



Growing in Spirit, Mind,
and Body as Disciples of
Christ

St Columbkille School

Mission and Strategic Plan

Mission and Vision

Mission

- The mission of St. Columbkille Catholic School is to grow in spirit, mind and body as Disciples of Christ.

Vision Statement

- St. Columbkille is a school of excellence in which all students are inspired to become critical thinkers, lifelong learners, and steadfast Disciples of Christ.

School Beliefs

We Believe:

- St. Columbkille School is a faith-filled community of students, staff, and parents within our parish, region, state, nation, and world.
- Parents are the first and primary educators of students.
- Education is a partnership among students, parents, and staff that is essential to the development of the whole child.
- Academic excellence and continuous school improvement are achieved through professional development, high quality curriculum, and effective instruction that meet the individual needs of learners.
- Education is most effective in a safe, disciplined, and prayerful environment.
- Hard work, persistence, self-discipline, positive attitude, and person responsibility are essential to student development.
- Biblical principles and our Catholic faith guide our thoughts and actions.
- We are unique creations chosen by God to fulfill His purpose and plan.
- We all have God-given gifts and talents to nurture and use for God's glory.

Key Strategic Goals

- Sustainability and Growth
 - *Building a financial plan to sustain and grow our school*
- Academic Excellence
 - *Leading educational instruction to provide an excellent education for our students*
- Catholic Identity
 - *Ensuring our school promotes and instills our Catholic Values in our students and our community*

Sustainability and Growth

*Building a financial plan
to sustain and grow our
school*

Provide Competitive Compensation

- To ensure we can recruit and retain our best teachers, we must provide a competitive compensation package, including salary and benefits.
- **GOAL:** Reduce gap to public salary scale by half.
- **CURRENT STATE:** Saint Columbkille is competitive with other Catholic schools, but remains 20% behind public base salaries.
- **ACTION PLAN for 2017-18 School Year:**
 - Identify gap to current
 - Identify 3 year plan to increase total comp
 - Present to financial committee
- **ACTION PLAN for 2018-2019 School Year:**
 - Investigate three ways to increase compensation without increasing tuition

Sustainability and Growth

*Building a financial plan
to sustain and grow our
school*

Increase awareness on school finances

- **GOAL:** Ensure school families understand the costs of education and funding model of the parish for their school
- **CURRENT STATE:** Tithing trends for parish at large have increased, but school family tithing has fallen while tuition has not increased. 20% of school families have no records of tithing.
- **ACTION PLAN 2018-2019:**
 - Reinstate a mandatory financial review for all parents in 2018-2019 school year with Pastor involvement.
 - Increase regular communication to school families during the school year on importance of supporting the parish through tithing.
 - Institute annual review of school tithing trends to track changes.

Academic Excellence

*Leading educational
instruction to provide an
excellent education for
our students*

Hire special education teacher

- As a result of changes at the public schools, St C no longer has resource teacher to support special education needs that exist in the school.
- **GOAL:** Hire part time resource teacher for 2018-2019 school year.
- **CURRENT STATE:** Job has been posted for school year.
- **ACTION PLAN:**
 - Resource teacher is in budget and job has been posted.

Academic Excellence

*Leading educational
instruction to provide an
excellent education for
our students*

- Ensure academic offerings meet needs of students
 - School currently does not have resources to support gifted learning, STEM education, Art, drama or speech programs.
 - **GOAL:** Prioritize needs based on parent survey and action plan to fill needs.
 - **CURRENT STATE:** Programs are only offered through volunteer enrichment, where possible.
 - **ACTION PLAN:**
 - Solicit feedback from school families
 - Develop resource needs for the selected enrichment
 - Plan to implement one funded offering in 2019-2020 school year.

Catholic Identity

Ensuring our school promotes and instills our Catholic Values in our students and our community

- Experiencing the Catholic traditions
- **GOAL:** Exposure for students to Catholic traditions in their school experience.
- **CURRENT STATE:** Catholic traditions (e.g. adoration, etc.) are part of the school experiences, but no deliberate plan
- **ACTION PLAN:**
 - For 2018-2019 school year, clearly outline Catholic tradition experiences by age group.
 - Communicate plan with school families

Additional Actions 2017-2018

- Security
 - School has upgraded its phone and security systems to improve school safety. Additional work and evaluation will continue on this topic with feedback from Parish Security team.
- Feedback
 - 2018-19 school survey to be reviewed and changed as needed
- Communication
 - Increase visibility of school administration to identify work being done in the school supporting the strategic goals. 2018-2019 Initiative.