

SCHOOL IMPROVEMENT PLAN GOALS

GOAL #1

Increase Enrollment

OBJECTIVES

- Maintain average enrollment rate at or above 85% (200 or more students)

ACTION STEPS

- Increase promotion of St. Dominic School on web, print publications (*The Springfield Sun, The Record*), radio local TV
- Develop advancement committee; involve parents and students in recruitment efforts
- Study feasibility of expanding feeder program (pre-K)
 - Year round day care facility*
 - Morning and afternoon preschool*
- Leadership will reach out to area Catholic churches to develop plan to increase support, enrollment
- Increase visibility of St. Dominic students at area churches
 - Recruit students representing feeder parishes to participate in children's choir; schedule choir to perform at other churches throughout the year*
 - Provide increased opportunities for St. Dominic students to participate in sacramental preparations and other special programs with young people from other parishes*
 - Encourage St. Dominic students to be active participants and in their respective churches*

EVALUATION

- Principal, school board, pastor will evaluate progress at monthly school board meetings

GOAL #2

Increase Funding

OBJECTIVES

- Increase school income through alternate sources of funding
- Maintain school budget that allows for growth and expansion

of programs and resources without increasing tuition and instructional fees beyond reach of school families

- Develop and maintain three-year budget to better anticipate enrollment trends, income projections, capital expenses

ACTION STEPS

- Promote growth of Fr. Blandford Endowment Fund so that interest from endowment can be used by the school as needed
 - Website promotion*
 - Support from Annual Fund*
 - Develop and distribute brochure promoting endowment*
- Continue Annual Fund drive
- Create advancement committee to consolidate, enhance fundraising efforts
- Seek financial support from area industry and churches
- Study advantages/disadvantages of tuition, partial tuition, stewardship
- Promote & expand use of automatic withdrawal for tithing, tuition and instructional fees

EVALUATION

- Principal, school board, pastor will evaluate progress at monthly school board meetings

GOAL #3

Maintain Catholic Identity of St. Dominic School

OBJECTIVES

- Ensure that marketing and promotion of school are aligned with school mission and vision
- Maintain quality of religious instruction
- Maintain dedication to Catholic faith, morals and values

ACTION STEPS

- Advancement committee marketing efforts will include focus on Catholic faith, morals and values
- Involve parents in religious activities and celebrations

- Retreats and sacramental preparations*
- Prayer services & special events*
- Christmas program & Children's choir*
- Provide a variety of professional development opportunities to Religion teachers and other stakeholders
 - Ensure that Religion teachers attain 15 hrs. of catechetical training every two years*
 - Encourage participation by parents, other teachers in catechetical programs*
 - Annual retreat for all faculty and staff*
- Enhance school building and grounds with symbols of faith
 - Create outdoor area for prayer, reflection*
 - Holy water fonts, crucifixes, pictures of saints in classrooms*
 - Statue of St. Dominic at school entrance*
- Encourage students to be active participants at church
 - Attendance at Mass on Sunday*
 - Participation in parish stewardship*
 - Full participation at children's liturgies*
 - Expand children's choir membership and performance schedule*
- Be vigilant about encroachment of extracurricular activities into church observances
 - Protect time for church and family on Sundays*
 - Avoid scheduling of athletic events on holy days*

EVALUATION

- Principal, school board, pastor will evaluate progress at monthly school board meetings

GOAL #4

Communication with Stakeholders

OBJECTIVE

- Create and maintain positive, effective avenues of communication among stakeholders

ACTION STEPS

- Faculty members will take more vocal, active role in monthly school board meetings and committees

- Administration and teachers will continue to utilize email as communication tool with parents
- Teachers will develop web pages for homework, project information, syllabi, links to web resources, etc.
- Principal will communicate concerns, needs, and progress toward school goals with parents
- Leadership (principal, school board) will regularly attend meetings of other parish committees, councils (Finance Committee, Parish Council)
- School board will expand membership to include participation from alumni, community and civic leaders
- Advancement committee will publish quarterly newsletter for alumni, parish, surrounding community
- Principal, school board, pastor will evaluate progress at monthly school board meetings

EVALUATION