

# **Our Lady of Good Counsel Parish School**



# **Strategic Plan**

**2009-2013**

## **MISSION STATEMENT**

The mission of Our Lady of Good Counsel Parish School is to form young minds and hearts spiritually, academically, physically and socially in the image of Christ through authentic Catholic teaching within a community of faith with respect and compassion for others.

## **BELIEF STATEMENTS/CORE VALUES**

In keeping with the mission of Our Lady's School, the faculty and staff are committed to fostering the development of certain core values in our student body so as to help our children become responsible caring individuals. These Core Values are:

1. In all our actions, the faculty seeks to model **KINDNESS** and **COMPASSION** so our students will learn to be helpful, loving, sympathetic, and supportive of others, now and in the future.
2. We seek to foster a spirit of **COOPERATION** so our children will learn to work with their classmates in a common effort for their mutual benefit.
3. As a faculty, we cherish a school rooted in **SELF-DISCIPLINE**, recognizing that this trait will enable our children to correct and improve their behavior in accordance with the teachings of Jesus Christ and to model appropriate behavior for others as true disciples of Jesus.
4. We are committed to a spirit of **TRUTHFULNESS** so that in word and deed our children reflect the reality of their lives in God and are faithful to that reality.
5. We are further committed to fostering **HONESTY** in our children so they will learn to be a people of integrity, faithful to the inner voice of their conscience.
6. We cherish a school rooted in **RESPECT** for one another and all of God's creation. We seek to help our children recognize that each of us, as a child of God, is worthy of dignity and respect.
7. Through joint and collegial effort and commitment of a competent faculty, administration, and dedicated parents, our students will continue to grow/practice **RESPONSIBILITY**. As our students mature and their commitment to our Core Values grow in them, they will become students who are trustworthy, who will be able to distinguish right from wrong, and who will be willing to accept responsibility for their actions.
8. Finally, the faculty and students of Our Lady of Good Counsel Parish School are committed to a ministry of compassionate **SERVICE** to **OTHERS**. Through their involvement in the many outreach programs at Our Lady of Good Counsel Parish School, our children practice the Corporal and Spiritual Works of Mercy and respond to Jesus' call of service to others and His instruction to love others as we love ourselves.

## **Catholic Identity Objectives and Strategies**

*Vision: To promote a caring community of faith within the parish where teachers, parents and students have a mutual commitment to Jesus Christ, His Gospel message, the teachings of the Church, instruction in the sacraments, and the highest standards of academic excellence; and where Christian values of responsibility, respect, honesty, truthfulness, self-discipline, kindness, cooperation and service to others are cultivated*

### Objective 1:

At its core, the defining attribute of our parochial school needs to be integration of Catholic values and teaching into every aspect of school performance and activities: academic, extracurricular, and social.

Strategy 1.1: Ensure the continued catechetical training for those teachers, parents and volunteers who work with children.

Strategy 1.2: Identify Catholic values (morals and ethics) that are at the core of our parish school, which should be integrated into curricula by all teachers at the appropriate grade levels.

Strategy 1.3: Develop appropriate incentive programs for participation in catechetical programs.

### Objective 2:

Consistently communicate broadly with the three constituent groups of the parish - parochial school, Religious Education Program, and adult parishioners - with the goal of keeping this community informed of the school programs, services, and the spiritual environment of the parochial school.

Strategy 2.1: Religion teachers should communicate what Catholic values are being taught on a periodic basis to parents (at least monthly) in order to stimulate parent/child discussions

Strategy 2.2: Utilize the parish newspaper to better communicate Catholic Values-based activities within the parish school.

### Objective 3:

Ensure continued pastoral involvement from our parish priests, deacons and lay ministers with the spiritual, liturgical and academic programs of the parochial school.

Strategy 3.1: Encourage a greater understanding of the role of the laity and religious in the modern Church among the parish school community - parents, students and teachers.

Strategy 3.2: Encourage a better understanding of the role and function of deacons in the life of the Church among the parish school community - parents, students and teachers.

Strategy 3.3: Continue the pastoral involvement of the parish priests within the parish school.

Objective 4:

Encourage the involvement of parents and the school community in fostering Christ-centered projects within our parish school. Such projects should be driven with a focus on spiritual development and community service.

Strategy 4.1: Work with Administration to document the various dimensions and types of projects supported by the parish school and to communicate these throughout the three constituent groups (see Objective #2)

Strategy 4.2: Encourage the participation of recent OLGK graduates in sharing information about service projects outside the parish school community.

## **Administrative Objectives and Strategies**

*Vision: To provide spiritual and academic guidance to form a learning environment where teachers and students grow as members of our Catholic school community.*

### Objective 1: Administrative Organization

Our Lady of Good Counsel Parish School will develop and implement a model of administrative organization committed to promoting leadership involving all contributing members of the school community.

Strategy 1.1: Maintain and enhance a model of administrative organization that supports all current and new administrative, curricular and co-curricular roles/positions of responsibility needed within the school.

### Objective 2: Communications

The Administration, in consultation with the parish, faculty, students, and parents, will work to communicate effectively among and between all parties with items that relate to school administration.

Strategy 2.1: Establish an environment that promotes interactive and an inclusive line of communication among and between all parties that is consistent with the mission of the parish school.

### Objective 3: Professional Development

The Administration, in consultation with the faculty, will foster a professional learning community by developing a multi-year development program for administration and staff.

Strategy 3.1: Become a professional learning community.

Strategy 3.2: Develop a multi-year professional development plan.

### Objective 4: Observation and Supervision

The Administration will provide comprehensive, ongoing faculty supervision and feedback on performance.

Strategy 4.1: Establish informal processes for observation and supervision.

Strategy 4.2: Establish formal processes for observation and supervision.

## **Academic Objectives and Strategies**

*Vision: To provide an academically rigorous, doctrinally sound and challenging program of instruction in a spiritual environment that respects the diversity and needs of all students in a global society.*

### Objective 1: Academic Instruction

Implement instructional models to meet the diverse needs of all students following the Principles of Learning and best practice to meet or exceed grade level proficiencies in language arts, math, science and technology.

Strategy 1.1: Faculty will differentiate instruction using small flexible grouping models in Integrated Language Arts to enable students to meet or exceed grade level proficiencies as indicated by Diocesan curriculum and NJCCCS guidelines.

Strategy 1.2: Students will engage in inquiry-based learning in Science and problem-solving in Math using higher order thinking skills to meet or exceed proficiency indicators in Diocesan curriculum and NJCCC standards.

Strategy 1.3.: The faculty and students will integrate technology as a tool to enhance instruction/learning and increase proficiency skills indicated by Diocesan curriculum and NJCCC standards.

### Objective 2: Assessment

Devise a comprehensive system for collecting and analyzing various forms of student assessment.

Strategy 2.1: Academic coordinators will work with faculty to gather, review, and analyze summative and formative assessments.

Strategy 2.2: Faculty will modify grade level instruction and support based on student assessment data and proficiencies indicated by Diocesan curriculum and NJCCC standards.

### Objective 3: Special Programs

Develop and expand special programs in music and Spanish to meet or exceed grade level proficiencies as indicated by Diocesan curriculum and NJCCC standards.

Strategy 3.1 Enhance the existing instrumental music program for students to develop knowledge and appreciation for different genres of music.

Strategy 3.2 Students in Kindergarten through grade two will be introduced to basic vocabulary and an understanding of the Spanish language and culture to build a stronger foundation for more formal instruction in grades three through eight.

## **Student Activities Objectives and Strategies**

*Vision: To enhance the talents of each student through diverse, creative, challenging and enjoyable student activities and co-curricular courses which meet student needs and expectations and reinforce Catholic values.*

Objective 1: Develop student activities and co-curricular courses to meet the diverse needs and expectations of the students.

Strategy 1.1: Students will participate in developing a list of desired activities and co-curricular courses.

Strategy 1.2: Potential parish, parent, and teacher volunteers will be recruited as moderators for the desired activities and co-curricular courses.

Strategy 1.3: Vital, structured, and ongoing partnerships with local businesses and civic and educational organizations will be developed.

Strategy 1.4: Approval for scheduling activities and co-curricular courses and for use of parish facilities will be obtained.

Objective 2: Communicate information about student activities and co-curricular courses to current and prospective students and parents.

Strategy 2.1: The Marketing Committee, the School Web master, and the PT A Publicity Chairperson will be used to disseminate information.

Strategy 2.2: Potential parish, parent, and teacher volunteers will be recruited as moderators for the desired activities and co-curricular courses.

Objective 3: Develop a comprehensive system for evaluating participation in student activities and co-curricular courses.

Strategy 3.1: Feedback will be obtained from parents, students, moderators, and faculty members to evaluate the student activities and co-curricular courses.

Strategy 3.2: The data obtained will be evaluated to influence future decisions regarding student activities and co-curricular courses.

## **Marketing Objectives and Strategies**

*Vision: To position Our Lady of Good Counsel Parish School as a faith-based parish school attractive to families seeking Catholic values, academic excellence and a commitment to service.*

### Objective 1: Maintain Enrollment at Capacity

Strategy 1.1: Set and reach enrollment goals for OLGC Parish School

Strategy 1.2: Train parents, staff and administration how to enhance enrollment.

### Objective 2: Develop a marketing, branding and advertising plan for OLGC Parish School.

Strategy 2.1: Develop marketing plan for OLGC Parish School.

Strategy 2.2: Use a variety of advertising and publicity strategies to maintain a positive image of the school.

Strategy 2.3: Develop a school brand. Embrace, roll out and market that

## **Finance Objectives and Strategies**

*Vision: To provide financial leadership for our school based on funding strategies that are creative, inclusive of all stakeholders, sustainable and competitive.*

Objective 1: Implement a tuition policy that reflects the value of our service and is more closely aligned with actual operating costs.

Strategy 1.1: Adopt "one" tuition plan for all parishioners (including parishioners of supporting parishes); eliminate the parish contribution requirement

Strategy 1.2: Transition responsibility of tuition strategy to School Board

Objective 2: Build a sustainable funding source that is complementary to tuition, parish subsidy and PT A contributions.

Strategy 2.1: Create OLG Education Foundation

Objective 3: Improve financial reporting and communication with school families and parishioners.

Strategy 3.1: Distribute annual "Statement of Financial Condition" to all parties including proposed capital projects list.

## **Technology Objectives and Strategies**

*Vision: To provide the tools of technology to enhance the learning environment of our students and support a communication platform for our school and parish community.*

### Objective 1: Develop/ Support Effective Communication with school community

Strategy 1.1: Expanded and effective use of website

Strategy 1.2: Expanded use of the Honeywell Instant Alert System

Strategy 1.3: Opt-in Email Newsletter

Strategy 1.4: Parent Portal for Student grades/etc.

### Objective 2: Provide a Three Year Hardware and Software Maintenance Plan

Strategy 2.1: Current Inventory & Future plan for Hardware and Networking

Strategy 2.2: Network Topology Schematic

Strategy 2.3: Investigate alternative options for routine maintenance