



MOST HOLY REDEEMER SCHOOL STRATEGIC PLAN

(OBJECTIVE 1) Most Holy Redeemer School will be committed to the development of curriculum and best practices in instruction, assessment, and professional development to effectively meet the needs of all learners.

(STRATEGY 1) MOST HOLY REDEEMER SCHOOL WILL REVIEW ALL CURRENT CURRICULUM TRAINING AND PRACTICE TO CREATE A MORE RIGOROUS LEARNING EXPERIENCE.

	Timeline	Responsibility	Progress Report
(Action Step 1) Most Holy Redeemer School will develop a curriculum review cycle with all the subjects that are offered at HRS.	Fall of 2018	Principal and HRS staff.	<i>When and what happened</i> <i>2018-2019</i> In Fall of 2018, Principal devised a six-year process to addressings curriculum review policy addressing this concern. A committee used the new policy and selected a science curriculum that will be used starting with the 2019-20 school year.
(Action Step 2) Most Holy Redeemer School will review the school's yearly Professional Learning Plan to take better advantage of the current Early Out Staff Development Days.		Principal and HRS staff.	<i>2018-2019</i> In Fall of 2018, the principal devised a yearly process to addressings staff development. A year review policy was set up by staff and principal in order to be more consistent in the use of 'early release" days.
(Action Step 3) Most Holy Redeemer School will address on a yearly basis the school's course offerings.		Principal and Advisory Board	<i>2018-2019</i> At the February 2019 Advisory Board Meeting, there was a discussion about school class offerings, this will become a yearly event to investigate possible offerings and keeping curriculum up to date.
(Action Step 4) Most Holy Redeemer School will embed all Tech/Media Standards into the current school curriculum.	Fall of 2019	Principal and HRS Staff	
(Action Step 5) Most Holy Redeemer School will build/expand STEM program; (additional info in Strategy 2).		Principal and HRS Staff	<i>2018-2019</i> The school is currently in the process of updating it's Science curriculum so this item will be addressed in the 2019-2020 school year.
(Action Step 6) Most Holy Redeemer School will build partnerships between classrooms (peer-peer and teacher-teacher)	Fall of 2020	Principal and HRS Staff	
(Action Step 6) Most Holy Redeemer School will provide professional development opportunities applicable to current school needs (multiage, STREAM, differentiated instruction, technology, etc).will provide		Principal and HRS Staff	<i>2018-2019</i> The HRS staff decided its yearly goals for the 2019-2020 school year at the end of the year staff meeting. These goals will serve as guide when administration determines professional development for the school year.

(STRATEGY 2) MOST HOLY REDEEMER SCHOOL WILL UTILIZE BEST PRACTICES IN INSTRUCTION TO EFFECTIVELY MEET THE ACADEMIC AND SOCIAL-EMOTIONAL NEED OF EACH LEARNER.

	Timeline	Responsibility	Progress Report
--	----------	----------------	-----------------

(Action Step 1) Most Holy Redeemer School will give all teachers professional coaching to increase their instructional effectiveness.		Principal	<i>When and what happened?</i> ²⁰¹⁸⁻²⁰¹⁹ In the 2018-19 school year the, the principal set-up Professional Development plans for staff members to take a serious analysis of their own students standardized test results to in order to see what curriculum areas that the staff need to focus on when they start their goals setting process for the upcoming school year .
(Action Step 2) Most Holy Redeemer School will explore and recommend technology resources to increase instructional effectiveness.	Fall of 2019	Principal & HRS Technology Committee	²⁰²⁰⁻²⁰²¹ The school staff met in the Spring of 2021 and to develop and decide on a plan of action to get all MHRS students connected for the 2020-2021 school year.
(Action Step 3) Most Holy Redeemer School will implement a timetable for updating current technology to aid teachers in meeting the academic needs of students.	Spring of 2020	Principal & HRS Technology Committee	²⁰²⁰⁻²⁰²¹ The school added devices for all K-8 grade students in the year 2020-21. All students now have an electronic device to work with, or take home if needed. This will greatly enhance the education quality that the students are receiving at MHRS.

(STRATEGY 3) MOST HOLY REDEEMER SCHOOL WILL REVIEW AND DEVELOP A FORMAL SYSTEM OF STUDENT SUPPORT AND STUDENT ASSESSMENT.

	Timeline	Responsibility	Progress Report
(Action Step 1) Most Holy Redeemer School will review and develop the current process to identify emergent academic and/or social-emotional needs of students.	Fall of 2018	Principal and HRS Staff	<i>When and what happened?</i> ²⁰¹⁸⁻¹⁹ This item was put on hold until 2019-20 due to the fact the Principal and Staff committee in charge of this event felt that this Action Step would fit better with the goals that were picked for the 2019-20 school year.
(Action Step 2) Most Holy Redeemer School will research best practice resources for classroom teachers to access in order to meet individual learner needs.		Principal and HRS Staff	²⁰¹⁸⁻²⁰¹⁹ This item was also put on hold until 2019-20 due to the reason stated above. The Principal and Staff committee in charge of this event felt that this Action Step addresses the goals that were picked for the 2019-20 school year.
(Action Step 3) Most Holy Redeemer School will gather and organize resources for classroom teachers to access in order to meet individual learner needs.		Principal and HRS Staff	²⁰¹⁸⁻¹⁹ A resource collecting area has been established in the teacher workroom so individual learner resources can be collected.
(Action Step 4) Most Holy Redeemer School will incorporate hands-on centers as part of each classrooms curriculum, as well as project-based learning units to build critical thinking skills.	Fall of 2018	Principal and HRS Staff	²⁰¹⁸⁻¹⁹ This item was put on hold due to the fact the Principal and Staff committee in charge of this event ran out of planning time. It is planned to be picked again next year the Fall of 2019.
(Action Step 5) Most Holy Redeemer School each classroom's review yearly the school's academic report card.		Principal and HRS Staff	²⁰¹⁸⁻¹⁹ The staff reviewed the current report card and minor adjustments were made for the 2018-19 school year.

(OBJECTIVE 2) Most Holy Redeemer School will optimize the operations and safety of our facilities.

(STRATEGY 1) HRS will utilize a long-range facilities plan.

	Timeline	Responsibility	Progress Report
--	----------	----------------	-----------------

(Action Step 1) Most Holy Redeemer School will develop a long-term maintenance plan to keep the school/parish from putting off the regularly scheduled repair.	Spring of 2019	Principal and Maintenance Committee of Advisory Board	<i>2018-19</i> The HRS Maintenance Director, the person who would be instrumental in developing this plan has been put on medical leave this past Spring (2019). Due to this development, this Action Step will be addressed when Director returns to work.
(Action Step 2) Most Holy Redeemer School will implement a Summer Daycare Program at the school to serve the needs of HRS parents and the HRS Community.	Spring of 2025	Principal	
(Action Step 3) Most Holy Redeemer School will investigate and implement a plan to better deal with the daily traffic around and the school building.	Spring of 2020	Principal	<i>2020-2021</i> The MHRS Advisory Council met during the Spring of 2021 to address this concern. A representative and spokesman from the Roads & Maintenance Department meet with this group to discuss options. After two meetings in which impute was given, the Board decided to wait due to the fact that the neighboring house and Church convent are going to be demolished the summer of 2021. This will open up more options for the daily traffic around the school building.
(Action Step 4) Most Holy Redeemer School will develop a process to identify and prioritize short and long-term facility needs.	Spring of 2019	Principal, Maintenance Dept. & Parish Council	<i>2018-19</i> The HRS Maintenance Director, the person who would be instrumental in developing this plan has been put on medical leave this past Spring (2019). Due to this development, this Action Step will be addressed when Director returns to work.

(STRATEGY 2) HRS will update school facilities.

	Timeline	Responsibility	Progress Report
(Action Step 1) Most Holy Redeemer school will update their current security video recording equipment to better serve the needs of the school.	Fall of 2019	Principal	<i>2020-2021</i> The school added 12 new cameras to the current closed curricut system so every floor, entrance, and outside playground is covered with a video security camera
(Action Step 2) Most Holy Redeemer School will upgrade the clocks and bells system for the entire building.	Fall of 2018	Principal	<i>2018-19</i> The school purchased new wireless clocks for all classrooms and offices. The bell and intercom systems were also addressed.
(Action Step 3) Most Holy Redeemer School will clean the outside of the building after investigating the most efficient and economically effective method to complete the task.	Fall of 2018	Principal & HRS Main. Dept.	<i>2018-19</i> The school hired an organization to power-wash the outside of building and developed a schedule to do this on a regular basis.
(Action Step 4) Most Holy Redeemer School will replace the current windows and doors to make the building as environmentally efficient as possible.	Fall of 2021	Principal, HRS Advisory Board & Maintenance Dept.	<i>2020-2021</i> The MHRS Maintenance committee obtained 3 sets of bids to replace all windows from the 1949 addition. After reviewing the bids and securing a revenue source, the window replacement project is starting the summer of 2021.
(Action Step 5) Most Holy Redeemer School will update the building's inside lighting system after investigating the most economically efficient system to install.	Fall of 2022	Principal, HRS Advisory Board & Maintenance Dept.	<i>2020-2021</i> The MHRS Maintenance committee felt this need was important to move the date of this strategy up, so all the lights were replaced with new economically effect LCD lighting the winter of 2019-2020.

(Action Step 6) Most Holy Redeemer School will increase the Broadband Width of the school in order to keep current with HRS Strategic School Plan.	Spring of 2019	Principal & HRS Tech. Committee	<i>2018-19</i> The school researched/investigated best option to complete this Action Step and will be increasing broadband this summer (2019).
(Action Step 7) Most Holy Redeemer School will do a feasibility study concerning the installation of a new elevator into the school building.	Spring of 2024	Principal & Maintenance Dept.	
(STRATEGY 3) HRS will update all security policies & procedures.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Most Holy Redeemer will update the school's volunteer policy and handbook addressing school volunteers.	Fall of 2018	Principal	<i>2018-19</i> The school updated all volunteer policies and are now keep in school's permanent files.
(Action Step 2) Most Holy Redeemer will update the school's security policy addressing school intruders and active shooters.	Fall of 2018	Principal	<i>2018-19</i> The school updated all crisis policies including active shooters.
(Action Step 3) Most Holy Redeemer will update the school's "Big Buddy Program" so it better reflects the school's needs.	Spring of 2019	Principal	<i>2018-19</i> This Action Step is still being finalized, a plan is expected to be in place for the 2019-20 school year.
(Action Step 4) Most Holy Redeemer will investigate & implement an electronic emergency warning system for parents/families that are directly connected to personal communication devices.	Spring of 2019	Principal & School Support Staff	<i>2018-19</i> The school made the communication program "Invite" available to all its parents who requested it. Remind is an instant messaging program designed for parents to receive texts from the school in case of an emergency.
(Action Step 5) Most Holy Redeemer will update the school's policy on student communicable diseases.	Fall of 2018	Principal & School Support Staff	<i>2018-19</i> The school updated it's communicable disease policies and were sent to all families during registration.

(OBJECTIVE 3) Most Holy Redeemer School will remain vital and viable into the future			
(STRATEGY 1) HRS will enact marketing plan objectives			
	Timeline	Responsibility	Progress Report

(Action Step 1) Most Holy Redeemer will ensure regular visits by priests to each classroom.		Principal & parish priest	<i>When and what happened?</i> <i>2018-19</i> This Action Step still needs to be addressed.
(Action Step 2) Most Holy Redeemer School will build meaningful community partnerships with businesses and individuals.		HRS Advisory Board	<i>2018-19</i> The school added two events this year to help with it's community partnerships. #1 - Junior High students helped decorate store fronts for Community Christmas Celebration. #2 - The Advisory Board started a school fundraising event that local businesses played an important role.
(Action Step 3) Most Holy Redeemer School will engage alumni with updated info and events.		Principal Advisory Board	<i>2018-19</i> The school upgraded their alumni newsletter to address these issues. The newly formatted newsletter will be sent out this summer.
(Action Step 3) Most Holy Redeemer School will rebuild the database of Alumni contact information.		Principal Advisory Board	<i>2018-19</i> The school administration organized a committee of alumni to address this issue. The committee is in process of putting all the school's current data base on a software program called "Salesforce".
(Action Step 4) Most Holy Redeemer School will increase its presence on social media and in local papers.		Principal	<i>2018-19</i> The school principal was involved in social media webinar series in which the school's online presence was increased. The school also increased its local media budget to promote more school events.
(Action Step 5) Most Holy Redeemer School will develop partnerships with other Catholic schools/parishes in the area, Le Center especially)		Principal & HRS Advisory Board	<i>2018-19</i> The advisory council developed a list of area events that the school can promote itself at. The council also ordered equipment that they would need to use at these events and well as developing a budget to purchase promotional supplies for the school.

(STRATEGY 2) HRS will remain financially stable.

	Timeline	Responsibility	Progress Report
(Action Step 1) Most Holy Redeemer School will restore the Endowment to at least \$100,000	Spring of 2023	Principal and Advisory Board	<i>When and what happened?</i>
(Action Step 2) Most Holy Redeemer School will keep staff salaries competitive with comparable Catholic schools.	Spring of 2022	Advisory Board	
(Action Step 3) Most Holy Redeemer School will increase enrollment by an average of 3% for the next 5 years		Principal and Advisory Board, Parents	<i>2018-19</i> The school did increase it's enrollment by 12% this year and would like to build on that success for next year. The school is making its presence known through appearing at more local celebrations. Advisory Board comprised at list of area events that they feel the school needs to make their presence know.
(Action Step 4) Most Holy Redeemer School will explore new ways of funding for the school.		Principal and Advisory Board	<i>2018-19</i> The Advisory Board, after research, added and organized a new school fundraiser while dropping two that were not as profitable.

(OBJECTIVE 4) Most Holy Redeemer School will develop a close-knit partnership between parents, teachers & staff.

(STRATEGY 1) HRS will develop a successful list of “HRS Family Culture” events.

	Timeline	Responsibility	Progress Report
(Action Step 1) Most Holy Redeemer will do a thorough review of events (with the last 10 years) attempts at getting parents involved in the “HRS Family Culture” to determine what was successful in the past and what wasn’t. A new plan of “HRS Family Culture” events will be designed.	Spring of 2019	HRS Advisory Board	<i>When and what happened?</i> <i>2018-19</i> The school’s Advisory Board did an investigation as to what events were successful and which one were not. Do to this investigation, the Board changed it’s events calendar to reflect this investigation. Two events were eliminated and one was added.
(Action Step 2) Most Holy Redeemer School will provide both family and adults-only social events to build relationships, i.e.,game nights, movie nights, and open-gym nights.	Fall of 2018	HRS Advisory Board	<i>2018-19</i> The Advisory Board added an adults-only event for the winter season. In addition it changed format of the ‘Family Fun Night’ and will be addressing the school’s “Open House” in the next school year.
(Action Step 3) Most Holy Redeemer School will provide several volunteer opportunities (fundraisers, but also day to day in school); short-term time commitments for leadership positions to ensure turnover, new ideas, and more involvement		HRS Advisory Board	<i>2018-19</i> The Advisory Board promoted the value of volunteering at school to local share holders. From this new policy, the school added two new volunteers to help at school during the day.
(Action Step 4) Most Holy Redeemer School will provide a yearly rotation of staff retreats on various subjects	Fall of 2020	Principal	<i>2020-2021</i> The school administrator and the Parish representative added a day-long retreat for the staff in the Fall of 2020. This will become a yearly event.

(STRATEGY 2) HRS will improve school-parent and school-community communications.

	Timeline	Responsibility	Progress Report
(Action Step 1) Most Holy Redeemer will appraise the current parental communication process and look for new opportunities to better the process.		HRS Advisory Board, HRS Staff, Principal	<i>When and what happened?</i> <i>2018-19</i> The Advisory Council addressed issue at meeting and felt current process is adequate for younger grades, however older classes need to develop a more consistent policy. Principal will work with individual teachers in addressing situation.
(Action Step 2) Most Holy Redeemer School will ensure up-to-date info is readily available to parents via the school website.		Principal	<i>2018-19</i> The school principal addressed issue with an action plan that the Advisory Board agreed with.

(Action Step 3) Most Holy Redeemer School will ensure up-to-date info is readily available to parents via social media accounts.		Home & School Committee	<i>2018-19</i> The Advisory Council addressed issue at meeting and had a discussion on what are the roles of the school’s social media accounts. This is still an ongoing discussion with no resolutions at this point.
(Action Step 3) Most Holy Redeemer School will revitalize the current Home & School Committee to take advantage of new opportunities for the group.	Spring of 2019	HRS Advisory Board, HRS Staff, Principal	<i>2018-19</i> The Advisory Council and staff are still in the process of developing this Action Step. A completion date has been moved to Spring of 2020.
(Action Step 3) Most Holy Redeemer School will identify and take advantage of other organizations within the church to help cultivate “HRS Family Culture.”	Spring of 2019	HRS Advisory Board, HRS Staff, Principal	<i>2018-19</i> This action step is still in the process of figuring out the best way to use the other organizations within the church to help cultivate “HRS Family Culture”. The Board felt some steps were made the past year with the new “Fundraiser Event” and the new “Family Fun Night” format, but there is still room to grow.