

Immaculate Conception Catholic School

*2089 Hanley Road
Dardenne Prairie, MO 63368
636-561-4450
www.icdschool.org*

Long Range Plan

*As developed by the School Board, Faculty, Staff and Parents of the School
Fall, 2008*

***Immaculate Conception
Catholic School is a community
of people working together to
foster the full development of
young people in a
Christian environment.***

Today we Learn, Tomorrow we Lead

Faith-Filled Learning

Family Engaging

Innovated Learning

Leadership Empowering

All in the name of Christ

School Improvement Plan Table of Contents

Goal I: Catholicity	Page 5
<ul style="list-style-type: none">• Social Justice• Catholic traditions/rituals	
Goal II: Academic and Instruction	Page 9
<ul style="list-style-type: none">• Differentiated instruction in Math• Advisory program• PE and Art curriculum• Enrichment program	
Goal III: Technology	Page 18
<ul style="list-style-type: none">• Technology teacher• Technology curriculum• Technology availability/usage	
Goal IV: Website	Page 24
<ul style="list-style-type: none">• Internal usage/functionality• External usage/functionality	
Goal V: Campus	Page 28
<ul style="list-style-type: none">• Security• Courtyard• Playground• Stage	
Goal VI: Enrollment and Finance	Page 35
<ul style="list-style-type: none">• <i>Strategies are still under construction</i>	

Catholicity

Goal I: To instill appreciation, understanding, and commitment for our Catholic faith.

Reasoning for this Goal: This goal was chosen based on the Town Hall Meetings, teacher input, study of the curriculum, understanding of the culture of our school, and overall observation of the students. The two strategies that accompany this goal will be implemented over the next three years in an effort to achieve the goal.

Strategy A: Provide a formal plan for the implementation of **social justice** within our religion program.

- **Reasoning for Strategy A:** This strategy has been chosen out of a need for the students, parents and teachers to more fully understand the church's teaching on Social Justice. In addition, this strategy will give more structure to our charitable actions.

Strategy B: Study, research and add to the religion curriculum at specific grade levels the study of **traditional Catholic practices**.

- **Reasoning for Strategy B:** This strategy has been chosen out of a need for our students, to more fully understand and experience the traditional Catholic practices that have long been part of the Catholic faith journey.

Target Goal I = CATHOLICITY: To instill appreciation, understanding and commitment for our Catholic faith.

Strategy A: Provide a formal plan for the implementation of **social justice** within our religion program.

Strategy A	Tasks	Population	Responsible Party	Timeline
Provide a formal plan for the implementation of social justice within our religion program.	<ul style="list-style-type: none"> • Assign Spirit. Comm. to study church’s view on social justice • Formulate a comprehensive plan to teach the 4 aspects of social justice. • Devise a formal mission statement for the program, with outlined objectives. • Implementation of the plan 	<ul style="list-style-type: none"> • K-8th Graders 	<ul style="list-style-type: none"> • Spirituality Committee • School Board • Administration • CRE • Priests • K-8th Grade Religion Teachers • Parents 	<ul style="list-style-type: none"> • August 2008, begin • Fall 2008, Spirituality Committee to study Church’s view on SJ • Spring 2009, write plan of action • Spring 2010 devise formal mission statement and objectives of program • 2010-11 full implement • May 2011, assess • August 2011 implement and assess

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Resources of ideas • SVD • Whole Kids Outreach • Community leaders • Archdiocese of St. Louis 	<ul style="list-style-type: none"> • Student understanding of Church teachings on social justice • Student hands on experience at each grade level • Observations by teachers • Survey of parents & students & teachers • Community Response 	<ul style="list-style-type: none"> • Training on church’s views of social justice for all teachers • Ongoing resources and education per teacher at each level 	<ul style="list-style-type: none"> • Continued assessment of accountability for each teacher • Continued survey of student response and growth

Target Goal I = CATHOLICITY: To instill appreciation, understanding and commitment for our Catholic faith.

Strategy B: Study, research and add to the religion curriculum at specific grade levels the study of **traditional Catholic practices.**

Strategy B	Tasks	Population	Responsible Party	Timeline
Study, research and add to the religion curriculum at specific grade levels the study of traditional Catholic practices.	<ul style="list-style-type: none"> • Decide on the specific Catholic traditional practices such as adoration, benediction, and the rosary • Study the practices to best assign one per level for 3-7 grades • Edit curriculum 	<ul style="list-style-type: none"> • 3rd-7th Graders 	<ul style="list-style-type: none"> • Spirituality Committee • School Board • Administration • CRE • Priests • 3rd-7th Grade Religion Teachers • Parents 	<ul style="list-style-type: none"> • Jan. 2010, begin • Summer 2010, have practices decided • August 2010, implement • May 2011, review/edit – put into curriculum • Aug. 2011, continue implementation

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Resource describing various Catholic practices / documents of the church • Parish Priests • CRE 	<ul style="list-style-type: none"> • Gained student appreciation and understanding of the traditions of our faith • Curriculum edited • Survey to parents on the value of the program 	<ul style="list-style-type: none"> • Training for religion teachers • Ongoing resources and education per teacher at each level. 	<ul style="list-style-type: none"> • Continued assessment of accountability for each teacher

CATHOLICITY GOAL: to instill appreciation, understanding and commitment for our Catholic faith.

How will we know we have achieved this Goal?

- The students will have a gained sense of acceptance of all others and a greater awareness of the needs of others, as evidenced by generosity, kindness, and appreciation of those in need.
- Students will understand Social Justice. For grades 2-8, students will know and understand the four aspects of social justice. Students will embrace and become activists for social justice.
- Students will know the Catholic traditions. By the eighth grade year, students will have experienced and embraced these practices.
- Our Curriculum will be edited as needed and therein implemented yearly, with accountability continuously noted.
- Parent surveys will indicate a positive response for the religion curriculum and instruction within our school, especially as it relates to social justice and traditional Catholic practices.

Instruction and Academics

Goal II: To develop strong innovative practices to best educate all students.

Reasoning for this Goal: This goal was chosen based on the Town Hall Meetings, Enrollment Management classes hosted by the Archdiocese, teacher input, study of the curriculum, understanding of the culture of our school, and the study of Best Practices in Education. Innovative learning is one of our core values. We feel that, overall, we have excellent programs in place whereby longevity of the particular program has shown student achievement and continuous progress, i.e. Saxon Phonics, ACR, Math Attack. The five strategies that accompany this goal are innovative, very diverse and take various curricular areas to a new level of teaching and learning. These strategies will be implemented over the next three years in an effort to achieve the goal

Strategy A: Differentiated instruction, initiated through **Flex Math grouping** in mathematics to meet the needs of all learners.

- **Reasoning for Strategy A:** We continue to believe that our students can perform better in mathematics in classroom performances as well as on the Iowa Test of Basic Skills. For one teacher in a classroom of thirty students, it is very challenging to meet each individual child's mathematical learning needs. The Flex Math Program will allow us to better meet the needs of the individual child and to therein help them best gain the mathematical skills necessary for successful performance.

Strategy B: Study, understand, implement change and therein improve the **discrepancy of gender achievement** within our school.

- **Reasoning for Strategy B:** There is a gender discrepancy of academic and behavioral performance of boys and girls within our school. Overall, the girls outperform the boy in most areas of measure. Through study and implementation of best practices this strategy will reduce the differences as noted in classroom performance and overall behavioral conduct.

Strategy C: Develop, integrate and assess a **seventh and eighth grade Student Advisory Program** to educate the whole student in non-academic areas to prepare for life experiences.

- **Reasoning for Strategy C:** Research strongly supports the role of solid interpersonal connections as an underlying factor for both academic and personal excellence at the Middle School level. Responding to this crucial need, the Advisory Program for 7th and 8th graders will embrace a two-year small group/advisor structure and employ the Top 20 Teens curriculum to guide students in the development of integrity and character, problem solving and communication skills, goal setting strategies and personal responsibility.

Strategy D: Develop a written **Art and PE curriculum**, defining the concepts to be introduced and taught at each grade level.

- **Reasoning for Strategy D:** In 2006-07 all core subject area curriculum guides were rewritten. At that time, physical education and art were left out of the process. This strategy has been placed within our Long Range Plan in order to have current curriculum guides in place for all courses taught in our school.

Strategy E: Research, develop, and implement a formal **enrichment program** for students who meet the qualifications for enrollment in the program.

- **Reasoning for Strategy E:** To date, this is an area which we have not been able to thoroughly develop due to resources and the need to initiate and expand other positions/programs, given the rapid growth of our school. While we have a present program in place; this strategy will establish a program that is formalized in policy, practices and procedures.

Target Goal II = ACADEMICS: To develop strong innovative practices to best educate all students.

Strategy A: Differentiated instruction in mathematics to meet the needs of all learners.

Strategy A	Tasks	Population	Responsible Party	Timeline
<p>Differentiated instruction in mathematics to meet the needs of all learners.</p>	<ul style="list-style-type: none"> • Continually evaluate the 2nd-3rd flex math program • Include 1st & 4th teachers • Develop plan for 1st/4th grades • Develop format for 5th/6th departmentalized schedule • Obtain needed resources • Provide professional development • Consider expansion of math resource to be full time 	<ul style="list-style-type: none"> • All 1st-6th teachers 	<ul style="list-style-type: none"> • S.I.T. • Math teachers of 1st-6th grades • Math Resource teacher • PHT's 	<ul style="list-style-type: none"> • 2008-09, continuous evaluation of 2nd/3rd flex math program • Spring '09, Inclusion of 1st and 4th grade teachers • 2009-10, implementation of 1st/4th grades • 2009-10, development of format for 5th/6th • 2010-11, Full Implementation grades 1-6 • May 2011 evaluation • 2011-2012 Measure effectiveness

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Math curriculum • Math manipulative • Resource teacher • John Weldon math teachers • PHT • ITBS Tests 	<ul style="list-style-type: none"> • Increase student performance in math • Test scores • Observation by teachers • Parent survey • Monthly review meetings for teachers 	<ul style="list-style-type: none"> • Book reading club • Ongoing specialized math training • Professional reading • Presentation at NCEA convention 2011 	<ul style="list-style-type: none"> • Continuous assessment of program

Target Goal II = ACADEMICS: To develop strong innovative practices to best educate all students.

Strategy B: Study, understand, implement change and therein improve the **discrepancy of gender achievement** within our school.

Strategy B	Tasks	Population	Responsible Party	Timeline
Study, understand, implement change and therein improve the discrepancy of gender achievement within our school.	<ul style="list-style-type: none"> • Inform and educate teachers, parents, students • Implement proven teaching strategies to better reach boys in all classrooms. • Implement some 7/8th gender separate classes • Continuously measure change 	<ul style="list-style-type: none"> • K-8 Students 	<ul style="list-style-type: none"> • Administration • All Teachers • School Board 	<ul style="list-style-type: none"> • Summer, '09 begin study • Fall 2009 implement some gender separate classrooms in 7th/8th • 2009-10 provide PD • Spring 2010 measure change • Fall, 2010 continue • Spring 2011 evaluate further

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Gurian Institute consultants, trainers, and materials • Internet resources • Other schools with strong programs • Brain Development Research • Music and Movement Research 	<ul style="list-style-type: none"> • Implementation of some gender separate classrooms • Less/No discrepancy in achievement for boys vs. girls • Better understanding of the ways that boys best learn and the environment needed for this to occur 	<ul style="list-style-type: none"> • Gurian Summer Institute, by leadership team • Regional Inservice hosted at ICD for all teacher/staff members • Book Reading of faculty • NCEA convention • Brain Gym Professional Development 	<ul style="list-style-type: none"> • Continuous implementation of best practices for teaching to meet the gender different needs within the school. • Continuous improvement in the discrepancy of achievement for boys and girls.

Target Goal II = ACADEMICS: To develop strong innovative practices to best educate all students.

Strategy C: Develop, integrate, and assess a **7-8 Student Advisory Program** to educate the whole student to prepare for life experiences.

Strategy C	Tasks	Population	Responsible Party	Timeline
Develop, integrate, and assess a 7-8 Student Advisory Program to educate the whole student to prepare for life experiences	<ul style="list-style-type: none"> • Identify teachers/staff for advisor roles • Build all schedules to accommodate time • Train the advisors • Meet daily with students • Implement student led conferences • Monthly meetings with advisors 	<ul style="list-style-type: none"> • Upper grade students • Upper grade teachers and special area teachers • Administration 	<ul style="list-style-type: none"> • Administration • Peg Dubrowski • 7th-8th teachers and Special area teachers • Students • Parents 	<ul style="list-style-type: none"> • Summer '08, formulate program • Fall 2008, initiate • Spring 2008, evaluate program • Summer 2009, edit, write year 2 • Spring 2010, eval. measure the impact • Fall 2010 begin second cycle of program

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Internet resources • Other Schools with strong advisory programs • Top 20 materials 	<ul style="list-style-type: none"> • Student implementation of Top 20 principles in daily life • Student evaluation • Advisor evaluation • Parent Response • Invite Back Night, 2010 	<ul style="list-style-type: none"> • Top Twenty Training • NCEA presentation for 2010 or 2011 • Mean Girls Training • Training male advisors 	<ul style="list-style-type: none"> • Continued assessment of the program and consideration to expand the program to 5th-6th grades.

Target Goal II = ACADEMICS: To develop strong innovative practices to best educate all students.

Strategy D: Develop a written **Art and PE curriculum**, defining the concepts to be introduced and taught at each grade level.

Strategy D	Tasks	Population	Responsible Party	Timeline
Develop a written Art and PE curriculum , defining the concepts to be introduced and taught at each grade level.	<ul style="list-style-type: none"> • Outline current practices per grade • Evaluate practices • Develop a written curriculum for art and for PE • Add these curriculums to the other area curriculums 	<ul style="list-style-type: none"> • K-8th students 	<ul style="list-style-type: none"> • PE Teachers • Art Teachers • Administration 	<ul style="list-style-type: none"> • January 2009, begin development process • May 2009, have 1st Draft completed • 2009-2010, implementation • Spring 2010, evaluate and revise • 2010-2011, implement

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Karen Tichy, Archdiocese St. Louis • Internet – other schools • Professional development workshops 	<ul style="list-style-type: none"> • Student Appreciation of the Arts • Student understanding and usage of art techniques • Student achievement of physical education skills and knowledge • Viable curriculum being used in all classes • Curriculum is online with all other subject area curriculums 	<ul style="list-style-type: none"> • Professional consultation with Karen Tichy • Ongoing staff development • Diocesan Art Teacher meeting • Missouri PE Convention 	<ul style="list-style-type: none"> • Continuous assessment of curriculum with edits and revisions as needed

Target Goal II = ACADEMICS: To develop strong innovative practices to best educate all students.

Strategy E: Research, develop, and implement a **formal enrichment program** for identified gifted and talented students.

Strategy E	Tasks	Population	Responsible Party	Timeline
Research, develop, and implement a formal enrichment program for identified gifted and superior ranked students.	<ul style="list-style-type: none"> • Survey other schools on the format, admission criteria, and curriculum • Develop criteria for qualified students • Hire teacher, with emphasis on candidate who has experience in gifted education • Develop enrichment curriculum • Determine workspace 	<ul style="list-style-type: none"> • K-8th students who qualify • All teachers 	<ul style="list-style-type: none"> • Administration • SIT • Resource Staff • All Teachers • Enrichment teacher 	<ul style="list-style-type: none"> • Fall 2009, Survey, formulate and develop criteria • Jan.-May 2010 host program • Spring 2010, set qualifications and hire teacher for 2010-2011 school year • 2010-2011 develop curriculum/implement • 2011-12, Implement full program • Assess and edit as needed

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Internet and current study • Interviews with other schools • Workshops • Teacher input • Teacher observation • ITBS Scores 	<ul style="list-style-type: none"> • Student access to a formal enrichment program • Student achievement • Teacher observations • Parent survey 	<ul style="list-style-type: none"> • Inservice to classroom teachers • Continuous professional development for enrichment teacher 	<ul style="list-style-type: none"> • Evaluate the program spring of 2011 and 2012 • Revise program as needed • Revise admission criteria as needed

INSTRUCTION AND ACADEMIC GOAL: To develop strong innovative practices to best educate all students.

How will we know we have achieved this Goal?

- The students will show improvement in their math skills from the early grades through the upper grades. Student daily work and test scores will indicate high skill levels of comprehension, demonstration, and application of math concepts. Parent surveys will indicate positive response for Flex Math Grouping.
- The gender gap of academic performance between boys and girls will be lessened as reflected in daily work, test scores and observations. The behavioral referral difference of boys and girls will be lessened. Teachers will better understand the differences in the ways boys and girls learn, and therein apply new techniques, incorporate change, and restructure their classroom teaching.
- Eighth graders will exit our school with a personal toolbox of Top 20 skills. These skills will support ongoing character development, including successful problem solving, effective communication, purposeful goal setting, and personal responsibility; and will be used as they progress through high school and beyond. In addition, they will have experienced the development of a close positive bond with an adult who is both their advocate and advisor.
- Students will progress in both physical education and art classes, as specified in the curriculum guides.
- A formal enrichment program will exist at our school, inclusive of standards and procedures as well as a written curriculum. Students of the program will experience learning at a higher level than in the regular classroom.

Technology

Goal III: To improve the understanding and usage of technology in diverse curricular areas for all students.

Reasoning for this Goal: This goal was chosen based on the Town Hall Meetings, parent survey, current educational research, teacher input, study of the curriculum, and the study of best practices in education. Since 1999, with the incredible financial task of school construction (\$7.5 million in building costs), it has been a huge challenge to keep up with the immense changes in education brought on by the explosion of technological advances as related to its inclusion into the daily classroom practices and overall curriculum achievement.

Strategy A: Hire a part time certified technology teacher for grades K-6.

- **Reasoning for Strategy A:** When our lab was first opened in 2003, we made the decision of hiring a technology coordinator, with the understanding that this position was of utmost importance. We believe that was a sound decision for the time. However, now with the size of our school, it is essential that we provide the teachers, and therein the students, with additional assistance of a certified technology teacher.

Strategy B: Develop a Technology Curriculum for grades K-6 to integrate with core curriculum.

- **Reasoning for Strategy B:** This will provide our students with a succession of technology learning from the early grades through sixth grade, at which time the students then enroll in our graded course of technology. Presently, we do not have a technology curriculum

Strategy C: Make technology usage more available for intermediate and upper grade students and teachers, to assist with core curriculum and specific technology skills.

- **Reasoning for Strategy C:** We have a strong desire to incorporate technology into all learning, but especially the desire to make it more available for our intermediate and upper grade students. Presently, with twenty-seven classrooms buying for time in the technology lab, there just is not enough availability for student accessibility. This strategy will result in student learning and achievement through the availability and usage of Smart Boards in our intermediate grade classrooms. For our third floor classrooms (upper grades), while SmartBoards have greatly enhanced student learning, this strategy will provide for our students more day to day availability and incorporation of technology in all curricular areas.

Target Goal III = TECHNOLOGY: To improve the understanding and usage of technology in diverse curricular areas for all students.

Strategy A: Hire a part time **certified Technology Teacher** for grades K-6.

Strategy A	Tasks	Population	Responsible Party	Timeline
Hire a part time certified Technology Teacher for grades K-6.	<ul style="list-style-type: none"> • Formulate job descrip. of Tech Teacher • Revise job descrip. for IT position (Mitch K.) • Hire a Tech Teacher • Establish policy for K-6th classroom teachers interfacing with tech teacher. 	<ul style="list-style-type: none"> • All students • All teachers of the school • Parents 	<ul style="list-style-type: none"> • School Board Leader (s) • Mitch Kalist • Tech Teacher • Technology Committee • Teachers • Administration 	<ul style="list-style-type: none"> • 2008-09, select committee • 2008-09, develop job descr/ hire criteria. • Spring 2009, hire teacher for 09-10 • 2009-10, Tech teacher interfaces with classroom teachers • Spring 2010, evaluate procedures

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Information from other schools • Internet • Expertise of committee members • Area colleges for candidates 	<ul style="list-style-type: none"> • Increased student understanding, usage, and performance of technology • Student scores • Teacher survey • Parent survey 	<ul style="list-style-type: none"> • Conferences – Cooperating School Districts • NCEA Convention • Area workshops • Network with other schools 	<ul style="list-style-type: none"> • Continued assessment of schools’ technical practices and usage of technology imbedded in the curriculum.

Target Goal III = TECHNOLOGY: To improve the understanding and usage of technology in diverse curricular areas for all students.

Strategy B: Develop a **Technology Curriculum** for grades K-6 to integrate with core curriculum.

Strategy B	Tasks	Population	Responsible Party	Timeline
Develop a Technology Curriculum for grades K-6 to integrate with core curriculum.	<ul style="list-style-type: none"> • Develop curriculum that integrates with core curriculum in grs. K-6 • Constantly evaluate, with edits and revisions, as needed to the curriculum 	<ul style="list-style-type: none"> • All students • All teachers of the school • Parents 	<ul style="list-style-type: none"> • School Board Leader (s) • Mitch Kalist • Tech Teacher • Technology Committee • Teachers • Administration 	<ul style="list-style-type: none"> • Fall 2009, establish committee to work on curriculum • May 2010, complete curriculum • August 2010, implement curriculum • Spring 2011, evaluate curriculum

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Information from other schools • Internet • Expertise of committee members • Area colleges for candidates • Professional reading 	<ul style="list-style-type: none"> • Improved student understanding, usage, and performance of technology • Student scores • Teacher survey • Parent survey 	<ul style="list-style-type: none"> • Conferences – Cooperating School Districts • NCEA Convention • Area workshops • Network with other schools 	<ul style="list-style-type: none"> • Continued assessment of schools’ technology curriculum • Continuous assessment to stay current with educational practices

Target Goal III = TECHNOLOGY: To improve the understanding and usage of technology in diverse curricular areas for all students.

Strategy C: Make technology usage more available for intermediate and upper grade students and teachers to assist with core curriculum and specific technology skills.

Strategy C	Tasks	Population	Responsible Party	Timeline
<p>Make technology usage more available for upper grade students and teachers to assist with core curriculum and specific technology skills.</p>	<ul style="list-style-type: none"> • Formulate plan for obtaining more tech funds (i.e, IBM, SCRIP) • Evaluate the usage and benefit of a wireless mobile lab • Evaluate the possibility of a 2nd lab • Install more SMART Boards • Provide teacher training 	<ul style="list-style-type: none"> • All students • All teachers of the school 	<ul style="list-style-type: none"> • School Board Leader (s) • Mitch Kalist • Tech Teacher • Technology Committee • Teachers • Administration 	<ul style="list-style-type: none"> • Spring 2009, fund raising (continuous) • Summer 2009, install SmartBoards • 2009-2010 evaluate the usage of a mobile lab or 2nd lab • Summer 2010, install more Smart Boards • August 2010 con't effort to train and provide

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Information from other schools • Information from technical companies • Evaluation of other schools' websites 	<ul style="list-style-type: none"> • Student usage of tech. in daily curriculum • Improved student performance & test scores • SMART Boards in all 2nd-3rd floor rooms • Mobile lab • Delegation of tasks 	<ul style="list-style-type: none"> • Conferences – Cooperating School Districts • NCEA Convention • Area workshops • Network with other schools 	<ul style="list-style-type: none"> • Continuous assessment to stay current with educational practices.

TECHNOLOGY GOAL: To improve the understanding and usage of technology in diverse curricular areas for all students.

.

How will we know we have achieved this Goal?

The school will employ a part-time technology teacher to assist students and teachers in grades K-6. There will be a strong comprehensive technology curriculum that will guide and assure student mastery of technological skills, as measured by continuous implementation, measurement, and evaluation. Students in the intermediate grades will have access to and therein utilize Smart Boards for learning in all curriculum areas. Students in the upper grades will incorporate technology into the achievement of all curriculum areas, as accomplished by greater access to technology equipment.

Website

Goal IV: To expand the functionality of the school website.

Reasoning for this Goal: Based on the Town Hall Meetings, parent survey, and an analysis of Catholic schools across the nation, we want to improve the functionality of our school's website.

Strategy A: Improve the content of the website for use by the school parents.

- **Reasoning for Strategy A:** This strategy speaks directly to the usage of our website by our school parents. We want parents to have access to a broad and diverse amount of communication via the website. While our current site is filled with great information and is updated regularly, we feel this strategy will provide our parents with even more communication at the click of a button.

Strategy B: Improve the content of the website for use by those outside the school community.

- **Reasoning for Strategy B:** We recognize that our website is a major tool for public relations and therein enrollment management of our school. We want to improve the look of our website, as well as the functionality. We need to have an immense amount of information available in an easy to maneuver and attractively displayed website.

Target Goal IV = WEBSITE: To expand the functionality of the school website.

Strategy A: Improve the content of the website for use by the **school parents**.

Strategy A	Tasks	Population	Responsible Party	Timeline
Improve the content of the website for use by the school parents .	<ul style="list-style-type: none"> • Designate a planning committee • Research other school sites • Survey parents for ideas • Survey various website managing companies • Implement changes 	<ul style="list-style-type: none"> • ICD School Parents 	<ul style="list-style-type: none"> • School Board Leader • Tim Craig • Mitch Kalist • Small committee of interested parents • SIT member(s) • Administration 	<ul style="list-style-type: none"> • Fall 2008, form committee and begin task work • Mid-year make decisions for necessary changes • Spring 2009, implement changes • Fall 2009, continue to assess

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Internet • Access to other school's sites • Website expert, i.e., making forms, set up, design • Website managing companies 	<ul style="list-style-type: none"> • Website is useful for parents to access needed information • Information on website is managed and timely monitored • Delegation of tasks are assigned • Various forms are available for parents online 	<ul style="list-style-type: none"> • Parent training and information on how to access information • Teacher/Staff training on how to update and access 	<ul style="list-style-type: none"> • Continued assessment of other schools' sites for ideas • Continued survey of parents for ideas

Target Goal IV = WEBSITE: To expand the functionality of the school website.

Strategy B: Improve the content of the website for use by those **outside the school community.**

Strategy B	Tasks	Population	Responsible Party	Timeline
Improve the content of the website for use by those outside the school community.	<ul style="list-style-type: none"> • Designate a planning committee • Research other school sites • Survey various website services and companies • Make decisions therein to better the accessibility and depth of information available on the website 	<ul style="list-style-type: none"> • Any visitors to the website 	<ul style="list-style-type: none"> • School Board Leader • Tim Craig • Mitch Kalist • Small committee of interested parents/parishion. • Administration 	<ul style="list-style-type: none"> • Fall 2008, form committee and begin task work • Mid-year make decisions for necessary changes • Spring 2009, implement changes • Fall 2009, continue to assess

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Internet • Access to other school’s sites • Website expertise • Website companies and services 	<ul style="list-style-type: none"> • Website is useful for visitors to access needed information • Information on website is managed and timely monitored • Delegation of tasks is assigned 	<ul style="list-style-type: none"> • Training to operate website an necessary programs 	<ul style="list-style-type: none"> • Continued assessment of other schools’ sites for ideas

WEBSITE: To expand the functionality of the school website.

How will we know we have achieved this Goal?

Our website will be a major avenue for communication to our parents and the general public. The functionality of the site for all audiences will be efficient and logical; the information accessible on the site will be attractive, comprehensive and continuously updated.

Campus

Goal V: To make physical improvements to the overall of the school campus.

Reasoning for this Goal: Based on the Town Hall Meetings, parent survey, and an analysis of our campus, we believe these strategies must be tackled within the span of this Long Range plan.

Strategy A: To establish solid procedure and practices to facilitate campus grounds security and campus building security for all students and adults.

- **Reasoning for Strategy A:** This strategy speaks directly to the issues that were raised at the Towne Hall meetings and on other surveys. Our Hanley street doors are in need of work to make our school building more secure. Following this, we want to survey other entrance security issues, in particular the front doors. We also need to look at the procedures and policies we have in place for overall security of the building and campus.

Strategy B: To define the design and usage of the courtyard between the cafeteria and the Den, and to then construct as needed.

- **Reasoning for Strategy B:** When the west wing of our campus was constructed, there became a courtyard area between the two buildings. Since moving in to the new wing in Dec. 2008, this area of grass has not been developed. There are many potential uses of this small area. This strategy will provide the avenue needed to plan, design and develop the plot of land.

Strategy C: To evaluate and update playground equipment area on the parish grounds.

- **Reasoning for Strategy C:** Our wooden playground was constructed during the summer of 1999. Ongoing upkeep and maintenance have kept the playground in usable shape. With this strategy we will evaluate and assess the current equipment and potential plan for new equipment to be installed.

Strategy D: To assess the feasibility of adding a stage and storage area to the campus.

- **Reasoning for Strategy D:** Presently, we have no permanent stage area to host concert and other performances. Through this strategy, we will evaluate the possibility of adding a stage to the campus, inclusive of storage area.

Target Goal V = CAMPUS: To make physical improvements to the overall of the school campus.

Strategy A: To establish solid procedures and practices to facilitate campus grounds security and campus **building security** for all students and adults.

Strategy A	Tasks	Population	Responsible Party	Timeline
To establish solid procedures and practices to facilitate campus grounds and building security for all students and adults.	<ul style="list-style-type: none"> • Establish a sub committee • Conduct an evaluation of the campus • Define, analyze, and revise as needed policies and procedures • Continually assess policies and procedures 	<ul style="list-style-type: none"> • For all students, parents, visitors, and employees of the school 	<ul style="list-style-type: none"> • School Board member leaders and additional members. • Administration • Maintenance • All faculty and staff 	<ul style="list-style-type: none"> • Fall 2008 – form committee, analysis of campus procedures. • Spring 2009, act on the recommendations of the analysis. • Fall 2010, implement practices/policies • Spring 2011, evaluate practices

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Parishioner experts in the field of security • St. Charles Sheriff’s Department • Professional articles on school security 	<ul style="list-style-type: none"> • Parent Survey • Procedures consistently monitored, assessed and followed. 	<ul style="list-style-type: none"> • Continuous Information and reminders on security items – shared at meetings in LINK and with parents • Continuous professional reading on security. 	<ul style="list-style-type: none"> • Continuous survey and analysis of security for the building and grounds.

Target Goal V = CAMPUS: To make physical improvements to the overall of the school campus.

Strategy B: To define the design and usage of the **courtyard** between the cafeteria and the Den and to therein construct as needed.

Strategy B	Tasks	Population	Responsible Party	Timeline
To define the design and usage of the courtyard between the cafeteria and the Den and to therein construct as needed.	<ul style="list-style-type: none"> • Formulate a planning committee • Brainstorm possible uses • Build an action plan based on the brainstorming • Raise funds as needed • Implement action plan 	<ul style="list-style-type: none"> • Students 	<ul style="list-style-type: none"> • Administration • Pastor • Planning Committee - Landscaping expertise, Lynne Right, Teacher reps 	<ul style="list-style-type: none"> • Spring 2009, form committee • Summer 2009, develop plan • Fall 2009, implement plan inclusive of fund raising • Spring 2010, complete plan • Fall 2011, fully utilize

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Internet • Ideas from other schools - tours • Teacher input • Continued Care Coordinators input 	<ul style="list-style-type: none"> • Committee established • Courtyard defined and equipped to meet definition of usage • Implementation of a maintenance plan and budget 	<ul style="list-style-type: none"> • None needed 	<ul style="list-style-type: none"> • Continuous upkeep of courtyard design

Target Goal V = CAMPUS: To make physical improvements to the overall of the school campus.

Strategy C: To evaluate and update **playground equipment** area on the parish grounds.

Strategy C	Tasks	Population	Responsible Party	Timeline
To evaluate and update playground equipment area on the parish grounds.	<ul style="list-style-type: none"> • Formulate a planning committee • Raise funds • Evaluate current equipment • Based on evaluation, obtain numerous proposals of new equipment • Select and install • Develop a maintenance plan 	<ul style="list-style-type: none"> • All students and parishioners 	<ul style="list-style-type: none"> • Administration • Pastor • Planning Committee • HSO Officers 	<ul style="list-style-type: none"> • Fall of 2009, form committee • 2009-2010, evaluate current equipment • Spring 2010, obtain proposals • 2010-2011, raise funds • Summer 2011, install new equipment

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Internet • Parishioners in this area of expertise • Area schools • Management survey of present equipment • Company suggestions • Diocesan Risk Professional reading on play area needs for various grade levels 	<ul style="list-style-type: none"> • Committee established • Evaluation of current equipment • Funds raised • New equipment installed • Maintenance plan in effect 	<ul style="list-style-type: none"> • Study of best practices for playgrounds 	<ul style="list-style-type: none"> • Ongoing evaluation to ensure equipment is maintained

Target Goal V = CAMPUS: To make physical improvements to the overall of the school campus.

Strategy D: To assess the feasibility of adding a stage and storage area to the campus.

Strategy D	Tasks	Population	Responsible Party	Timeline
To assess the feasibility of adding a stage and storage area to the campus.	<ul style="list-style-type: none"> • Formulate a planning committee • Brainstorm possibilities for stage area to be constructed • Based on evaluation, proceed if possible with fund raising, design and construction 	<ul style="list-style-type: none"> • All students and parishioners 	<ul style="list-style-type: none"> • Administration • Pastor • Planning Committee • Fine Arts Teachers • School Board • Parish Council 	<ul style="list-style-type: none"> • Fall 2009, form committee • 2009-2010, brainstorm possibilities working hand in hand with the playground committee • 2010-2011, based on evaluation proceed if possible with design and construction

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
<ul style="list-style-type: none"> • Area schools • Architect • Fine Arts Teachers • Parent input 	<ul style="list-style-type: none"> • Committee Established • If feasible, write an additional LRP for this. • Funds Raised • Stage construction completed 	<ul style="list-style-type: none"> • Work with area schools to attain ideas 	<ul style="list-style-type: none"> • New SIP established for the construction and usage of the stage for all students

Target Goal V = CAMPUS: To make physical improvements to the overall of the school campus.

How will we know we have achieved this Goal?

Our campus will be more secure in all areas as measured by parent input, teacher input, and overall observations from our local fire and police departments as well as our own in-house observations and experiences. The courtyard will be developed along with a plan for maintenance and upkeep. The playground will be replaced as needed with a plan for maintenance and upkeep. The decision of if, where and when a stage be added to the campus will be made.

Enrollment and Finance

Goal VI: *This part of the Immaculate Conception Catholic School Long Range Plan is still under development!*

Strategy A:

Target Goal VI: Enrollment and Finance – *This part of the Immaculate Conception Catholic School Long Range Plan is still under development!*

Strategy A:

Strategy A	Tasks	Population	Responsible Party	Timeline
	•		•	•

Resources	Evidence/Attainment	Staff Development	Ongoing Implementation
•	•	•	•