

DOMAIN A: MISSION AND CATHOLIC IDENTITY

Step I: Identifying the Trends

What trends do we see in our data?

Overall the system does a good job with mission and Catholic identity. Each school has some specific benchmarks to look at but other than common benchmark remarks the system has nothing specific to work on.

For this domain, list the benchmarks by number where the minimum performance requirement was not met:

HS 2.4 MS none noted OLQH 1.3 SVDP none noted

List achievements and challenges.

visibility of mission statement, we address the needs of the whole student for the system as a whole 1.2 need more effort to use the mission statement in planning and decision making and 1.5 all stakeholders know the mission statement - work with parents. more involvement of the Royal Parents. have regular review to potentially update the mission statement

DOMAIN A: MISSION AND CATHOLIC IDENTITY

Step II: SMART Goal(s)

<p>SMART Goal(s) Criteria: This column provides an example of the steps to use in developing goal(s) for this domain.</p>	<p>All of the SMART Goal(s) Criteria (see left column) should be reflected in your school's SMART Goal(s) listed below.</p>
<p>S = Set the goal(s). List and number your goals below:</p> <p>There is a link between our Step I challenges and our goal(s). <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<ol style="list-style-type: none"> 1. 1.2 The system and buildings will use and reference the mission statement at all meetings and reflect on the mission statement in the decision making process. 2. 1.3 on an annual basis the stakeholders will be asked about the mission statement and if any revisions are needed. 3. 2.3 Central office will maintain the records for religion certification of all certified and professional staff and ensure that all are current by the end of the 2022-23 school year. 4. 2.3 on an annual basis central office will inform required professional and certified staff of their progress towards maintaining certification status. 5. 4.1 In addition to the Diocesan in-services, central office will offer an all staff retreat every other year and will offer hours beyond the minimum for certification. 6. 4.1 Central office will conduct a baseline survey of Catholic knowledge of all staff by the end of the 2021-22 school year. This baseline will be used to inform future in-service opportunities.
<p>M = We will measure the goal(s) by...</p>	
<p>A = The activities that will help us achieve each goal are...</p> <ol style="list-style-type: none"> 1. 2. 3. 	
<p>R = We believe this will impact our school because...</p>	
<p>T = We anticipate a timeline of XXXXXXXX for full implementation of this goal. (There should be a timeline statement for each goal.)</p>	

DOMAIN A: MISSION AND CATHOLIC IDENTITY

Step III: Identity Action Plan

SMART Goal(s) from Step II:

1. 1.2 The system and buildings will use and reference the mission statement at all meetings and reflect on the mission statement in the decision making process.
2. 1.3 on an annual basis the stakeholders will be asked about the mission statement and if any revisions are needed.
3. 2.3 Central office will maintain the records for religion certification of all certified and professional staff and ensure that all are current by the end of the 2022-23 school year.
4. 2.3 on an annual basis central office will inform required professional and certified staff of their progress towards maintaining certification status.
5. 4.1 In addition to the Diocesan in-services, central office will offer an all staff retreat every other year and will offer hours beyond the minimum for certification.
6. 4.1 Central office will conduct a baseline survey of Catholic knowledge of all staff by the end of the 2021-22 school year. This baseline will be used to inform future in-service opportunities.

Goal #	Benchmark #	Activity (1 per field):	Measure (Metric)	Self-reported progress (provide evidence)	Begin/end dates	Responsible party	(Arch)diocese Review
0	1.2	Use the mission statement in decision making	100% of agendas will have the mission statement		11/1/2021 - 5/31/2023	central office and building principals	
0	1.2	Recite Mission Statement	All meetings after prayer will recite the mission statement		11/1/2021 - 6/1/2026	central office and building principals	
1	1.3	Annual review of mission statement	Stakeholders will be surveyed annually on the mission statement when more than 50% indicate a need to revise further steps will be taken		11/1/2021 - 6/1/2027	Central office	
2	2.3	Maintain religion records	Central office will maintain up to date certification records		11/1/2021 - 6/1/2027	president	
2	2.3	Bring employees to current	By the end of the 2022-23 all current employees will be up to date on religion certification		11/1/2021 - 5/31/2023	President	
3	2.3	Annual Update on Religion Certification	in May of each year staff will be informed of their status and progress on religion certification		11/1/2021 - 6/1/2027	central office	
4	4.1	Bi annual retreat	Beginning in 2022-23 ACS will offer a staff retreat every other year		8/1/2022 - 6/1/2027	central office	
5	4.1	IFG Assessment	At least 90% of the staff will score 90% or higher on the IFG		10/1/2021 - 5/31/2022	President	

Comments (optional):

DOMAIN B: GOVERNANCE AND LEADERSHIP

Step I: Identifying the Trends

What trends do we see in our data?

Overall governance and leadership is a strength for us. As a combined system we have layers of administration and responsibility. The challenge was this was the initial site visit and how our files were organized for our prior accreditation were not what is expected as a system. There is also a disconnect between the 2 parish pastors and the schools we operate there but unlike a parish school there is no expectation that the pastor be involved beyond Mass.

For this domain, list the benchmarks by number where the minimum performance requirement was not met:

all schools and system 5.2a HS 6.3 MS 6.3 SVDP 5.7, 6.3 OLQH 6.1

List achievements and challenges.

Collaboration between schools and parishes is good. Need more involvement of the Dean (new Dean August 2021), organize employee files according to the chart from Diocese, develop a staff recruitment plan

DOMAIN B: GOVERNANCE AND LEADERSHIP

Step II: SMART Goal(s)

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<p>S = Set the goal(s). List and number your goals below:</p> <p>There is a link between our Step I challenges and our goal(s). <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<ol style="list-style-type: none"> 1. The central office files will be reviewed and brought up to standards for 5.2a 2. All handbooks and policy manuals will be brought into compliance with 5.2a 3. The leadership will develop a recruitment plan for staff 4. A leadership succession plan will be developed 5. The dean will become more involved in formation of the leadership and the parish pastors will be invited to participate more in school activities
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DOMAIN B: GOVERNANCE AND LEADERSHIP

Step III: Identity Action Plan

SMART Goal(s) from Step II:

1. The central office files will be reviewed and brought up to standards for 5.2a
2. All handbooks and policy manuals will be brought into compliance with 5.2a
3. The leadership will develop a recruitment plan for staff
4. A leadership succession plan will be developed
5. The dean will become more involved in formation of the leadership and the parish pastors will be invited to participate more in school activities

Goal #	Benchmark #	Activity (1 per field):	Measure (Metric)	Self-reported progress (provide evidence)	Begin/end dates	Responsible party	(Arch)diocese Review
1	5.2a	Bring all employee files current to 5.2a checklist	by the end of February 2022 all employee files will be updated		11/1/2021 - 2/28/2022	central office, AD and principals	
2	5.2a	Update handbooks and policy manuals	By the start of the 2022-23 school year all policy and handbooks will be brought to standard 5.2a		11/1/2021 - 8/10/2022	central office and principals	
2	5.2a	Medication training	By the end of February at least 1 employee at each school will be current with DPI medication training		11/1/2021 - 2/28/2022	building principals	
2	5.2a	Maintenance Logs	By the end of February all logs will be up to date		11/1/2021 - 2/28/2022	central office and principals	
4	5.2	Leadership Plan	By the end of the 2023-24 school year a leadership succession plan will be developed		11/1/2021 - 6/1/2024	Central office	
3	6.3	Staff recruitment plan	Education commission will develop with leadership a staff recruitment plan		11/2/2021 - 6/1/2023	central office	
5	5.7	Dean will be involved with leadership formation	Dean will review and recommend faith formation for leadership team		11/1/2021 - 8/31/2022	central office	
5	5.7	Pastor involvement	Pastors will be invited to visit school and interact with students and staff		11/1/2021 - 6/1/2027	building principals	

Comments (optional):

DOMAIN C: ACADEMIC EXCELLENCE

Step I: Identifying the Trends

What trends do we see in our data?

This domain is almost exclusively at the school level. As a system we have a strong curriculum focus although additional efforts in implementation and assessment are needed

For this domain, list the benchmarks by number where the minimum performance requirement was not met:

System 7.8 7.4 HS 8.3, 8.6, 7.8 MS 7.8, SVDP 7.1, 7.8 OLQH 7.8

List achievements and challenges.

updating student and staff files to comply with WCSA standards of structure. The issue with the birth certificates has been resolved with our Diocese in that from 2018 forward the actual form is required but prior to 2018 because our prior accreditation did not require a statement of attestation is acceptable. For this domain the goals and action steps will be primarily in the school level plans

DOMAIN C: ACADEMIC EXCELLENCE

Step II: SMART Goal(s)

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<p>S = Set the goal(s). List and number your goals below:</p> <p>There is a link between our Step I challenges and our goal(s). <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<ol style="list-style-type: none"> 1. All staff will have proper credentials or a plan for obtaining. 2. Training on implementation of assessment variety will be provided
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DOMAIN C: ACADEMIC EXCELLENCE

Step III: Identity Action Plan

SMART Goal(s) from Step II:

1. All staff will have proper credentials or a plan for obtaining.
2. Training on implementation of assessment variety will be provided

Goal #	Benchmark #	Activity (1 per field):	Measure (Metric)	Self-reported progress (provide evidence)	Begin/end dates	Responsible party	(Arch)diocese Review
1	7.8	Staff credentials	By the end of January 2022 all staff will have files updated to reflect current status		11/1/2021 - 1/31/2022	Central office	
2	8.3	Train staff in proper use of a variety of assessments	Staff will document the variety of assessments used at grade/subject level and their connection to curriculum		11/1/2021 - 6/1/2027	building principals and teachers	

Comments (optional):

DOMAIN D: OPERATIONAL VITALITY

Step I: Identifying the Trends

What trends do we see in our data?

Domain D is almost exclusively a central office function. Overall we do a good job with vitality. Our budget is balanced and care is taken to maximize what is spent on student instruction as opposed to operational support.

For this domain, list the benchmarks by number where the minimum performance requirement was not met:

10.6, 10.1

List achievements and challenges.

financial expertise of the finance council is noted. Audit process and financial checks are good. HR could use some help but staffing is an issue. Continue to update all plans. Need to share actual cost of instruction and sources of revenue with all stakeholders.

DOMAIN D: OPERATIONAL VITALITY

Step II: SMART Goal(s)	
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<p>S = Set the goal(s). List and number your goals below:</p> <p>There is a link between our Step I challenges and our goal(s). <input type="checkbox"/> Yes <input type="checkbox"/> No</p>	<ol style="list-style-type: none"> 1. ACS will annually update all stakeholders with the cost of attendance and percentage breakdown of revenue sources. 2. ACS will continue to have financial experts on the finance council to assist in review of the finances. 3. ACS will develop succession plans for all levels of leadership 4. ACS will revise and or create technology, facilities, marketing and enrollment plans
<p>M = We will measure the goal(s) by...</p>	
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DOMAIN D: OPERATIONAL VITALITY

Step III: Identity Action Plan

SMART Goal(s) from Step II:

1. ACS will annually update all stakeholders with the cost of attendance and percentage breakdown of revenue sources.
2. ACS will continue to have financial experts on the finance council to assist in review of the finances.
3. ACS will develop succession plans for all levels of leadership
4. ACS will revise and or create technology, facilities, marketing and enrollment plans

Goal #	Benchmark #	Activity (1 per field):	Measure (Metric)	Self-reported progress (provide evidence)	Begin/end dates	Responsible party	(Arch)diocese Review
1	10.6	Update stakeholders on cost of attendance and revenue sources annually	ACS will annually at the end of the FY send or provide a state of the schools report		11/1/2021 - 8/10/2027	central office	
2	10.1	A plan to retain/recruit finance experts for the finance council will be developed	At least 4 of the 10 parish level finance members will have financial expertise		11/1/2021 - 8/10/2027	central office	
3	11.12	Create a succession plan for all levels of leadership	By 2023 a succession plan will be created for all levels of leadership		11/1/2021 - 12/31/2023	central office	
4	12.1	Plans	Create draft plans for technology and facilities/equipment		4/20/2022 - 12/31/2022	Dan and select team members	
4	13.1	Update communication, technology and marketing plan	plans are created and reviewed by the education commision		4/30/2022 - 12/31/2022	Dan and administration team	

Comments (optional):