



# Saint Anne

## CATHOLIC SCHOOL

*Cultivating Intellect, Faith, and Integrity since 1951*

## 2021-22 St. Anne Catholic School Improvement Plan

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### Vision

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LET IT BE KNOWN TO ALL WHO ENTER HERE THAT CHRIST IS THE REASON FOR THIS SCHOOL, THE UNSEEN, BUT EVER-PRESENT TEACHER IN ITS CLASSES, THE MODEL OF ITS FACULTY AND THE INSPIRATION OF ITS STUDENTS.

### Mission

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Uniting the long-standing tradition of Catholic education, with a personal learning experience, we become strengthened by the grace of the Holy Spirit and balanced in our lives. We are empowered to develop our individual identity and become virtuous leaders of society.

### Beliefs

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In keeping with the tradition of Catholic education, we inspire Excellence in God's Children through prayer, modeling our Core Values, and setting high academic standards as articulated by our Core Values:

We are St. Anne

We are Servants

We are Scholars

We are Athletes

We are Artists

We Community

### Mission/Catholic Identity

#### Objectives

- Develop a vibrant Catholic identity driven by a clearly communicated mission rooted in Gospel values, centered on the Eucharist, and measured by data.

#### Critical Initiatives

- Through developing the "St. Anne Way," all staff members will visibly demonstrate their commitment to the mission and faith life in the school. Standard 1
- Through implementing the "St. Anne Way," every student will embrace our core values while experiencing role models of the faith and service for social justice. Standard 3
- Through living "The St. Anne Way," all stakeholders will understand the mission to create a strong "Community in Christ."

#### Key Measures

- Staff CI Survey Results- Mission and Vision
- Student Interest Groups
- Summative Evaluation- Spiritual Domain
- End of Year Staff Evaluations - Spiritual Domain
- Student Inventories- Climate and Culture

### Governance and Leadership

#### Objectives

- Provide effective spiritual, instructional, and managerial leadership measured by data as markers for ongoing improvement and growth.

#### Critical Initiatives

- Provide communication annually in regard to finances, cost to educate, data, and "state of the school" information to parents and stakeholders. Benchmark 6.6
- Create a clear vision for the future of St. Anne Catholic School K3-12.
- Establish formal processes and standard operating procedures to assess all programs and ensure results (per accreditation recommendation).
- Develop and implement a plan to attract and retain quality and mission-driven staff.

#### Key Measures

- EOY Financial Report- Balanced Budget
- Budget Analysis- School Development
- Parent Survey- Transparency on Finances
- Annual Report - operational vitality
- Staff CI Survey Results- Mission and Vision

### Academic Excellence

#### Objectives

- Provide all students with academic, learner-centered programs that prepare them for the future and is measured by data for improvement and growth.

#### Critical Initiatives

- Seek resources to provide the most inclusive environment possible, so we are able to serve all of our students regardless of academic, emotional, social, or physical needs.
- Provide targeted intervention time to meet the needs of all diverse learners. Benchmark 7.1
- Appoint a K-12 Diversity, Equity, and Inclusion Coordinator to address cultural sensitivity and modeling Gospel Values. Benchmark 7.3
- Explore alternative instructional methods that include components of multiage classes or multiyear teaching models (looping).

#### Key Measures

- Student Survey Data Reports- technology
- Enrollment Data Reports
- Parent Survey Data Reports- Vision
- ELEOT - differentiation of student needs
- Discipline and Behavior Reports

### Operational Vitality

#### Objectives

- Maintain standards in finance, human resources, facilities, institutional advancement and measured by data for ongoing improvement and growth.

#### Critical Initiatives

- Develop a 3 year financial plan to ensure operational vitality. Benchmark 10.1
- Evaluate the purpose of technology at SAS and look at future trends to create a long and short-term technology plan. Benchmark 12.1 and 12.2
- Research outside sources for tuition assistance. Benchmark 10.7
- Create and fully implement a comprehensive marketing/ communications plan. Benchmark 13.1
- Build a Technology Enabled Active Learning Lab to provide opportunities for STEM learning in middle grades.
- Develop a facilities master plan to develop the long-term development and maintenance of the St. Anne building and future HS.

#### Key Measures

- End of Year Profit & Loss Reports
- Budgets
- Balance Statements
- Technology Trend Reports
- Future Trends in Employment Reports

### Key Measures

- Observation- Staff engagement in faith life
- Parent Surveys- Catholic Identity
- Parent Survey Data Reports- Vision
- Assessment of students on school mission
- Volunteer engagement in spiritual activities
- Family participation in faith formation activities

### Key Measures

- Parent Survey Data Reports- Vision
- Student Surveys- Mission effectiveness
- Summative Evaluations - Instruction
- MAP Data
- SAT/ ACT
- ELEOT Observation- student centered classroom
- Implementation of instructional materials timeline
- Future Trends in Employment Reports
- Summative Evaluation- Professional Domain
- Inventories of teachers- climate and culture

### Key Measures

- MAP Data Reports- Student Growth
- SAT/ ACT
- MAP- Projected Growth Reports
- Summative Evaluation- Instruction
- Student Inventories- Instruction
- School Writing Assessments
- Summative Evaluation- Spiritual Domain
- Student Inventories- Climate and Culture
- Parent Surveys- Catholic Identity
- Staff Survey- climate and culture
- Interest groups - DEI
- Teacher Evaluation- Culturally Responsive Teaching
- ELEOT Observation- student centered classroom
- Parent Surveys- instructional programs

### Key Measures

- Student Survey Data Reports- technology
- ELEOT observation- technology observed
- Technology Plan Benchmarks
- Enrollment Data
- Increase of tuition assistance funding
- Enrollment Data Reports
- Annual Fund Reports
- Social Media Engagement Reports
- Regularly updated marketing and comm. plan
- Alumni Database
- Monitor implementation benchmarks
- Summative Evaluation- Professional Domain
- Assessment Data Reports
- MAP Data
- Set benchmarks for monitoring plan
- Collection of annual facility fee from families