

**Objectives for our Strategic Plan have been selected to meet the following criteria:**

- Are consistent with our Mission and Vision
- Meet one or more of the MNSAA criteria for the self-study.
- Meet a need(s) as identified or requested by stakeholders of our ASA school community.
- Shore up a deficit in one or more of the above areas.
- In meeting all these criteria, we will positively affect enrollment.



**ALL SAINTS ACADEMY STRATEGIC PLAN 2015-18**

Blue shading indicates the objective.

**OBJECTIVE 1**

In support of Criterion 2.05 and 2.06 ASA will establish effective programs providing opportunities that engage and motivate students to develop his/her abilities and talents – to discover their God-given gifts.

	<p><b>STRATEGY 1</b>  <i>Implement and further develop the Foundation For Success (FFS) program and its focus on supporting students with dyslexia.</i></p>
	<p><b>STRATEGY 2</b>  <i>Identify and develop programs that provide students opportunities to fully excel in their areas of strength.</i></p>
	<p><b>STRATEGY 3</b>  <i>Provide qualified counseling services to our school community on a regular schedule to assist community members struggling with and/or assisting others with behavior, mental health, wellness or other concerns.</i></p>
	<p><b>STRATEGY 4</b>  <i>Provide after school programs that offer <u>each</u> child the opportunity to engage and grow their God-given gifts.</i></p>
	<p><b>STRATEGY 5</b>  <i>Provide after care and summer care programs that offer <u>each</u> child the opportunity to engage and grow their God-given gifts.</i></p>

<b>OBJECTIVE 2</b>	
<b>In support of Criteria 5.09 ASA will pursue strategies to provide consistently high quality of instruction and professional success on the part of our teachers.</b>	
	<b>STRATEGY 1</b> <i>Development of a Professional Development Plan for All Saints Academy</i>
	<b>STRATEGY 2</b> <i>Continue to provide training on Marzano's Framework.</i>
	<b>STRATEGY 3</b> <i>Write goals and scales for all subjects using Marzano's Framework</i>
	<b>STRATEGY 4</b> <i>Progressively add Marzano's Domains to teacher expectations and evaluation</i>

<b>OBJECTIVE 3 (5)</b>	
<b>In support of Criteria 2.09 ASA will implement our Three-Year Technology Plan. In addition to supporting student's use of technology, this plan aims to support and enhance the mastery of technology by our staff to more fully realize the potential for effectiveness and efficiency offered by technology.</b>	
	<b>STRATEGY 1</b> <i>Establish measurable educational technology goals for students, faculty and administration that will enable us to prepare students to enter Junior High School successfully, as well as assess our progress towards those goals.</i>
	<b>STRATEGY 2</b> <i>Provide ample professional development to increase faculty's proficiency of instructional technology integration and best practices while encouraging collaboration and participation in professional learning communities.</i>
	<b>STRATEGY 3</b> <i>Provide systems that enable members of the community to communicate and collaborate effectively in order to achieve our goal of an excellent education for all students.</i>
	<b>STRATEGY 4</b> <i>Allocate sufficient budgetary resources for the maintenance of an efficient, scalable network infrastructure, support staff and end user devices that effectively meet the needs of our students, faculty and staff.</i>

<b>OBJECTIVE 4</b> In support of Criterion 4.05 and 6.06 ASA will establish a quality, sought after, all-day pre-Kindergarten program at our St. Cloud Campus.	
	<b>STRATEGY 1</b> <i>License the St. Cloud Campus location for all-day pre-Kindergarten for the 2016-17 school year.</i>
	<b>STRATEGY 2</b> <i>Market the existence of the all-day program to likely constituents and stakeholders.</i>

<b>OBJECTIVE 5</b> In support of Criterion 6.05 and 6.08 ASA will continue to make progress towards a competitive compensation package and more attractive work environment for all staff.	
	<b>STRATEGY 1</b> <i>Create a plan to have all teachers at 80% of local Public School District salary structure.</i>
	<b>STRATEGY 2</b> <i>Improve non-salary/wage related items contributing to a more attractive work environment.</i>
	<b>STRATEGY 3</b> <i>Implement Board approved plan for salary and non-salary/wage related items.</i>

<b>OBJECTIVE 6</b> In support of improving our Catholic Identity ASA will provide new and additional opportunities outside the classroom for student and adult (parent and staff) faith formation, participation in liturgical and communal prayer, and action in service of social justice.	
	<b>STRATEGY 1</b> <i>ASA will sponsor two weekend liturgies throughout the year at our participating parishes.</i>
	<b>STRATEGY 2</b> <i>ASA will identify new opportunities for parents, students and staff to enhance their contribution to and grasp of social justice.</i>
	<b>STRATEGY 3</b> <i>ASA will provide a retreat for staff <u>and</u> parents at the beginning and end of each school year that seeks to enhance individual and community faith formation.</i>