH	Facilities		17-18	
	Grounds - Exterior Lighting - Assess and improve exterior lighting as required (Security Survey, Jan, 2015)	Facilities	R & M Budget	17-18	Increased security level
	Grounds - Surveillance cameras interior & exterior each corner or at minimum 1 on each exterior wall & 1 in each interior hallway (Security Survey, Jan, 2015) Potential Grant Item	Facilities	Master Plan Budget	17-18	Increased security level
	All - Create Routine Annual Maintenance Checklist	Admin Facilities Maintenance SAC BGSST		17-18	
	Grounds - Fix downspouts behind gym			17-18	
	SPH - All Rooms - Replace ceiling tiles; Accumulate existing good ones for re-do of a room or two and acquire new ones for the other rooms			17-18	

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	SPH - Clean A/C air ducts				17-18	
	SPH - Exterior Doors Replace plexi - glass				17-18	
	SLE - Entry - Create security foyer at Porch Entry (Security Survey, Jan, 2015)	Facilities	Budgeted Item		18-19	Increased security level/In Progress Fall 2016
	SPH - Teachers Lounge Replace sink or install insert. Paint cabinets and shelves. Remove lab table in closet and install shelves for storage.	Facilities			18-19	Repurpose unused space
	SPH - Paint Exterior of SPH	Facilities			18-19	
	JMC - Bottom surface edge of shelves in storage room getting damaged by sliding instruments	Facilities			18-19	
	Stage - Stage Curtain needs cleaning				18-19	
	SPH - Hall Lockers - Replace				18-19	
	SPH - Exterior - Re-paint under eaves				18-19	
	Stage - Backdrop curtains Needed				18-19	
	Grounds - Gym Exterior - Clean brick				18-19	
	Gym - Repair Non Closing Windows / Chains				19-20	moved to 16 Fall
	Grounds - Develop volunteer schedule for landscaping maintenance around campus	SAC BGST	\$0		19-20	Improved landscape aesthetics
	Grounds - School Bell System - Update and synchronize; No bell system in Band Hall; Fire Bell system separate from school bell system in SLE	Admin Facilities Technology			19-20	
	SLE - front sidewalk expansion and ADA Ramp addition				19-20	
	SPH - Hallway Walls - Open Areas in hallway walls to be closed off for acoustics and security				19-20	

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DOMAIN: Technology				
GOAL: SCS will strive to integrate technology into all facets of the learning environment				
Action Plan:	Responsibility	Cost	Timing	Results
Identify and inventory technology items and place a life expectancy on items	Admin Tech Coord		15-16 Completed	
Staff Development Training on new Technology Equipment	Admin Tech Coord		15-16 Completed	
Research Phase of Technology Advancement Plan with particular emphasis on textbooks - Future of Laptops, Kindles, Ipads, Applewatch, Googlewatch, etc., in an Education platform	Admin Tech Coord		15-16 Completed	
Developing K - 12 Technology Curriculum	Admin Tech Coord		17-18	
Goals and Objectives Phase of Technology Advancement Plan	Admin Tech Coord		17-18	