

DOMAIN A: MISSION AND CATHOLIC IDENTITY

Step I: Identifying the Trends

What trends do we see in our data?

Overall our school does a good job with mission and Catholic identity. There is a strong Catholic Identity throughout our school. Our mission statement is taught at the end of the day meeting and copies of our mission statement are visible throughout the school as well as on communications home. The evidence that was collected and presented to the visiting team didn't accurately show the importance we place on religion classes within our school. We need to do a better job of documenting the importance we place on religion.

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

The benchmarks that were not met are 1.3 and 2.2.

List achievements and challenges.

In our OLQH WCSA parent survey there were many strong responses regarding the area of Catholic identity. For example, 63.2% of the respondents strongly agreed and 36.8% of the respondents agreed with the statement that "Students are encouraged to develop a closer relationship with Jesus Christ." Additionally, 44.7% of the respondents strongly agreed and 47.4% of the respondents agreed with the statement that, "Our school provides an academically rigorous Catholic religion program." At Our Lady Queen of Heaven school, religion classes are given the same level of attention as our other subjects, our challenge was documenting this. We need to work on having regular review to potentially update the mission statement with our stakeholders.

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. 1.3- Annually, the OLQH staff will review the mission statement and discuss if any revisions are needed. 2. 2.2-Annually, the administration will receive a copy of each classroom teacher's schedule and will review the minutes spent in religious instruction and suggest changes, if necessary, to ensure that 30-40 minutes of religious instruction is occurring daily. 3. 2-2- In the next 12 months, a small group will meet to look at other diocesan approved religion textbooks for use with our kindergarten students to seek unity with the 1-5 program, CGS, Diocesan standards and the TOB material.
<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. 1.3- Annually, the OLQH staff will review the mission statement and discuss if any revisions are needed.
2. 2.2-Annually, the administration will receive a copy of each classroom teacher's schedule and will review the minutes spent in religious instruction and suggest changes, if necessary, to ensure that 30-40 minutes of religious instruction is occurring daily.
3. 2-2- In the next 12 months, a small group will meet to look at other diocesan approved religion textbooks for use with our kindergarten students to seek unity with the 1-5 program, CGS, Diocesan standards and the TOB material.

Goal #	Benchmark #	Activity (1 per field):	Measure (Metric)	Self-reported progress (provide evidence)	Begin/end dates	Responsible party	(Arch)diocese Review
0	1.3	Annual review of the mission statement	Staff and stakeholders will be surveyed annually on the mission statement. When/If more than 50% indicate a need to revise further steps will be taken.	Ongoing	11/1/2021 - 6/1/2027	building principal and central office	
1	2.2	OLQH staff will create liturgical programs	Annually, liturgical programs will be created and distributed to the guests for the second grade bread Mass and kindergarten graduation.	Ongoing	11/1/2021 - 6/1/2027	classroom teachers and administrative assistant	
2	2.2	Annual Review of Weekly Classroom Schedules	By mid-September of each year, the administration will receive a copy of each classroom teacher's schedule and will review the minutes spent in religious instruction and suggest changes, if necessary, to ensure that 30-40 minutes of religious instruction is occurring daily.	Ongoing	11/1/2021 - 6/1/2027	building principal and teachers	
0	2.2	Kindergarten Religion Textbook Review	By the end of December 2022, a textbook selection committee will meet to look at other diocesan approved religion textbooks for use with our kindergarten students and select a different option that unifies with the 1-5 program, CGS, Diocesan standards and the TOB material.	In Progress	11/1/2021 - 12/1/2022	kindergarten teachers, building principal, curriculum director, system 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. A 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 was is expected as a system.

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

The benchmarks that did not meet the minimum performance requirement were 5.2.1 and 6.1.

List achievements and challenges.

Collaboration between schools and parishes is good. In the central office we need to organize employee files so that they are in compliance with state law and diocesan policy. Involvement with our new Dean (August 2021) continues to grow.

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. 5.2 a OLQH will complete the 5.2 a WSCA Checklist to accommodate the rules and regulations of WRISA. 2. 6.1-OLQH administration/leadership team will meet the state and diocesan requirements to serve as faith and instructional leaders of the school.
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DOMAIN B: GOVERNANCE AND LEADERSHIP

Step III: Identity Action Plan

SMART Goal(s) from Step II:

- 5.2 a OLQH will complete the 5.2 a WSCA Checklist to accommodate the rules and regulations of WRISA.
- 6.1-OLQH administration/leadership team will meet the state and diocesan requirements to serve as faith and instructional leaders of the school.

Goal #	Benchmark #	Activity (1 per field):	Measure (Metric)	Self-reported progress (provide evidence)	Begin/end dates	Responsible party	(Arch)diocese Review
1	5.2a 1	Bring all employee files current to 5.2a 1 checklist	by the end of February 2022 all employee files will be updated and in compliance with state law and diocesan policy.	Complete	11/1/2021 - 2/28/2022	Central Office Staff, President, and building principals	
1	5.2 a 2	Signed Job Descriptions	By the end of January 2022, all OLQH employees will have signed job descriptions in their files and these will be maintained yearly.	Complete for 2022 & Ongoing	11/1/2021 - 6/1/2027	central office staff and building principal	
1	5.2 a 4	Verify license or plan of teachers	By the end of January 2022, all OLQH employees licenses and/or plans will be verified.	Complete	11/1/2021 - 1/31/2022	central office staff and building principal	
1	5.2 a.8.i	Verify Expulsion Policy	By the end of January 2022, verification will take place that our expulsion policy is in our handbooks.	Complete	11/1/2021 - 1/31/2022	building principal	
1	5.2 a.9	Expectations for Student Behavior	Annually review and communicate expectations for student behavior with students and stakeholders.	Ongoing	11/1/2021 - 6/1/2027	building principals	
1	5.2.a. 15	Class Size Policy	Annual review and verification of class size policy in student handbook	Ongoing	11/1/2022 - 6/1/2027	building principal and central office staff	
2	6.1	Leader/Leadership Team Records	Leader/Leadership team records will be properly maintained to be in compliance with state law and diocesan policy.	Ongoing	11/1/2022 - 6/1/2027	Central office, president, building principal	

Comments (optional):

DOMAIN C: ACADEMIC EXCELLENCE

Step I: Identifying the Trends

What trends do we see in our data?

Our benchmark scores indicate that our teachers and staff have a good grasp on what academic excellence means. We have a strong curriculum. We are using assessment data to drive instruction.

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

Minimum performance was not met in benchmarks 7.2 and 7.8.

List achievements and challenges.

Regarding benchmark 7.2--In our OLQH WSCA parent survey there was strong agreement to the statement, "The students think critically and ethically about the world around them using the lens of the Catholic faith." (34.2% of respondents strongly agreed while 60.5% of the respondents agreed) Our parents recognize that religious, spiritual, moral, and ethical dimensions of learning are adopted across the curriculum. The OLQH faculty are purposefully integrating religion, but our challenge lies in documenting this. Regarding benchmark 7.8- Our challenge is in keeping our staff files updated in central office to comply with WSCA standards of structure.

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. 7.2-By the end of the 2027 school year, all existing curriculum maps will be updated to reflect religion integration. 2. 7.2-Weekly, teachers will include a documented religious aspect in their lesson plans in a subject area other than religion. 3. 7.2-Book study-Teachers will increase the integration of our Catholic faith in all areas of the curriculum. 4. 7.8-By the end of January 2022, human resource records will be properly maintained to be in compliance with state lay and diocesan policy.
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<p>A = The activities that will help us achieve each goal are...</p> <ol style="list-style-type: none"> 1. 2. 3. 	
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DOMAIN C: ACADEMIC EXCELLENCE

Step III: Identity Action Plan

SMART Goal(s) from Step II:

1. 7.2-By the end of the 2027 school year, all existing curriculum maps will be updated to reflect religion integration.
2. 7.2-Weekly, teachers will include a documented religious aspect in their lesson plans in a subject area other than religion.
3. 7.2-Book study-Teachers will increase the integration of our Catholic faith in all areas of the curriculum.
4. 7.8-By the end of January 2022, human resource records will be properly maintained to be in compliance with state law and diocesan policy.

Goal #	Benchmark #	Activity (1 per field):	Measure (Metric)	Self-reported progress (provide evidence)	Begin/end dates	Responsible party	(Arch)diocese Review
1	7.2	Curriculum Map Updates	By the end of the 2027 school year, all existing curriculum maps will be updated to reflect religion integration.	Ongoing	11/1/2021 - 6/1/2027	teachers, administration, and director of curriculum	
2	7.2	Lesson Plans	Weekly, teachers will include a documented religious aspect in their lesson plans in a subject area other than religion.	Ongoing	11/1/2021 - 6/1/2021	teachers and building principal	
3		Book Study	Increase the integration of our Catholic faith in all areas of the curriculum. Teachers will read and reflect upon the book It's a Catholic School...Let's Keep It Catholic by Sister Edward Wiliam Quinn. Teachers will document and discuss two ideas from the book that they will implement in the upcoming school year.	Ongoing	2/17/2022 - 8/31/2022	principal, classroom teachers	
4	7.8	Staff Credentials	By the end of January 2022, all staff will have human resource records properly maintained to be in compliance with state law and diocesan policy.	Ongoing	11/1/2021 - 1/31/2022	central office, building principal	

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. Cost of instruction per child could be more visible to demonstrate that tuition and other revenue cover the cost.

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

The minimum performance requirement was not met for benchmark 10.6

List achievements and challenges.

The financial expertise of the finance council is noted. Audit processes and financial checks are good. HR could use some help, but staffing is an issue. The system needs to share the 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>	<p>1. 10.6-ACS will annually at the end of the fiscal year send or provide a state of the schools report</p>
<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. 	
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DOMAIN D: OPERATIONAL VITALITY

Step III: Identity Action Plan

SMART Goal(s) from Step II:

1. 10.6-ACS will annually at the end of the fiscal year send or provide a state of the schools report

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 the cost of attendance and revenue sources annually	ACS will annually, at the end of the fiscal year, send or provide a state of the schools report	Ongoing; Updated Yearly	11/1/2021 - 8/10/2027	central office and president	

Comments (optional):