



## Saint Ambrose of Woodbury Catholic School- STRATEGIC PLAN

### OBJECTIVE 1 Saint Ambrose will provide for the needs of all learners

#### STRATEGY 1 Examine specialist curriculum offerings as a means of better meeting student interests and needs.

**ACTION STEP 1:** Establish a Committee of administration and teachers to review existing specialist schedules and offerings.

**TIMELINE**  
Fall 2009

**RESPONSIBILITY**

- Administration
- School staff

**PROGRESS REPORT**

<sup>2009/2010</sup> A committee was established in the spring of 2010.

**ACTION STEP 2:** Study new options for specialist classes including providing broader choice and scheduling issues.

2009-2010

- Committee

<sup>2010/2011</sup> Discussion occurred regarding what specialist options Saint Ambrose currently offers (music, art, Spanish, PE and band).

**ACTION STEP 3:** Prepare a summary of findings- including recommendations- and share with school administration.

2009-2010

- Committee

<sup>2010/2011</sup> The committee recommended some "ideals" to expand our specialist offerings within the school day. Each of those ideas added significant expense to the school budget.

**ACTION STEP 5:** Determine feasibility of and prioritize recommendations. Develop a plan for implementation.

Spring 2010

- Administration

<sup>2010/2011</sup> Given current economic circumstances, the school is not in a position to expand specialist offerings. However, we will be exploring the addition of an after school drama program.  
<sup>2011/2012</sup> A meeting occurred with Ashland Productions. It was determined that this theater company did not meet the criteria Saint Ambrose is seeking for a drama program. We will continue to explore additional options as they present themselves.

#### STRATEGY 2 Conduct a study of enrichment models that enhance the school curriculum

**ACTION STEP 1:** Establish an Enrichment Committee made up of administration, school staff and parents.

**TIMELINE**  
Spring 2010

**RESPONSIBILITY**

- Administration
- Enrichment Coordinator
- School staff
- parents

**PROGRESS REPORT**

<sup>2010/2011</sup> An Enrichment Committee made up of school administration and staff was established in fall of 2010.

**ACTION STEP 2:** Review existing enrichment opportunities at Saint Ambrose including their participation level, support of the curriculum and effectiveness.

2010-2011

- Enrichment Committee

<sup>2010/2011</sup> The enrichment Committee spent the school year examining and gathering feedback regarding current enrichment offerings, both in the classroom and outside of the classroom.

	<b>ACTION STEP 3:</b> Review enrichment models in other schools.	2010-2011	<ul style="list-style-type: none"> <li>Enrichment Committee</li> </ul>	<p>2010/2011 Several members of the Enrichment Committee are currently working on or have completed their work in the UST Gifted/Talented program. They provided excellent information on current best practices. In addition the committee examined the models implemented in other Catholic Schools.</p>
	<b>ACTION STEP 4:</b> Prepare a summary of findings- including recommendations- and share with school administration.	2010-2011	<ul style="list-style-type: none"> <li>Enrichment Committee</li> </ul>	<p>2010/2011 The Enrichment Committee has completed their explorations of the enrichment options offered at Saint Ambrose as well as current best practices. These recommendations have been provided to the school administration for review and action. These recommendations include ways to better utilize the out of class enrichments available at our school as well as ways in which teachers might enrich the curriculum within the classroom for high achievers.</p> <p>2011/2012 The Enrichment Committee developed a three level model of identifying and servicing high potential students. An in-service was held in February to present this model to the full staff as well as to provide practical ideas for implementation of the model.</p>
<b>STRATEGY 3 Continue to develop differentiated instructional planning and delivery</b>				
	<b>ACTION STEP 1:</b> Establish a process for the Differentiated Instruction Committee to better coordinate with the Professional Development Committee.	<b>TIMELINE</b> Spring 2010	<b>RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>Differentiation Committee</li> <li>Professional Development Committee</li> <li>Administration</li> </ul>	<b>PROGRESS REPORT</b> <p>2010/2011 During the 2010/2011 school year the Differentiation Committee went out of existence and members became involved in the Professional Development Committee and the Enrichment Committee. These two committees have been exploring our professional development needs around differentiation, specifically related to high end achievers.</p>
	<b>ACTION STEP 2:</b> Provide on-going staff development on UbD and Differentiated Instruction.	2010-2011	<ul style="list-style-type: none"> <li>Professional Development Committee</li> <li>Administration</li> </ul>	<p>2010/2011 The Saint Ambrose staff has a deep background in differentiated instruction. As part of our in-service training and professional discussions we have worked during this school year on ways that the NWEA MAP data can be used to identify students, instructional levels and curriculum standards that can be best differentiated in the classroom.</p> <p>2011/2012 An in-service was held in February with a focus on differentiating the curriculum for high potential learners.</p> <p>2012/2013 August in-service included professional development focused on independent investigations for the enrichment of high-potential students. This included planning, structure, communication with parents, and resources for development of additional units of study for all grade levels.</p>
<b>STRATEGY 4 Expand mathematics opportunities for students within the classroom</b>				
	<b>ACTION STEP 1:</b> Review current math offerings, high school offerings and options for curriculum extension.	<b>TIMELINE</b> Winter 2011	<b>RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>Administration</li> <li>Math Teachers</li> </ul>	<b>PROGRESS REPORT</b> <p>2011/2012 A review of current mathematics courses was conducted during the fall of 2011. This included the math courses offered at Saint Ambrose as well as the math courses offered at the high schools our</p>

	<b>ACTION STEP 2:</b> Work with elementary staff to create math extension units to challenge high potential students	Winter 2011	<ul style="list-style-type: none"> <li>Administration</li> <li>Enrichment Committee</li> <li>Elementary staff</li> </ul>	<p>students attend upon graduation.</p> <p>2011/2012 Based on the work of the Enrichment Committee, an in-service was held to discuss our levels of service model for meeting the needs of high potential students. Elementary teachers have been developing units/lessons to meet student needs based on this service model approach.</p> <p>2012/2013 Enrichment Committee members offered training to better use our math curriculum technology component for differentiating math. Also, this committee held an after school workshop on math differentiation for high achieving students.</p>
	<b>ACTION STEP 3:</b> Determine additional course offerings for students in grades 5-8.	Fall 2011	<ul style="list-style-type: none"> <li>Administration</li> <li>Math Teachers</li> </ul>	<p>2011/2012 After reviewing our current mathematics course offerings it was determined that students in grades 6-8 will have three math tracks. In order to accomplish this, Geometry was added as a course for our highest achieving math students. Adjustments were made to the course offerings in grades 5-7 to channel students into the appropriate math track in the future.</p>
	<b>ACTION STEP 4:</b> Develop standards for new course offerings	Winter 2011	<ul style="list-style-type: none"> <li>Administration</li> <li>Math teachers</li> </ul>	<p>2011/2012 Standards for all math courses were already in place prior to this process. The standards for geometry, which will be a new course in fall 2012, are being written.</p> <p>2012/2013 We began working on the Geometry standards, but they will be finalized in 2013/2014.</p>
	<b>ACTION STEP 5:</b> Develop and communicate criterion for student placement in each math course offered	Spring 2011	<ul style="list-style-type: none"> <li>Administration</li> </ul>	<p>2011/2012 Specific student criterion for course placement in grade 5-8 were determined. These criteria include: MAP scores, teacher recommendation, previous grades and a placement test. These criteria were communicated to all parents. Follow-up conversations were conducted by the administration and math staff with select parents.</p> <p>2012/2013 Criteria revision included placement test updates for 5<sup>th</sup> graders, and using MAP RIT scores instead of national percentile ranking.</p>
	<b>ACTION STEP 6:</b> Determine staffing needs	Winter 2011	<ul style="list-style-type: none"> <li>Administration</li> </ul>	<p>2011/2012 The addition of more math opportunities created the need for an additional half time math instructor for grades 6-8. That instructor has been hired.</p>
	<b>ACTION STEP 7:</b> Implement additional math offerings	Fall 2012	<ul style="list-style-type: none"> <li>Administration</li> <li>Math staff</li> </ul>	<p>2012/2013 We extended our course offerings in math by including an additional track.</p>
*	<b>STRATEGY 5: Develop a strategic plan for expanding technology.</b>			
*	<b>ACTION STEP 1:</b> Create opportunities for increased student access to technology.	2014-2015	<ul style="list-style-type: none"> <li>Administration</li> <li>Staff</li> </ul>	
*	<b>ACTION STEP 2:</b> Continue teacher professional development in implementation of technology into the classroom.	2015-2016	<ul style="list-style-type: none"> <li>Administration</li> </ul>	



## Saint Ambrose of Woodbury Catholic School- STRATEGIC PLAN

### OBJECTIVE 2 Saint Ambrose will complete its standards based curriculum development

STRATEGY 1 Complete the update of the Curriculum Handbook by writing standards for the remaining core content areas				
ACTION STEP 1: Write comprehensive K-8 Science standards.	TIMELINE 2009-2010	RESPONSIBILITY <ul style="list-style-type: none"><li>School Staff</li><li>Curriculum Committee</li></ul>	PROGRESS REPORT 2009/2010 During the 2009/2010 school year the school staff wrote new, comprehensive K-8 science standards. These standards were completed and added to our Curriculum Handbook in spring of 2010.	
ACTION STEP 2: Write Comprehensive K-8 social studies standards	2009-2010	<ul style="list-style-type: none"><li>School Staff</li><li>Curriculum Committee</li></ul>	2010/2011 This Action Step has been delayed to the 2011/2012 school year because the State of Minnesota is currently revising their standards. The curriculum standards at Saint Ambrose are based on the Minnesota State standards. 2011/2012 This action step will be delayed until the 2012/2013 school year because the final draft of the new Minnesota state standards was not completed until deep into the current school year. 2012/2013 Social Studies standards were completed.	
ACTION STEP 3: Write comprehensive K-8 Language Arts standards	2010-2011	<ul style="list-style-type: none"><li>School Staff</li><li>Curriculum Committee</li></ul>	2010/2011 During the 2010/2011 school year the school staff wrote new, comprehensive K-8 language arts standards. These standards were completed and added to our Curriculum Handbook in spring of 2011.	
STRATEGY 2 Develop and implement a comprehensive technology curriculum				
ACTION STEP 1: Examine current practices in technology education at Saint Ambrose of Woodbury.	2010-2011	<ul style="list-style-type: none"><li>Technology Committee</li></ul>	2010/2011 The Technology Committee examined the technology education practices currently being implemented at each grade level.	
ACTION STEP 2: Develop a comprehensive technology plan and technology standards for Saint Ambrose of Woodbury School.	2010-2011	<ul style="list-style-type: none"><li>Media Specialist</li><li>Technology Committee</li><li>Curriculum Committee</li></ul>	2010/2011 The Technology Committee has spent the 2010/2011 school year writing technology standards for Saint Ambrose of Woodbury School. Those standards will be reviewed during the summer of 2011 and will be added to the Curriculum Handbook in fall 2011.	

	<b>ACTION STEP 3:</b> Implement the technology plan within the curriculum.	2011-2012	<ul style="list-style-type: none"> <li>Media Specialist</li> <li>School staff</li> </ul>	<p>2011/2012 Most of the technology standards are being implemented. Work continues on full implementation.</p> <p>2012/2013 A "use your own device" policy was developed and implemented for students in grades 6-8. This allows students more access to the technology they need.</p>
	<b>STRATEGY 3 Develop and implement a comprehensive health curriculum</b>			
	<b>ACTION STEP 1:</b> Establish a committee of administration, teachers and nurses to examine current practices in health education at Saint Ambrose of Woodbury.	2010-2011	<ul style="list-style-type: none"> <li>Health Committee</li> </ul>	<p>2010/2011 Our Physical Education teacher was on FMLA leave for much of the winter. She is a key to the planning, writing and implementation of health standards. Without her availability for input it was determined that the committee would be assembled in the fall of 2011 to complete the health standards writing process.</p> <p>2011/2012 A committee was established and began researching the national health standards. In addition the committee determined at what grade levels standards are currently being taught and where gaps in these standards exist. Work will continue in 2012/2013 to finalize these standards.</p>
	<b>ACTION STEP 2:</b> Develop comprehensive K-8 health standards for Saint Ambrose of Woodbury School.	2010-2011	<ul style="list-style-type: none"> <li>Health Committee</li> <li>Curriculum Committee</li> </ul>	<p>2012/2013 Standards were finalized, but training and resource development are still needed. The Health Committee will present PD to support teachers in delivering Health Standards in 2013/2014.</p>
	<b>ACTION STEP 3:</b> Implement health curriculum	2011-2012	<ul style="list-style-type: none"> <li>School Staff</li> <li>Administration</li> </ul>	<p>2010/2011 Implementation will be scheduled for 2012/2013.</p> <p>2011/2012 Work will continue in 2012/2013 toward implementation of these standards. While many standards already exist in our curriculum, full implementation will occur in 2013/2014.</p>
	<b>ACTION STEP 4:</b> Schedule training to support teachers in the implementation of health standards.	2013-2014	<ul style="list-style-type: none"> <li>Health Committee</li> <li>Administration</li> </ul>	<p><b>2013/2014 The Health Committee established a plan outlining the responsibility of delivering Health Standards. Our school psychologist will help support this in classrooms. There is no training required.</b></p>





## Saint Ambrose of Woodbury Catholic School- STRATEGIC PLAN

### OBJECTIVE 3 Saint Ambrose will expand its student assessment and data reporting practices.

STRATEGY 1 Choose a new standardized testing instrument that provides comparative data on both individual student growth and national norms.				
ACTION STEP 1: Establish a committee to explore, review and recommend a new standardized testing instrument.	TIMELINE  Fall 2009	RESPONSIBILITY  <ul style="list-style-type: none"><li>School Staff</li><li>Administration</li></ul>	PROGRESS REPORT <small>2009/2010</small> A committee was established to review our standardized testing practices. After extensive research it was determined that Saint Ambrose School would begin using MAP testing through NWEA.	
ACTION STEP 2: Provide staff in-service on best practices associated with the standardized testing instrument.	2009-2010	<ul style="list-style-type: none"><li>School Staff</li><li>Administration</li></ul>	<small>2009/2010</small> On November 6, 2010 the entire staff at Saint Ambrose School spent a day training with an NWEA representative prior to launching the assessment in December. <small>2010/2011</small> In August 2011 the entire staff spent a day training with an NWEA representative on interpreting the data provided by MAP testing.	
ACTION STEP 3: Implement new standardized assessment.	Spring 2010- on-going	<ul style="list-style-type: none"><li>School Staff</li><li>Administration</li></ul>	<small>2009/2010</small> MAP testing was administered to grades K-8 in the winter and again in the spring. <small>2010/2011</small> MAP testing was administered to grades 1-8 during the fall of 2010 and spring of 2011- providing us with our first "growth period" for data analysis.	
ACTION STEP 5: Report individual results to parents.	Spring 2010- on-going	<ul style="list-style-type: none"><li>School Staff</li><li>Administration</li></ul>	<small>2009/2010</small> Individual student MAP results as well as a letter of explanation were provided to parents following both the winter and spring testing sessions. <small>2010/2011</small> Individual student MAP results including individual student growth data were shared with families in spring of 2011.	
STRATEGY 2 Align formal student report cards with curriculum standards to better report student growth and achievement.				
ACTION STEP 1: Complete standards writing/revisions in all content areas.	TIMELINE  2012	RESPONSIBILITY  <ul style="list-style-type: none"><li>School staff</li><li>Curriculum committee</li></ul>	PROGRESS REPORT <small>2011/2012</small> As described throughout this report, Saint Ambrose has nearly completed its conversion to a standards based curriculum. Social studies is the final significant area of the curriculum that remains to be written.	
ACTION STEP 2: Establish a report card committee consisting of administration and teachers.	Spring 2012	<ul style="list-style-type: none"><li>Administration</li><li>School Staff</li></ul>	<small>2011/2012</small> The Archdiocese of St. Paul/Minneapolis indicated that a series of report card templates were being developed and that schools will be required to migrate to these templates, so we delayed establishing a committee. After reviewing these templates it has been determined that they do not meet the needs of Saint Ambrose. A committee will be established in fall of 2012.	

	<b>ACTION STEP 3:</b> Develop a student reporting instrument aligned with the school's academic standards that report student growth and achievement.	2012-2013	<ul style="list-style-type: none"> <li>Report card committee</li> </ul>	2012/2013 An assessment committee was established in the fall of 2012. We researched standards-based report cards and determined further teacher training is needed before developing a standards-based report card.
	<b>ACTION STEP 4:</b> Share information with parents about the new reporting instrument and implement.	Spring 2013	<ul style="list-style-type: none"> <li>Administration</li> <li>School Staff</li> </ul>	See above
	<b>ACTION STEP 5:</b> Develop a comprehensive professional development plan around assessment and standards based report cards.	2013-2014	<ul style="list-style-type: none"> <li>Assessment Committee</li> </ul>	2013/2014 Two members of the assessment committee attended training for standards based report cards and determined that we need all-staff training in the fall of 2014, with a plan for implementation in 2015-2016.
*	<b>ACTION STEP 6:</b> Implement standards based reporting.	2015-2016	Assessment Committee	
<b>STRATEGY 3 Improve communication regarding student achievement</b>				
	<b>ACTION STEP 1:</b> Develop a process to better communicate student achievement between grade levels.	<b>TIMELINE</b> Fall 2010	<b>RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>School Staff</li> <li>Administration</li> </ul>	<b>PROGRESS REPORT</b> 2010/2011 The school's Professional Development Committee spent the school year exploring ways in which factual information about students can be shared between grade levels. A process has been developed and will be completed in spring 2011 with data to be shared with teachers in the fall of 2011. 2011/2012 The reporting tool developed in 2011 has been reviewed and modified to better reflect the type of information to be shared across grade levels. All homeroom teachers completed this form in the spring of 2012. 2012/2013 During August workshops, we focused on communicating about students who we have identified as gifted. All teachers in the building had a chance to add information about students that would benefit current teachers to meet their needs. Also, we continued to revise the form (see above) to better suit teacher needs, especially in relation to communicating about students who need academic enrichment.
	<b>ACTION STEP 2:</b> Develop an on-line grade portal for parents to monitor student progress.	Spring 2010	<ul style="list-style-type: none"> <li>School Staff</li> <li>Administration</li> </ul>	2009/2010 A committee of teachers and administration explored options for an on-line grade portal. 2010/2011 In the fall of 2010 Saint Ambrose implemented Gradebook Wizard as a website and grade portal for grades 6-8. In the spring of 2011 we have been conducting a parent survey on communication, including Gradebook Wizard.

*	<b>ACTION STEP 3: Provide opportunities for communication between specialist teachers and classroom teachers</b>	2013-2014	<ul style="list-style-type: none"> <li>School Staff</li> <li>Administration</li> </ul>	<b>2013-2014</b> On November 8, 2014 we held a specialist meeting which outlined objectives for specialist communication with classroom teachers.
*	<b>STRATEGY 4 Provide targeted professional development for standards-based assessment</b>			
*	<b>ACTION STEP 1: Train teachers in necessary steps for standards-based assessment and reporting.</b>	2014-2015	<ul style="list-style-type: none"> <li>Administration</li> </ul>	



## Saint Ambrose of Woodbury Catholic School- STRATEGIC PLAN

### OBJECTIVE 4 Saint Ambrose will establish a comprehensive marketing plan

	<b>STRATEGY 1 The school will develop a marketing plan to promote student enrollment and highlight school achievements.</b>			
	<b>ACTION STEP 1:</b> Establish a marketing committee consisting of administration, staff and parents.	<b>TIMELINE</b> Winter 2010	<b>RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>Administration</li> <li>School staff</li> <li>Parents</li> </ul>	<b>PROGRESS REPORT</b> 2010/2011 A Marketing Committee composed of school administration and school parents was established in the fall of 2010.
	<b>ACTION STEP 2:</b> Develop a long-range marketing plan to promote school achievement and support school enrollment within the parish and surrounding community .	2010-on-going	<ul style="list-style-type: none"> <li>Marketing Committee</li> </ul>	2010/2011 The Marketing Committee has been extremely active. During 2010/2011 they have created a new brochure, established a presence following Masses, surveyed our community about communication and have hired a company to work with us on creating a new school website. 2011/2012 The Marketing Committee remains extremely active. A new website was launched this school year, we have created a presence on Facebook, we have submitted regular press releases to the local media and we continue to promote the school following Masses. 2012/2013 With the objective of increasing the visibility of



				our school through school spirit clothing, the marketing committee introduced new t-shirts, hats, pants and sweatshirts this spring. The response has been positive by both adults and students. This group monitors and updates our website, and regularly posts status updates on Facebook to garner positive community appeal. Additionally, we continued to promote the school after Masses on a regular basis.
	<b>ACTION STEP 3: Develop a plan for outreach to members of surrounding parishes that do not have Catholic schools.</b>	2013-2014	<ul style="list-style-type: none"> <li>Marketing Committee</li> <li>Administration</li> </ul>	<b>2013/2014</b> After contacting priests at surrounding parishes, bulletin announcements were run weekly in the Guardian Angels, St. Rita and St. Thomas bulletins. Priests declined to have us speak after Mass at this time.
*	<b>ACTION STEP 4: Work to establish a stronger parish-school and pre-school-school relationship for marketing and enrollment purposes.</b>	2014-2015	<ul style="list-style-type: none"> <li>Administration</li> </ul>	
<b>STRATEGY 2 Establish an active Alumni Association</b>				
	<b>ACTION STEP 1:</b> Establish an alumni committee consisting of administration, teachers, parents and graduates	<b>TIMELINE</b> Winter 2010	<b>RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>Administration</li> <li>School staff</li> <li>Parents</li> <li>Alumni</li> </ul>	<b>PROGRESS REPORT</b> 2010/2011 An Alumni Committee was established in the fall of 2010. Currently the committee includes administration, teachers and a parent. Ideally the committee will expand in the future.
	<b>ACTION STEP 2:</b> Establish a regular communication device to establish a school/alumni connection.	Fall-2010 on-going	<ul style="list-style-type: none"> <li>Alumni Committee</li> </ul>	2010/2011 In the fall of 2010 the first issue of our alumni newsletter "Reconnections" was mailed to our graduates. A second edition will be mailed in spring of 2011. In addition an alumni page has been established on Facebook.
	<b>ACTION STEP 3:</b> Develop a long-range plan for maintaining and expanding the role of graduates as stakeholders	2011- on-going	<ul style="list-style-type: none"> <li>Alumni Committee</li> </ul>	2010/2011 The Alumni Committee has established, as a first step, communicating with the alumni as a way of reconnecting them to our school community. In the summer of 2011 our first annual Alumni Golf Tournament and Dinner will take place. 2011/2012 The interest in the golf tournament was minimal and the event was cancelled. We continue to engage our graduates through Facebook, newsletters and personal contact. We will also continue to seek events to keep the alumni connected to Saint Ambrose.



## Saint Ambrose of Woodbury Catholic School- STRATEGIC PLAN

### OBJECTIVE 5 Provide for effective staff professional development

STRATEGY 1 Develop a current, accessible professional development library for staff development.				
ACTION STEP 1: The Professional Development Committee will review current available resources, established criteria for the acquisition of new material and determine materials to be purchased.	TIMELINE  Fall 2009	RESPONSIBILITY  • Professional Development Committee	PROGRESS REPORT <small>2009/2010</small> The Professional Development Committee met during the 2009/2010 school year to review and update the on-site professional library.	
ACTION STEP 2: The professional development library will be annually reviewed and updated.	2010- on-going	• Professional Development Committee	<small>2010/2011</small> The Professional Development Committee has organized the print library that is available to our staff. In addition, this group has established a site on our <i>intra-net</i> with links to educational research and best practices for our teachers.	
STRATEGY 2 Develop a plan to most effectively use professional development money to best meet the needs of students and staff.				
ACTION STEP 1: The professional development committee will work annually with the administration to recommend staff-wide professional development opportunities and resource allocation.	TIMELINE  Winter 2010	RESPONSIBILITY  • Professional Development Committee	PROGRESS REPORT <small>2010/2011</small> The Professional Development Committee met during the 2010/2011 school year to discuss professional development opportunities that would benefit the whole staff as well as ways to facilitate individual professional development. One change that the committee recommended for coming years is establishing professional goals as grade level teams rather than as individuals.	
ACTION STEP 2: The professional development committee will recommend to administration a plan for resource allocation for individual staff development opportunities.	Fall 2011	• Professional Development Committee	<small>2010/2011</small> The Professional Development Committee has reviewed our policy for the allocation of financial resources to individual teachers for professional development. The administration accepted and implemented that plan effective in the fall of 2010.	

<b>STRATEGY 2 Develop a plan to expand and enhance staff faith formation opportunities.</b>				
<b>ACTION STEP 1:</b> The Catholic Identity Committee will examine current staff faith formation opportunities to determine areas of strength and areas for further development.	<b>TIMELINE</b> Fall 2009	<b>RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Pastor</li> <li>• Administration</li> <li>• Catholic Identity Committee</li> <li>• Professional Development Committee</li> </ul>	<b>PROGRESS REPORT</b> 2009/2010 The Catholic Identity Committee took the ACRE on-line test published by NCEA in the spring of 2009. They shared the format and data with the administration. All teachers will take the ACRE test in fall 2011 and the data will be used to plan future staff faith formation opportunities. 2011/2012 The entire school staff took the ACRE test in the fall of 2011. These results were reviewed by the administration and shared with the Catholic Identity Committee.	
<b>ACTION STEP 2:</b> The Catholic Identity Committee will recommend to administration a plan to support staff in participating in faith formation opportunities, providing on-site faith formation opportunities and monitoring staff participation in their faith development.	Spring-2009	<ul style="list-style-type: none"> <li>• Pastor</li> <li>• Administration</li> <li>• Catholic Identity Committee</li> <li>• Professional Development Committee</li> </ul>	2010/2011 The Catholic Identity Committee organized a day long staff retreat with Deacon Mickey Friesen. They also provided information to staff on other adult faith formation opportunities sponsored by the parish and surrounding organizations. 2011/2012 The Catholic Identity Committee organized a day of service during a fall in-service day. All of the school staff spent four hours in service at shelters, food shelves, nursing homes, adult day cares, etc. Following our service we gathered for Mass and were led through a reflection of our experiences by Deacon Larry Amell. 2012/2013 The Catholic Identity Committee organized a day long staff retreat with Associate Pastor Alex Carlson.	
<b>ACTION STEP 3:</b> Implement a plan to expand staff faith formation opportunities	Fall 2010 on-going	<ul style="list-style-type: none"> <li>• Pastor</li> <li>• Administration</li> <li>• Catholic Identity Committee</li> <li>• Professional Development Committee</li> </ul>	2010/2011 The Catholic Identity Committee has developed a plan for all staff to participate in the ACRE test in the fall. They have also planned another day long staff retreat for fall of 2011. Based on the aggregate results of the ACRE test, a more detailed plan for staff faith formation will be developed in the fall. 2011/2012 The entire school staff took the ACRE test in the fall of 2011. These results were reviewed by the administration and shared with the Catholic Identity Committee. During the year the Committee provided faith based resources to the teaching staff and encouraged participation in faith opportunities. 2012/2013 Attending daily Mass together, spiritual book discussion groups and Lenten reflections were ways our committee reached out to teachers to participate more fully in their faith at work.	



## Saint Ambrose of Woodbury Catholic School- STRATEGIC PLAN

### OBJECTIVE 6 Continue to promote peaceful, respectful interactions among students

	<b>STRATEGY 1</b> Develop a comprehensive plan to promote positive student relationships within the classroom and across grade levels.			
	<b>ACTION STEP 1:</b> Establish a committee of administration and staff to explore current efforts at creating positive student relationships.	<b>TIMELINE</b> Winter 2010	<b>RESPONSIBILITY</b> <ul style="list-style-type: none"><li>• Staff</li><li>• Administration</li></ul>	<b>PROGRESS REPORT</b> 2010/2011 A Character Development Committee was established to explore a variety of character development/conflict resolution programs. Representatives of two programs were invited to Saint Ambrose to meet with the committee to discuss their program strengths.
	<b>ACTION STEP 2:</b> Explore and implement classroom community building techniques, such as Responsive Classroom.	Fall 2011	<ul style="list-style-type: none"><li>• Staff</li><li>• Administration</li></ul>	2011/2012 The Character Development Committee researched a variety of programs but did not find any that fit the goals and objectives we have established for our school. We determined we would develop our own program based on a book by Ron Clark. Implementation of this program began in the spring of 2012. 2012/2013 7 <sup>th</sup> grade students spent two nights and 3 days at Eagle Bluff Environmental Learning Center. This experience fostered positive student relationships that transferred back to school.
	<b>ACTION STEP 3:</b> Establish and implement a faith-based character development program	Fall 2011	<ul style="list-style-type: none"><li>• Staff</li><li>• Administration</li></ul>	2011/2012 Implementation of our character development program began in late-spring 2012. A more thorough implementation will take effect in 2012/2013. 2012/2013 We kicked off the school year with a pep rally focused on our faith-based character development program, "The Saint Ambrose Way". Students and teachers demonstrated their commitment to this program throughout the year. Students were recognized for living the Saint Ambrose Way with postcards home, and their names were displayed at the school entrance.
	<b>ACTION STEP 4:</b> Extend our faith-based character development program to consistently meet the needs of all students.	2013-2014	<ul style="list-style-type: none"><li>• Staff</li><li>• Administration</li></ul>	<b>2013/2014 Our Character Development Committee worked to establish visual reminders of the program K-8. Crosses display the tenets of the Saint Ambrose Way.</b>
*	<b>ACTION STEP 5:</b> Imbed our faith-based character development program into daily life at Saint Ambrose.	2015-2016	<ul style="list-style-type: none"><li>• Staff</li><li>• Administration</li></ul>	

<b>STRATEGY 2 Continue to consistently and proactively address student conflict</b>				
	<b>ACTION STEP 1:</b> Review, revise and formalize our student conflict-resolution efforts.	<b>TIMELINE</b> Winter 2010	<b>RESPONSIBILITY</b> <ul style="list-style-type: none"> <li>• Staff</li> <li>• Administration</li> </ul>	<b>PROGRESS REPORT</b> <small>2010/2011</small> During the 2010/2011 school year the school administration met with the teaching staff to discuss consistency in the implementation of our conflict resolution process. <small>2011/2012</small> The teaching staff and administration have been using a common approach to conflict resolution with our students. In the lower elementary this resolution follows a "Fix-It Plan" and in the upper elementary/junior high we use a Conflict Resolution Plan.
	<b>ACTION STEP 2:</b> Communicate our prevention and conflict resolution plans to all stakeholders.	Fall 2011- on-going	<ul style="list-style-type: none"> <li>• Staff</li> <li>• Administration</li> </ul>	<small>2011/2012</small> Our primary form of communication on this topic has been through our school newsletter.
	<b>ACTION STEP 3:</b> Develop a plan to proactively establish positive relationships among students.	2013-2014	<ul style="list-style-type: none"> <li>• Staff</li> <li>• Administration</li> <li>• Parents</li> <li>• Students</li> </ul>	<b>2013/2014 Building community in each classroom is an expectation. Students participate in team building exercises in K-5 classrooms during morning meeting. 7th and 8th grade students participate in retreats focusing on relationships.</b>