

St. Martin of Tours Academy

STRATEGIC PLAN

Mission Statement

St. Martin of Tours Academy, in partnership with parents, is a Catholic parish elementary school that prepares students to be lifelong learners through a curriculum that has a strong moral, spiritual, and academic foundation. Students understand the need for peace and justice, and as responsible Catholics, are challenged to answer the call to service and become engaged citizens of the world.

Philosophy

We base our philosophy of education on the premise that all persons are created equal in worth as human beings. In justice, children have a right to grow to the fullest of their potential in an atmosphere of utmost reverence and respect. Parents are the primary educators of their children. Teachers facilitate the learning process, blending academic achievement with a Christian perspective on life and with an understanding of human nature.

With student-centered orientations, we strive toward the holistic development of each individual. To this end, we employ a system of human growth and learning process which insure that all students have equal opportunities to learn how to think, how to learn and how to make responsible decisions in their own lives. In this educational process, teachers work in close communication with parents.

Strategic Vision

The National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools (Center for Catholic School Effectiveness, School of Education, Loyola University, Chicago) calls us to be a Catholic school that is mission driven, program effective, well managed and responsibly governed.

At St. Martin of Tours Academy, we believe that consistent effective self-evaluation, documented assessment measures, and cyclic external review are essential to maintaining a high quality learning environment that is aligned with the national vision for Catholic schools. Our Catholic Identity, enriched by the process of systematic improvement provided by our strategic plan, encompasses all programs and services for the benefit of students, teachers, parents and the community.

1. Curriculum

Goal

To employ the Workshop Way® System of Education to deliver a curriculum that meets or exceeds diocesan, State and Common Core Standards ensuring students meet their full spiritual, academic and creative potential.

Rationale

Workshop Way's holistic approach to education cultivates human growth goals and life skills. It enables all students to learn how to learn, how to think, and how to responsibly manage their lives, laying the foundation for success in careers and life. The excellence of our instruction and instructional support programs are tailored distinctly to meet the needs of all our students.

Objective

To provide an onsite counselor to address the social, emotional and psychological needs of the students.

- 1.1 Explore options for a non-salary persons (volunteer, intern)
- 1.2 Determine cost of a salaried person
- 1.3 Determine if a present staff member is interested and qualified to accept the position

2. Technology

Goal

To develop students who are effective communicators utilizing current technology and demonstrating the ability to maintain competency throughout their lifetime.

Rationale

Schools today are preparing students for a future that includes rapidly changing, convergent technology. We need to prepare our students to thrive in this environment by being adaptable, flexible and able to make intelligent decisions regarding their digital footprint in the 21st century.

Objective

To develop a long-term plan to provide and maintain the infrastructure that support the school's technology use an expansion.

- 2.1 Develop a plan to monitor the upgrade and replacement cycle of campus technology
- 2.2 Centralize software and applications purchases through the bookkeeping office to manage licensing and track expenditures
- 2.3 Explore how to expand services on Google
- 2.4 Update school's website to include video messages, tutorials, and a regularly updated "Message from the Principal" feature

2a. Technology/Curriculum

Objective

To determine the future use of technology as a means to deliver curriculum

- 2a.1 Identify 1-2 classroom teachers who can lead technology/software sourcing and implementation, supported by the computer teacher
- 2a.2 Determine how devices are to be chosen/purchased
- 2a.3 Provide professional growth opportunities for teachers.

3. Finance

Goal

To ensure the school maintains viability with the opportunity to grow based on realistic projected enrollment and expenses.

Rationale

Responsible stewardship of financial resources is essential to maintaining the viability and growth of our school community. In order to equip our students with the skills to reach full spiritual, academic and creative potential for lifelong learning we need to provide the following: A comprehensive program balanced budget with appropriate reserves, adequate tuition assistance and excellent facilities. To seek opportunities for additional funding through outside sources is also necessary of rate stability of the school.

Objective

To explore ways to reduce reliance on fundraising by researching other funding resources outside the school community while maintaining Bingo, the school's major fundraiser.

- 3.1 Review tuition structure including current discounts
- 3.2 Increase student enrollment
- 3.3 Explore ways to augment current senior Bingo workers
- 3.4 Review fundraising efforts
- 3.5 Determine how to increase endowment funds to fund tuition assistance
- 3.6 Explore sources of funds for facility improvements and major repairs

3a. Finances/Grants

Objective

To create a committee to develop grant-writing capability.

- 3a.1 Survey the local community requesting interested and qualified persons
- 3a.2 Explore wide-range, multi-purpose grants for technology curriculum, professional growth, facility improvements, tuition assistance.

4. Facilities

Goal

To maintain a school environment that is safe, attractive, welcoming and conducive to learning; one that meets the development needs of all our students.

Rationale

It is the school's commitment and responsibility to provide facilities now and in the future that support an optimal learning environment. Student safety and comfort is paramount. It is essential that the school identify repairs, maintenance needs and improvements to maintain a quality program and keep the school competitive in the educational marketplace.

Objective

To develop, as part of the Strategic Plan, a multi-year plan for school repairs and improvements. The plan will identify repairs, maintenance needs, improvements and expansion needed to offer a quality program and keep the school competitive in the educational market place.

- 4.1 Survey exterior of campus and interior of buildings for needed / desired improvements/repairs
- 4.2 After surveys rank projects by immediate or long-term need
- 4.3 Determine source of funding for needed /desired improvements/repairs
- 4.4 Coordinate this plan with Parish master plan
- 4.5 Develop a written preventative maintenance plan for campus (ex: replace heater filters, asphalt sealing, coating for front entry)
- 4.6 Make a list of current vendors within the East County Cluster
- 4.7 Explore funding for private schools from outside sources

5. Community

Goal

To prepare our students to meet the responsibilities and expectations they will face as Catholic Christians in the Church and citizens of their local community, our country and the world.

Rationale

As stated in the Pastoral message on Catholic Education, *To Teach as Jesus Did*, “The educational mission of the Church is three fold: to reach doctrine, to build community, and to serv.” A student who graduates from St. Martin of Tours Academy is prepared to be an active Christian who has foundation in Catholic teaching, internalizes a system of values based on the teachings of Jesus Christ; has global awareness and a concern for social justice; recognizes and responds to need within the community and values and respects all of God’s creation and diversity in all people.

Objective

To help the local community better understand the Workshop Way® System of Education by eliciting testimony from parents (past and present) and alumni and by substantiating this system with the framework of current research and “Best Practices” in education.

- 5.1 Conduct a survey to establish present knowledge and understanding.
- 5.2 Use parent newsletter and school website
- 5.3 Organize a conference sponsored by the school to establish it as a leader in education, increase the number of Workshop Way® teachers/schools, and to increase enrollment at the school.
- 5.4 Create a “Why Choose SMA” tab on school’s website to include research, information, quotes, and online resources supporting Workshop Way®.