



SCHOOL STRATEGIC PLAN

St. Francis Xavier School, Sartell, MN

OBJECTIVE 1: The school supports staff reflection and evaluation that demonstrates best practice.			
STRATEGY 1: Implement the Marzano-Art and Science of Teaching coaching and mentoring staff evaluation process.			
	Time	Responsibility	Progress Report
Action Step 1: Establish the School Leadership Team	Fall 2018	Principal	
Action Step 2: Research online observation tools. i.e. iObservation, creating Google Forms, etc.	Fall 2018	School Leadership Team	
Action Step 3: Develop a written and articulated staff evaluation/coaching/mentoring process.	Spring 2018	School Leadership Team	
Action Step 4: Training on the various tools and processes.	Fall 2019	Principal/Trainer	
Action Step 5: Full implementation of the process.	Fall 2019	Principal	

STRATEGY 2: Develop and implement a professional development plan for teachers.

	Time	Responsibility	Progress Report
Action Step 1: Research and implement alternative PLC schedules to create regular/routine time for learning.	Fall 2019	School Leadership Team	
Action Step 2: Train staff on PLC process and techniques.	Winter 2019-20	Principal	
Action Step 3: Develop and complete a training needs assessment.	Spring 2020	School Leadership Team	
Action Step 4: Review components of an effective professional development plan.	Spring 2020	School Leadership Team	
Action Step 5: Develop a written PD plan.	Spring/Summer 2020	School Leadership Team	
Action Step 6: Implement the PD plan.	Fall 2020	All teaching staff	
Action Step 7: Evaluate and improve the PD plan.	May 2021	School Leadership Team w/staff input	

OBJECTIVE 2: The school provides a Visual Arts curriculum.

STRATEGY 1: Develop and implement a standard-based visual arts curriculum.

		Timeline	Responsibility	Progress Report
	Action Step 1: All staff will identify current arts standards used throughout the year and projects that align with standards.	2019/2020	All teaching staff	
	Action Step 2: Research and establish a visual arts scope and sequence. (i.e. Minnesota Standards/National Core Arts Standards)	Fall 2020	Art Sub-Committee	
	Action Step 3: Research a visual arts curriculum that aligns with established scope and sequence. Develop an art philosophy statement.	Spring 2021	Art Sub-Committee	
	Action Step 4: Implement visual arts curriculum.	Fall 2021	All teaching staff	
	Action Step 5: Identify cross-curricular visual arts connections and place in scope and sequence.	Fall 2021/Spring 2022	All teaching staff	
	Action Step 6: Evaluate visual arts scope and sequence.	Spring 2022	All teaching staff	
	Action Step 7: Add to curriculum review cycle	Spring 2022	Principal	

OBJECTIVE 3: SFX provides classroom strategies that meet and support the academic needs of each student in social studies and science .

STRATEGY 1: Develop and implement best practice teaching and learning strategies for social studies.				
		Timeline	Responsibility	Progress Report
	Action Step 1: Align social studies curriculum to current Minnesota State Standards. Establish a written scope and sequence. Develop a social studies philosophy statement.	Fall 2020	Social Studies sub-committee	
	Action Step 2: Develop learning scales for social studies.	Spring 2021	All teaching staff	
	Action Step 3: Research and/or observe best practice teaching & learning strategies for social studies. (i.e. Differentiated instruction, inquiry learning) Identify Best Practice Program(s) to implement school wide.	Fall 2021	Social Studies sub-committee	
	Action Step 4: Establish funding for staff development in identified program(s).	Fall 2021	Principal	
	Action Step 5: Train teachers in identified strategies and programs.	Spring/Summer 2022	Principal	
	Action Step 6: Update social studies scope and sequence with new teaching and learning strategies.	Fall 2022	All teaching staff	
	Action Step 7: Implement new social studies strategies.	Fall 2022	All teaching staff	
	Action Step 8: Review social studies scope and sequence for next year.	Spring 2023	All teaching staff	

	STRATEGY 2: Develop and implement best practice teaching and learning strategies for science.			
		Timeline	Responsibility	Progress Report
	Action Step 1: Align science curriculum to current Minnesota State Standards. Establish a written scope and sequence. Develop a science philosophy statement.	Fall 2021	Science sub-committee	
	Action Step 2: Develop learning scales for science.	Spring 2022	All teaching staff (specialists included)	
	Action Step 3: Research and/or observe best practice teaching & learning strategies for science. (i.e. Differentiated instruction, STEM curriculum, PLTW) Identify Best Practice Program(s) to implement school wide.	Fall 2022	Science sub-committee	
	Action Step 4: Establish funding for staff development in identified program(s).	Fall 2022	Principal	
	Action Step 5: Train teachers in identified strategies and programs.	Spring/Summer 2022	Principal	
	Action Step 6: Update science scope and sequence with new teaching and learning strategies.	Fall 2022	All teaching staff	
	Action Step 7: Implement new science strategies.	Fall 2022	All teaching staff	
	Action Step 8: Review science scope and sequence for next year.	Spring 2023	All teaching staff	

	STRATEGY 3: Improve assessment policies and practices.			
		Timeline	Responsibility	Progress Report
	Action Step 1: Review and evaluate existing assessment practices and reporting (grading) structures.	Fall 2021	School Leadership Team	
	Action Step 2: Review, identify, and adopt best practices and strategies for formative and summative assessment, i.e. MCA, NWEA <i>Northwest Evaluation Association</i> , etc.	Fall 2022	School Leadership Team	
	Action Step 3: Re-evaluate, refine and rewrite philosophy statement, ensuring alignment with grading practices, reporting structures	Fall 2023	School Leadership Team	
	Action Step 4: Update faculty handbook to include assessment philosophy and clearly define assessment expectations, grading procedures and reporting structures.	Spring 2024	All teaching staff	
	Action Step 5: Implement new policy & practice.	Fall 2024	All teaching staff	
	Action Step 6: Establish and plan for regular meetings to analyze assessments and devise strategies for enhancing instructional practices based on findings.	Spring 2025	All teaching staff	

	STRATEGY 4: Develop in writing a process for identifying, assessing and prescribing services to support learners.			
		Timeline	Responsibility	Progress Report
	Action Step 1: Review the schools and the public school's process for identifying, assessing and prescribing services to support learners.	Spring 2019	Principal	
	Action Step 2: Identify and write the process.	Summer 2019	Principal	
	Action Step 3: Share and train all teachers on the process.	October 2019	School Leadership Team	

OBJECTIVE 4: The school provides an environment that effectively meets the needs of students with challenging emotional and or/behavioral issues.

STRATEGY 1: Research and initiate a tiered intervention program.

		Timeline	Responsibility	Progress Report
	Action Step 1: Establish an emotional/behavioral committee.	Fall 2022	Principal	
	Action Step 2: Research best practices for tiered interventions.	Winter 2022/2023	Emotional/behavioral committee/Social Worker	
	Action Step 3: Develop a plan for tiered interventions.	Spring 2023	Emotional/behavioral committee/Social Worker	
	Action Step 4: Train teachers on tiered interventions.	Spring/summer 2023	All teaching staff	
	Action Step 5: Implement tiered interventions.	Fall 2023	All teaching staff	
	Action Step 6: Review implemented strategies and make necessary changes for the following year.	Spring 2024	All teaching staff	