



St. Mary School-Partners in Catholic Education

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April 1, 2018

Dear St. Mary School Families,

Scripture encourages us, as Catholics to carefully plan, commit our ways to the Lord, and depend on God to help us accomplish our goals.

*...we can be mirrors that brightly reflect the glory of the Lord. And as the spirit of the Lord works within us, we become more and more like him.
(2 Corinthians 3:18)*

This strategic planning document reflects the plans of St. Mary School over the next five years. After prayer, reflection, and discussion, we have formulated five focus areas. Goals, objectives, and strategies have been developed for each of the five focus areas. We seek to be faithful stewards of the school God has entrusted to us, St. Mary School.

We are committed to remaining faithful to our mission and vision while providing a quality, faith-based education.

St. Mary School partners with parents and students to grow in their love of Jesus Christ through faith, formation, and service.

We anticipate the many amazing things we will see God accomplish through our students in the years to come.

God bless,

Rebecca Maskovich
Principal, St. Mary School



**St. Mary School – Griffith
Strategic Plan 2018-2023**



Our Mission: St. Mary School partners with parents and students to grow in their love of Jesus Christ through faith, formation, and service.

Our Vision: St. Mary School fosters students spiritually, academically, and in service through the teachings of Jesus Christ.

The Strategic Plan: The Strategic Plan represents a “road map” for the future of our school. Our Plan presents a vision for the future. The Plan is strategic in nature and requires more detailed, tactical planning for it to become operational on a yearly basis. Goals will be reviewed annually in each focus area to drive priorities and initiatives. Integrating an annual process is intended to make this a living document with the ability to monitor and adjust as needed.

Focus Area 1: Catholic Identity

OBJECTIVES:

- Ensure that the Catholic identity of our school reflects our mission and our call to evangelization.
- Continue to provide opportunities for liturgy, prayer, and faith formation.
- Foster positive and collaborative school-church partnerships.

Goal 1: A collaborative effort will continue to strengthen the relationship between the school and church.

Strategies:

- Promote increased communication between the school and church.
- Invite parishioners to participate in school programs.
- Develop a student outreach program to senior parishioners.

Goal 2: There will be a commitment to increase student understanding and appreciation of the Catholic heritage, faith traditions, and Gospel values throughout the school community.

Strategies:

- Continue and expand monthly service projects.
- Ensure commitment of teachers to participate in faith formation.
- Develop family activities centered around the Catholic faith.
- Develop learning sessions for parents that focus on the Catholic faith.

Focus Area 2: Academic Curriculum & Instruction

OBJECTIVES:

- Provide an effective curriculum that prepares all students for their next level of learning and beyond.
- Prepare and deliver opportunities for remediation for students at all grade levels.
- Pursue professional development opportunities for teachers that support their content areas and school improvement plans.
- Use the Diocesan teacher evaluation process in an effort to maintain and promote powerful teaching and learning.

Goal 1: Maintain a core curriculum that meets or exceeds Diocesan and Indiana State Standards, including measurable grade level expectations in all subject areas.

Strategies:

- Analyze student assessment data to identify areas of strengths and weaknesses for students to create remediation opportunities and instructional decisions.
- Provide differentiated instructional opportunities.
- Research/purchase math and writing programs for remediation.

Goal 2: Certified staff will partake in professional development opportunities that support the curriculum and promote growth in teacher practices.

Strategies:

- Partner with diocesan schools to host local PD events.
- Attend at a minimum one content specific PD workshop per teacher each year. Share with peers at monthly faculty meetings.
- Monthly meetings among grade levels (PK-2, 3-5, 6-8) to collaborate best practices of teaching.

Focus Area 3: Family Involvement

OBJECTIVES:

- **Involve all family members in student learning.**
- **Improve methods of communication between school and home.**
- **Provide opportunities for families to come into the school for events.**

Goal 1: Collaborate with all families as full partners in the learning and development of their children.

Strategies:

- Move to student led conferences twice a year.
- Send home quarterly progress reports.
- Provide RenWeb support and training for parents.

Goal 2: Continue to provide effective communication in various forms to reach all families.

Strategies:

- Increase communication through RenWeb emails and parent alerts.
- Implement the use of Remind at all grade levels.
- Consistently post images to the school website.
- Increase postings on RenWeb and school website that celebrate the school's successes.

Focus Area 4: Public Relations

OBJECTIVES:

- **Expand St. Mary School's presence in social media.**
- **Publicize our achievements to the parish and community.**
- **Maintain/increase enrollment across all grade levels.**

Goal 1: Publicize the positive attributes of our academic programs and achievements.

Strategies:

- Create and implement a marketing plan.
- Increase use of social media.
- Identify and utilize local businesses in marketing the school.

Goal 2: Increase enrollment while maintaining manageable classroom sizes.

Strategies:

- Welcome cards/gifts for newly baptized in the parish.
- Use of parent testimonies in school promotions and website.
- Encourage families to use the sponsor incentive program to bring new families to St. Mary School.

Focus Area 5: Technology

OBJECTIVES:

- **Provide innovative learning opportunities for our 21st Century students.**
- **Incorporate the use of technology into the core curriculum.**
- **Make up-to-date technology available to support the school curriculum.**

Goal 1: Ensure our current technology enhances the learning taking place in and out of the classroom.

Strategies:

- Continually monitor and review available technology and repair and replace as necessary.
- Investigate the feasibility/possibility of hiring/sharing a person to maintain and repair the school's technology.
- Research the movement to 1:1 capabilities.

Goal 2: Ensure the faculty and staff are trained in order to effectively use technology and provide student support.

Strategies:

- Establish a needs assessment and provide training to support using technology in the classroom.
- Investigate/attend PD opportunities for faculty and staff.
- Share ideas/concerns regarding technology.



**St. Mary School – Griffith
Marketing Plan
2018-2023**



Our Mission: St. Mary School partners with parents and students to grow in their love of Jesus Christ through faith, formation, and service.

Our Vision: St. Mary School fosters students spiritually, academically, and in service through the teachings of Jesus Christ.

OBJECTIVE: To actively seek out students to attend St. Mary School in order to maintain and increase enrollment across all grade levels.

Goal: To increase enrollment through various forms of marketing.

Strategies:

- Include a specific dollar amount in the budget for marketing.
- Establish a marketing committee.
- Increase use of social media to promote events and achievements at St. Mary School.
- Advertise in local newspapers (NWIC, NWI Times).
- Look into purchasing radio ads on local stations.
- Monitor and update the school website on a regular basis.
- Use of printed materials: brochures, posters, yard signs.
- Send photos of events to the papers on a more consistent basis.
- Utilize local businesses to promote St. Mary School.

These strategies will be evaluated each year to make any necessary changes.