



**ST. PETRONILLE**  
CATHOLIC SCHOOL

# Strategic Plan

Fall of 2018

Through love, build Catholic-centered character and ignite a lifelong pursuit of excellence.



# Introduction

The long range planning effort was born out of a shared desire to make St. Petronille School the best it can be...

- In what areas does St. Petronille excel?
- What areas do teachers and parents believe need improvement?
- Where and how does St. Petronille need to evolve to meet the needs of the community, students, parents and faculty?



The First Graduating Class from St. Petronille School, 1927  
Class President, Miss Catherine Cahill; Class Motto, "Character is the corner stone of all success."

# 3-step approach from fact base to deployment



## 1. Build Fact Base

- Benchmarking of neighboring schools (to include preschools)
- Diocese Input
- Interview Local High Schools
- Teacher survey
- Parent Survey
- Graduate / Alumni Results



## 2. Evaluate Options

- The Whole Student (Character / Discipline)
- Parish / Community
- Facilities and Infrastructure and Technology
- Curriculum
- Teaching Approach
- Extra-School Activities
- Governance



## 3. Deploy / Execute

### Accountability

- Change program (milestones and owners)
- Measures and incentives
- Review cadence

### Communicate

- Parents and students
- Prospective families
- Web-page
- Marketing materials

# Research Highlights: A strong foundation to build

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- From the parents survey (Fall 2017)
  - “A strong majority of the teachers and staff go above and beyond and are invested in our children and their education”
  - “Teachers treat the students with love, kindness and respect”
  - “I think the school does a good job with connecting our Faith to our world. Emphasis on service and community are important life lessons”
  - “I particularly like the level of parental involvement, the family-type atmosphere, and the higher expectations for student achievement”
- From the teacher survey (Fall of 2017)
  - “Prepare students for the expectations of high school, instill respect for one another, treat one another fairly, collaborate as professionals”
  - “Teach the whole child...not just academics. Spiritual, emotional, social”
  - “Provide a caring learning environment; sense of community and family”
  - “As a staff we work well together - many teachers have sent their children here and/or are alumni. We have a passion for teaching at St. Petronille”

# Research Highlights: Areas to Improve

Teacher Survey – Fall 2017



96% of teachers fully understand vision, mission, and strategy vs. 64% of parents



70% of teachers said less than half of parents are fully engaged as partners in their child's education



44% of teachers said parents do not act on their suggestions regarding their children's discipline and education



Only 58% of teachers feel greatly respected by parents, and only 44% by students

# Research Highlights: Five Areas to Focus

*Teacher Survey – Fall 2017*

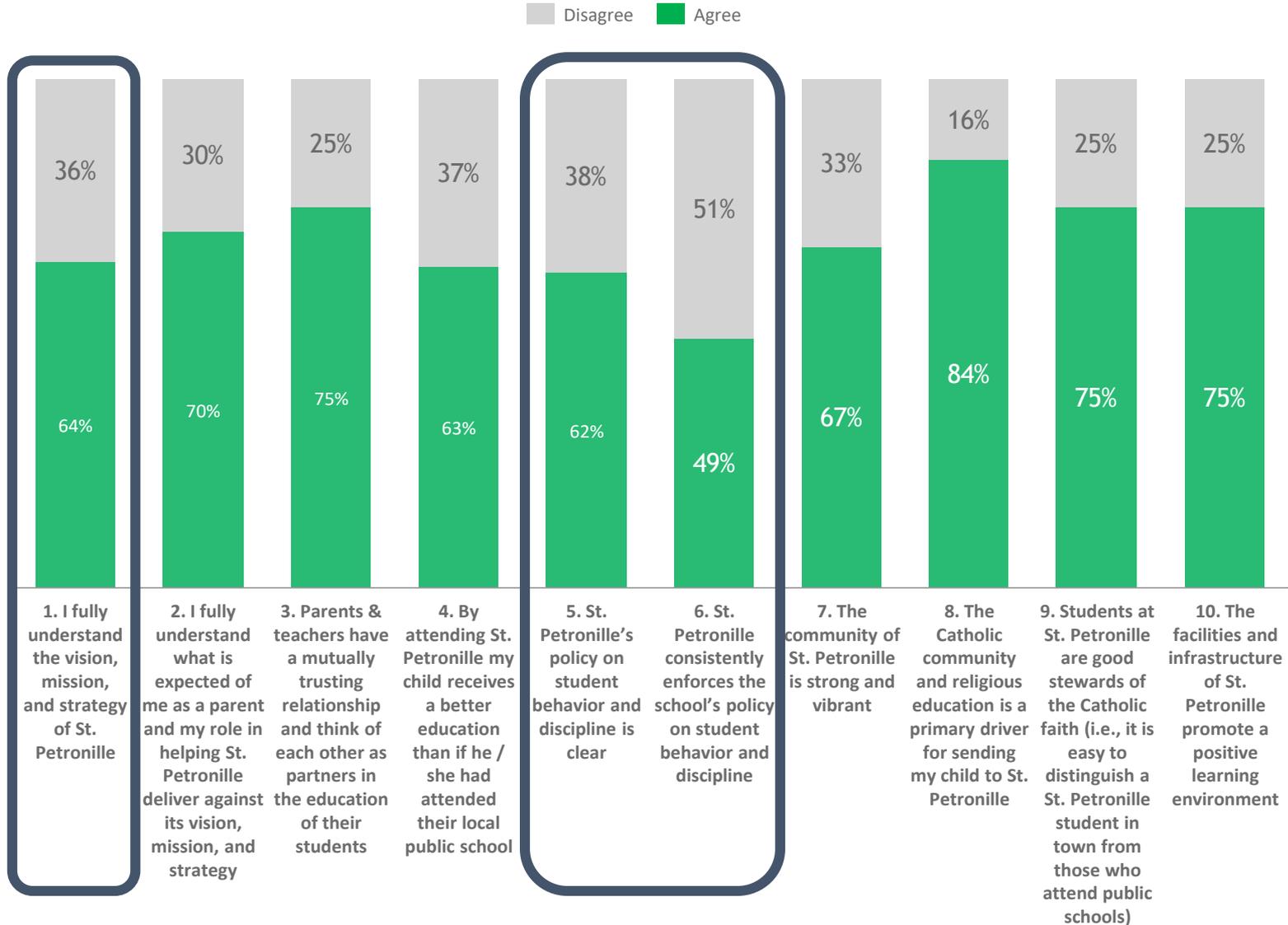
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1. Driving a more synergistic, reinforcing relationship between the Parish and School
2. More hands-on, visible, proactive support from School Administration
3. Greater involvement from parents and support for faith formation and discipline (let's be in this together)
4. More robust, standardized professional development (to include ability to innovate)
5. Increased, more targeted investment in resources (people, technology) to drive differentiation

# Research Highlights: Areas to Improve

Parent Survey – Fall 2017



# Research Highlights: Other Significant Findings

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- **There is an opportunity to develop a compelling preschool program in Glen Ellyn**
  - Diocesan research indicates schools with preschools consistently maintain a higher enrollment than schools without preschools
  - Existing Glen Ellyn area preschools are at capacity and turning away students
- **St. Petronille students perform above their relative populations once graduated (in high school and beyond)**
  - Based on data from Benet Academy, St. Francis, Glenbard West and others

# Path Forward: Our Renewed Vision & Mission

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## Vision

Through love, build Catholic-centered character and ignite a lifelong pursuit of excellence.

## Mission

St. Petronille Catholic School, in partnership with parents, parish and diocese, strives to empower future leaders through the education of the whole child: mind, body, and soul.

- We **teach** as Jesus taught through word, deed, and service
- We **foster** a child-centered environment
- We **challenge** all to realize their full potential
- We **commit** to academic excellence and rigor while maintaining opportunities for our diverse learning community
- We **believe** character is the cornerstone of all success and are committed to an environment rooted in discipline & accountability
- We **live** our Catholic faith and virtues compelling our students to serve their school, parish, and community

# Path Forward: Our Strategy for Renewal

*Strategic Pillars, Change Enablers, and Change Commitment*

Through love, build Catholic-centered character and ignite a life-long pursuit of excellence



### *Character*

- Anti-Bullying*
- Positive Behavior*
- Parent Partnership*
- Discipline Policy*
- Student Pledge*
- St Pet's Academy*



### *Community*

- Parent Referral*
- Mass Sponsorship*
- School Sacrament Ed.*
- Catholic Speaker*
- Endowment*
- Communication*



### *Academic Excellence*

- Research Based Best Practices*
- Data Driven Instruction*
- Problem Based Learning*
- Differentiated Instruction*



### *Infrastructure Excellence*

- Surveys*
- Alumni Database*
- Facilities*
- Classroom Tech.*
- Social Media*
- Learning Center*

***Clear Plans & Milestones    Data Driven    Robust Tracking & Reporting***

*Change Enablers*

***Aspirational    Transparent    Inclusive    Accountable***

*Our Commitment*



# Initiatives: Character



## Success Metrics:

- Reduction in the number of demerits/incidents in incident log
- Improvement in student survey results on bullying
- Successful completion of milestones below

### Major Initiatives

Name	Description	Milestones
Anti-bullying/Positive Behavior	Establish a student/peer review based discipline and anti-bullying program based on the Olweus model. Increase positive behavior recognition to students	Design - Year 1 Implement - Year 1
Parent Partnership Agreement	Develop a Parent Partnership Agreement - outlining schools expectations for parents and their role in support in student behavior	Develop - Year 1 Implement - Year 1
Student Pledge	Develop a student pledge which outlines school expectations for student behavior and conduct. Have student and parent sign pledge at beginning of each year	Develop - Year 1 Implement - Year 2
Update Discipline Policy	Review overall student discipline policy - update content and guidelines for administration in conjunction with the Olweus program identified above	Revise - Year 1 Communicate - Year 1
Differentiated Student Conduct Code K-4 & 5-8	Older- middle school kids develop a great sense of individuality and as such, should be held to a different standard of behavior	Develop - Year 2 Implement - Year 3
St. Pet's Academy	Explore opportunity to further differentiate upper grades from lower grades. Accelerated curriculum, code of conduct and unique identity and branding to be explored	Develop/Propos- Year 2- 3 Implement - Year 4+



# Initiatives: Community



## Success Metrics:

- Stem enrollment decline and recover lost ground by year 3
- Source 10% of new students through parental referral
- Improve St. Pet's parent weekly mass participation to 40%
- Successful completion of milestones below

### Major Initiatives

Name	Description	Milestones
Parent Referral Program	Develop a referral program for existing parents - provide incentive to refer/recommend new families	Design - Year 1 Implement - Year 1 - 5
Student - Mass Sponsorship	Have each class, starting with kindergarten, attend and staff the a Sunday mass, ushers, readers and music.	Design - Year 1 Implement - Year 1
School Driven Sacrament Preparation	Have the religious studies teacher integrate sacrament preparation into the classroom program of the school day, especially in relation to confirmation.	Design - Year 1 & 2 Implement - Year 3
Catholic Speaker Program	Research and invite Catholic speakers to address school assembly on current topics relevant to students - 1 per year.	Develop - Year 2 Implement - Year 2
St. Pets. School Endowment Fund	Develop a network of parents and alumni, seek contributions to an endowment fund for use on future infrastructure and facilities needs.	Develop - Year 3 Implement - Year 3-5
Student Council	Create a student council to help coordinate the above activities, student mass, service project, etc.	Develop - Year 3 Implement - Year 3-5
Service Project	Develop a student sponsored community service project - students identify, staff and run the project.	Develop - Year 3 Implement - Year 3-5



# Initiatives: Academic Excellence



## Success Metrics:

- Acquire a data driven assessment program that incorporates a progress monitoring component to watch growth of student achievement. These assessments will drive the instruction in the classroom.
- Successful completion of milestones below. Administration/staff will be accessing the areas of highest priority need to implement with timeliness and fidelity!

### Major Initiatives

Name	Description	Milestones
Research Based Best Practices	Enhance the use of the inquiry cycle of data-driven instruction- assessment, analysis, & action. (i.e. Guided Reading, Guided Math, Stem Education etc. ) Provide on-going professional development for staff.	Ongoing years 1-5
Data Driven Instruction	Approach educational decision making through systematic research and data analysis to improve instruction. (i.e. Map testing, Star Assessments, Aimsweb)	Evaluate - Year 1 Implement- Year 1-5
Problem Based Learning	Research current problem based learning initiatives, expand on-going PD to enhance innovative student learning.	Year 2, as other areas are on-going goals
Differentiated Instruction	Utilize and expand resources that will meet the individual needs of all academic ability levels. (i.e. tech. apps, hands-on materials, gifted education)	On-going
Preschool Program	Based on diocesan guidance and strategic planning committee studies, develop and launch a preschool.	Design Program - Year 1-2 Launch - Year 3



# Initiatives: Infrastructure (I/II)



## Success Metrics:

- Stem enrollment decline and recover lost ground by year 3
- Development of a dedicated space for preschool by year 3
- Completion of infrastructure milestones below

### Major Initiatives

Name	Description	Milestones
Teacher, Parent & Student Surveys	Building on this years research, conduct regular surveys to monitor programs and school development	Design - Year 1 Implement - Year 1
Graduate - Alumni Database	Track student progress following graduation. Use as tool for recruiting, referrals, fund raising and P.R. Invite alumni to significant school events (fundraiser, mass, etc.).	Design Tracking Method - Year 1 & 2 Implement - Year 3
Targeted Facilities Improvement	Work with parish business manager and staff to fix specific school facility problems; water fountains, leaks, ceiling tiles etc.	Appoint teacher liaison & execute - Year 1
Classroom Technology Update	Review existing classroom technology applications along with ISTE standards to recommend and implement and shifts in technology platforms for use in education.	Study/Recommendations - Year 1
Social Media Outreach	Expanded use of Social Media to communicate student successes, school performance results and as an aid for recruiting.	Dedicated resource - Year 1 Ongoing updates Year 1 onward
Technology Learning Center Upgrade **	Evaluate and design an updated technology / learning center for use by students/faculty.	Evaluate - Year 2 Implement - Year 3
Safety Initiatives	Implement all phase 1 recommendations of Safety Study completed in 2017-2018 school year.	Implement - Year 1

**\*\* Timing of Preschool and Learning Center Upgrade Initiatives  
Dependent on the Outcome of Space Study Current Underway**



# Initiatives: Infrastructure (II/II)

## *Summary of Facility Plan*



- In 2018 - The facilities committee completed an architecture study of the combined parish and school facilities
- While the facilities plan is not yet approved, it includes many needed upgrades to the school in support of the strategic plan
- Highlights of the proposed place upgrade include:
  - Updated class rooms with separate breakout rooms for individual student work
  - Upgraded in-classroom media technology and infrastructure
  - Preschool
  - Special-education & foreign language space
  - Upgraded library and technology learning lab
  - And a host of other improvements



**LEGATARCHITECTS**  
SUSTAINABILITY | PERFORMANCE | DESIGN

# Strong dedicated team to drive change

## Strategic Plan Committee *Expanded Role*



- Mix of parents, faculty and staff
- Works with board, staff and faculty to develop detailed execution plans for prioritized initiatives (actions, milestones, owners, etc.)
- Supports execution and ensures compliance with strategic plan performance
- Tracks progress and provides frequent updates to School Board
- Recommends new plans to board
- Reviews/updates plan annually
- Source for future school board members

## St. Petronille Current Structure



School Board



Staff



Parents



Faculty



Students

# Already moving into implementation and impact

Quick wins for 2018 – 2019 School Year

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- Implement anti-bullying measures
  - Olweus program - launched beginning of school year
  - Update/implement revised discipline program
  - Implement parent partnership agreement
- Improve parent communication (regular, timely communication)
  - Enhanced utilization of social media
- Aggressively communicate new strategic vision and plan
  - New marketing material for recruiting
  - Update website with appropriate content
  - School signage
- Immediate pursuit of preschool program (to "go live" in year 3)
  - Develop curriculum, detail resource needs, staffing plans
- Develop program for implementation of strategic change
- Revised discipline policy:
  - Demerit based program
  - Detentions both before and after school.
  - All incidents will be reported to parents through School Speak
  - Includes positive reward system (Charger Cheer)

# Communications Plan



- Rollout starts with mandatory parents meeting on October 9<sup>th</sup>

Communication Needs Assessment					
Current/New?	Communicatin Vehicle	What needs updating	Target completion	Owner	
Current	Website	Mission - vision and Stragegic Plan	December		
Current	School Speak	Incorporate Mission statement into headers, etc.	October		
Current	School Speak Email	Incoporate plan accomplishments into regular parent communications	Ongoing		
New	Recruiting brochure	Develop 3-5 brochure - highlighting vision, mission and supporting detail	January of 2019		
New	Weekend Mass	Seek forum / date in mass to communicate new vision and mission	TBD		
New	Alumni news letter	Communicate new vision and plans to St. Pets Alumni	March of 2019		

# Next Steps

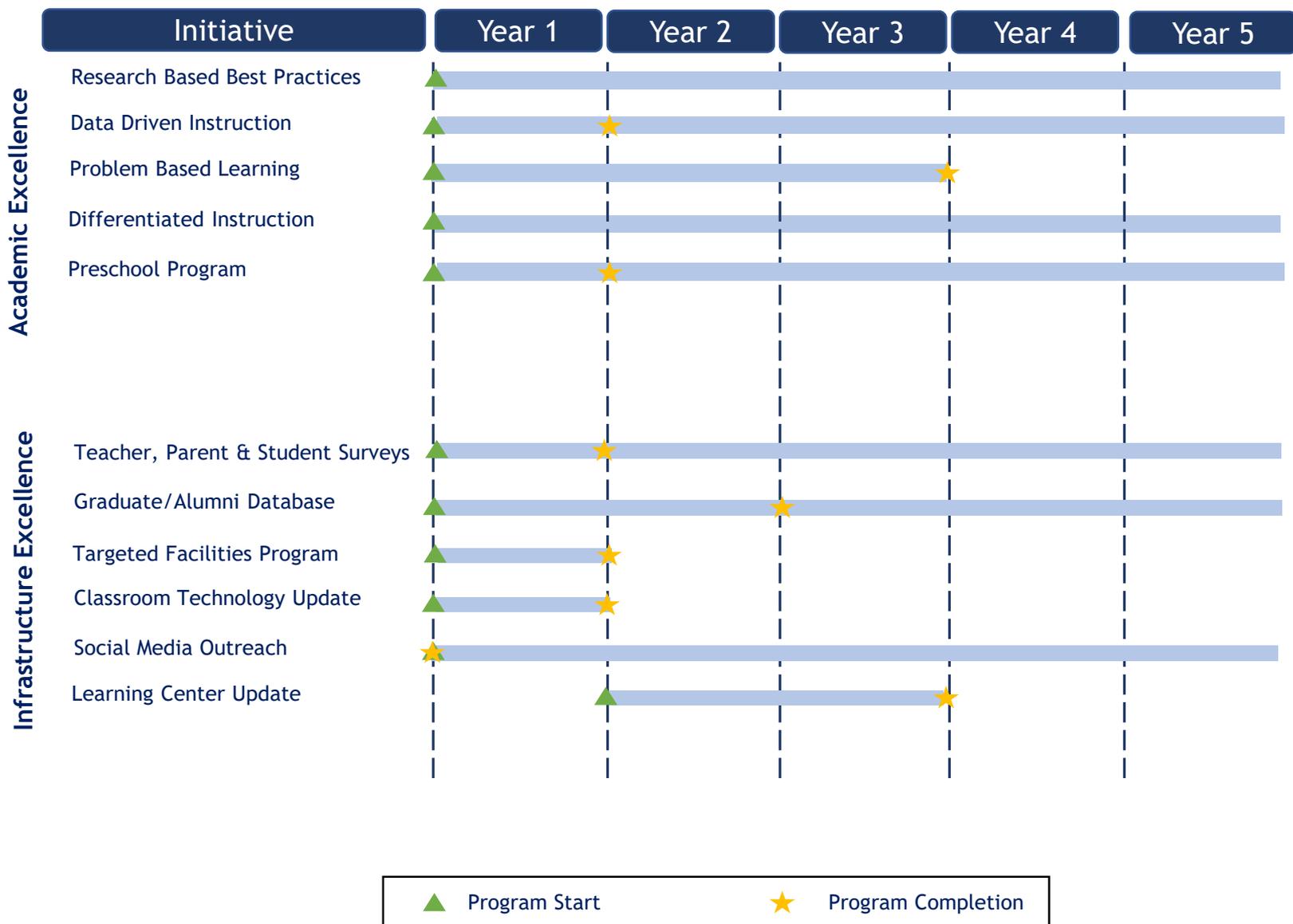
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- Share strategic plan with the 2018 - 2019 school board
- Finalize the major initiatives
- Share the plan with the parent group at October 9<sup>th</sup> meeting
- Recruit parent and teacher volunteers for expanded strategic planning committee
  - Small groups of 2-4 dedicated to each of the major areas, community, academics and infrastructure
- Pursue approval and action plan for the space study/facilities update

# Implementation Roadmap (I/II)



# Implementation Roadmap (II/II)





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