Plan for Growth & Improvement

For

Saint Andrew Catholic School

2019-2026

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**MISSION**

**What is the school’s Mission?**

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| Saint Andrew Catholic School is devoted to fostering Christian values and academic excellence in a nurturing environment providing a quality faith-filled Catholic education. |

**BELIEFS**

**What are the school’s Beliefs?**

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| We, the administration and faculty of Saint Andrew Catholic School, firmly believe:1. When taught a curriculum infused with the Gospel message, children are nurtured to form a personal relationship with God.2. Each child is a unique individual with God-given talents and abilities who can and  will learn when taught at the appropriate level and given the time needed to succeed.  3. Children learn best in a comfortable, nurturing environment where they feel safe,  secure, and valued.  4. The partnership of parents, teachers, and the pastor working together greatly enhances a child’s spiritual growth and academic success. 5. All children deserve a school and classroom atmosphere that challenges them to  develop as lifelong learners with self-respect, self-confidence, and self-discipline. |

**PROFILE OF GRADUATES**

**What is the school’s Profile of Graduates?**

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| The graduates of Saint Andrew School will be empowered to make meaningful contributions to their community and society as followers of Christ, as well as to continue their lifelong journey of moral growth and fulfillment. They will have a firm understanding of the following areas:  **Academic Growth:**   * Proficiently uses technology for academic purposes * Solves real world problems using critical, independent, and creative thinking * Collaborates effectively through group work * Communicates effectively through oral and written language * Continues the exploration of a second language and its culture * Analyzes, synthesizes, and utilizes research   **Spiritual/Moral Growth:**  *Expresses spirituality through:*   * Daily prayers * Knowledge of scripture * Embracing Gospel values * Respect of all God’s creation   *Knowledge of Basic Catholic Prayers:*   * Hail Mary, Our Father, Glory Be, Guardian Angel, Act of Contrition, Apostles’ Creed * Rosary * Novenas   *Mass:*   * Attendance * Parts of Mass * Participation: Greeters, Altar Servers, Readers, Offertory, Ushers   *Christian Values:*   * Respects the dignity of every human being * Practices peaceful resolution to conflict * Support those in spiritual and financial needs * Acts honestly, ethically, and responsibly   **Social Growth:**   * Implements leadership skills in religious, civic, and personal activities * Works collaboratively, appreciating diversity and how differences affect others * Engages in acts of kindness and performs acts of service * Makes decisions based on Catholic values and accepts the consequences of personal choices * Demonstrates a lifelong commitment to personal growth based on personal Catholic values * Maintains a relationship with Saint Andrew School and fellow students, and pursues lifelong friendships   **Physical Growth:**   * Knowledge of healthy nutrition * Implementation of healthy food choices * Maintain a balance of physical health and wellness * Recognize the connection between physical and mental well being * Recognize, understand and execute personal safety measures * Recognize the value of self-worth and avoid self-destructive behaviors |

**Student Performance Objective #1:** By 2026, Saint Andrew Catholic School will demonstrate proficiency in math computation.

**Strategy #1:** Review ITBS reports to determine specific areas of weakness in math.

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| **ACTION** | **TIMELINE** | **RESPONSIBLE PERSON(S)** | **RESOURCES NEEDED** | **INDICATOR OF SUCCESS** |
| Discuss the ITBS Building and Class Summaries to determine specific weaknesses in math | August 2019 | All Faculty | 2018-19 ITBS Results- Building and Class Summaries | Areas of weakness noted |
| Survey individual Profile Narratives of individual students in grades 3-8 to determine specific weaknesses | September 2019 | All Faculty | 2018-19 ITBS Results- Individual Profile Narratives | Noted areas of weakness and SST referrals made for high risk students |
| Share specific areas of weakness in math with all teachers (K-8) to develop a school action plan | October 2019 | Math Teachers and  Computer Teacher | 2018-19 Diocesan Action Plan | All teachers have a list of areas of weakness in math skills |

**Student Performance Objective #1:** By 2026, Saint Andrew Catholic School will demonstrate proficiency in math computation.

**Strategy #2:** Examine existing math materials in all classrooms, computer lab, and resources room.

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| **ACTION** | **TIMELINE** | **RESPONSIBLE PERSON(S)** | **RESOURCES NEEDED** | **INDICATOR OF SUCCESS** |
| Send out a survey to faculty to determine existing hands on math materials | November 2019 | Math Curriculum Coordinator | A survey sheet for a list of math materials in classrooms | Completed surveys |
| Provide the number of website subscriptions related to math | December 2019 | Computer Teacher | Math website subscriptions | Source List |
| Provide the number of devices available to play interactive Math games | January 2020 | Principal | Devices available in classrooms | Device List |

**Student Performance Objective #1:** By 2026, Saint Andrew Catholic School will demonstrate proficiency in math computation.

**Strategy #3:** Prioritize the budget to focus on materials that provide practice in math computation.

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| **ACTION** | **TIMELINE** | **RESPONSIBLE PERSON(S)** | **RESOURCES NEEDED** | **INDICATOR OF SUCCESS** |
| Determine which classes need materials or additional texts | February 2020 | Principal | Copyright dates in textbooks | Completed list |
| Meet with the Finance Committee to request funds to enhance the math program | March 2020 | Principal, Pastor and Finance Committee Members | The budget projection for 2020-21 | Allocated funds |
| Search catalogues and online resources | May 2020 | Principal and Math Curriculum Coordinator | Publishers’ catalogues and web-based program trials | List of items to be purchased |

**Student Performance Objective #1:** By 2026, Saint Andrew Catholic School will demonstrate proficiency in math computation.

**Strategy #4:** Develop lesson plans to implement daily math computation activities and assessments.

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| **ACTION** | **TIMELINE** | **RESPONSIBLE PERSON(S)** | **RESOURCES NEEDED** | **INDICATOR OF SUCCESS** |
| Determine which Core Curriculum and Diocesan Standards focus on math computation | August 2019 | Math Teachers | Common Core Standards and Diocesan Curriculum | List of Common Core Standards for math computation |
| Search online for lesson plans that focus on computation practice | September 2019 | Math Teachers | Online lesson plans | Lesson plans |
| Share ideas for incorporating daily computation into lesson plans | October 2019 | Math Teachers | Lesson plans | Lesson plans |
| Dedicate daily assessments and activities into math lessons | November 2019 | Math Teachers | Lesson plans, math materials, devices | Lesson plans |
| Assign 10% of weekly math homework dedicated to improvement of math computation | November 2019 | Math Teachers | Chromebooks, website subscriptions | Status reports |
| Dedicate 10% of weekly computer class to computation practice | November 2019 | Computer Teacher | Lesson plans, desktop computers, website subscriptions | Lesson plans, website status reports |
| Monitor progress of improvement in computation | Ongoing | Math Teachers and Principal | ITBS results, DIBELS results, classroom assessments, and program data | 70% of students achieve stanine score of 6 or higher on the ITBS and 70% will reach “At or Above” Benchmark on DIBELS |

**Student Performance Objective #2:** By 2026, Saint Andrew Catholic School will demonstrate proficiency in the use of technology learning.

**Strategy #1:** Evaluate andupgrade the technology program.

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| **ACTION** | **TIMELINE** | **RESPONSIBLE PERSON(S)** | **RESOURCES NEEDED** | **INDICATOR OF SUCCESS** |
| Send out a survey to faculty to determine existing technology in classrooms | December 2019 | Principal | A survey sheet for a list of math materials in classrooms | Completed surveys |
| Provide the number of usable devices in each classroom | January 2020 | Principal | Devices available in classrooms | Device list |
| Ensure appropriate funds are budgeted each year for teachers to attend workshops on using technology in the classroom | March 2020 | Principal, Pastor, and Finance Counsel | The budget projection for 2020-2021 | Allocated funds for teacher workshops |
| Upgrade the wireless system | Ongoing | Principal, Pastor, and Finance Committee | Costs to be determined | Wi-Fi Infrastructure |
| Remove current outdated laptops and Chromebooks | Ongoing | Technology Support Person | No cost | Removal of outdated laptops and Chromebooks |
| Replace outdated Chromebooks for grades 5th through 8th | Ongoing | Principal, Pastor, and Finance Committee | $250 per Chromebook | New Chromebooks |
| Purchase Chromebooks for 3rd and 4th grade classrooms | 4th- 2020-2021  3rd- 2021-2022 | Principal, Pastor, and Finance Committee | $250 per Chromebook | New Chromebooks |
| Purchase 2 charging carts of Chromebooks | 4th- 2020-2021  3rd- 2021-2022 | Principal, Pastor, and Finance Committee | $399 per cart | 2 Charging Carts for Chromebooks |

**Student Performance Objective #2:** By 2026, Saint Andrew Catholic School will demonstrate proficiency in the use of technology learning.

**Strategy #2:** Provide continuing maintenance on existing technology throughout the school.

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| **ACTION** | **TIMELINE** | **RESPONSIBLE PERSON(S)** | **RESOURCES NEEDED** | **INDICATOR OF SUCCESS** |
| Hire new computer/network technical support person | November 2019 | Principal & Pastor | Approximately $1,500 per year | New technical support person on payroll |
| Continue to maintenance hardware, computers, projectors, network, etc. | Ongoing | Principal, Pastor, and Finance Committee Members | Approximately $1,000 per year | Completed maintenance |

**Student Performance Objective #2:** By 2026, Saint Andrew Catholic School will demonstrate proficiency in the use of technology learning.

**Strategy #3:**  Continue to teach the Technology Standards of the Diocese of Harrisburg for Elementary Schools.

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| **ACTION** | **TIMELINE** | **RESPONSIBLE PERSON(S)** | **RESOURCES NEEDED** | **INDICATOR OF SUCCESS** |
| Continue to teach word processing skills and Google Drive Documents | Ongoing | Computer Teacher & Classroom Teacher | Computer Lab & Chromebooks | 90% of students will be competent in word processing and utilizing documents on Google Drive |
| Continue to teach multimedia presentation skills and Google Drive Presentations | Ongoing | Computer Teacher & Classroom Teacher | Computer Lab & Chromebooks | 90% of students will be competent in creating multimedia presentations on Google Drive |
| Continue to teach internet researching skills | Ongoing | Computer Teacher & Classroom Teacher | Computer Lab & Chromebooks | 90% of students will be competent in using the internet for research |
| Continue to teach skills necessary for posting assignments online using Google Drive | Ongoing | Computer Teacher & Classroom Teacher | Computer Lab & Chromebooks | 90% of students will be competent in posting assignments online utilizing Google |

**Student Performance Objective #2:** By 2026, Saint Andrew Catholic School will demonstrate proficiency in the use of technology learning.

**Strategy #4:**  Provide professional development opportunities for teachers to enhance student ability in technology.

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| **ACTION** | **TIMELINE** | **RESPONSIBLE PERSON(S)** | **RESOURCES NEEDED** | **INDICATOR OF SUCCESS** |
| Survey teachers to determine specific areas needed for professional development in uses technology in the classroom | January 2019 | Principal | Survey sheet | Completed surveys |
| Ensure appropriate funds are budgeted each year for teachers to attend workshops on using technology in the classroom | March 2019 | Principal, Pastor, and Finance Counsel | The budget projection for 2020-2021 | Allocated funds for teacher workshops |
| Support the use of technology in instruction through team teaching, establish mentors, and cross-curricular lesson planning | August 2020 | Principal | Calendars | Scheduled dates for teachers to work together |
| Provide in-service opportunities for teachers to implement teaching strategies that use technology | Ongoing | Principal | Calendars | Scheduled dates for in-services |

**Organizational Capacity Objective:** By 2026, Saint Andrew Catholic School will demonstrate proficiency in regularly evaluating the educational program.

**Strategy #1:** Establish a system of review of the educational program.

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| **ACTION** | **TIMELINE** | **RESPONSIBLE PERSON(S)** | **RESOURCES NEEDED** | **INDICATOR OF SUCCESS** |
| Distribute copies of our Self Study at Faculty Meeting | October 2019 | Principal and Planning Team | Copies of Self-Study | Copies made |
| Discuss portions of the Self Study that highlight our mission and student/ organizational performance objectives | October 2019 | Principal and Planning Team | Projector and Plan for Growth & Improvement | Discussion completed |
| Set a schedule for reviewing subjects | October 2019 | Principal and Planning Team | Calendars | Dates scheduled |
| Assign areas of review to teachers of that subject area | October 2019 | Faculty | Lists of areas and teacher assignments | Assignments completed |
| Prepare data for presentations at the next meeting | Ongoing | Faculty | Data for presentation | Presentation completed |

**Organizational Capacity Objective:** By 2026, Saint Andrew Catholic School will demonstrate proficiency in regularly evaluating the educational program.

**Strategy #2:** Review and evaluate results of assessments at curriculum meetings.

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| **ACTION** | **TIMELINE** | **RESPONSIBLE PERSON(S)** | **RESOURCES NEEDED** | **INDICATOR OF SUCCESS** |
| Bring DIBELS (math and reading) and DRA assessments to curriculum meeting | January 2020 | Faculty | Diagnostic assessments | List of assessment scores |
| Share results and evaluate them | January 2020 | Faculty | Diagnostic assessments | Results shared and evaluated |
| Continue with each curriculum area | Ongoing | Faculty | Diagnostic assessments | Results shared and evaluated |
| Bring ITBS results to the curriculum meeting | May 2020 | Faculty | ITBS results | Results shared and evaluated |

**Organizational Capacity Objective:** By 2026, Saint Andrew Catholic School will demonstrate proficiency in regularly evaluating the educational program.

**Strategy #3:** Continue to increase the number of classroom visits and observations to review and evaluate teacher instruction.

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| **ACTION** | **TIMELINE** | **RESPONSIBLE PERSON(S)** | **RESOURCES NEEDED** | **INDICATOR OF SUCCESS** |
| Schedule in-formal monthly visits with teachers in classrooms | Ongoing | Principal | Planbooks & Mini-observation form | Observations completed |
| Schedule five-minute mini conferences with teachers | Ongoing | Principal and Teachers | Mini-observation form with feedback | Feedback given |
| Schedule pre-observation interviews for formal observations | November 2019  February 2020 | Principal and Teachers | Pre-observation conference form provided by DOH | Pre-interviews completed |
| Schedule two formal observations | November 2019  February 2020 | Principal | Planbooks & Observation form provided by DOH | Formal observations completed |
| Schedule post-observation interviews for formal observations | November 2019  February 2020 | Principal and Teachers | Post-observation conference form provided by DOH | Post interviews completed |
| Complete teacher summative evaluations | April 2020 | Principal | Summative evaluation provided by DOH | Completed summative evaluation |
| Schedule end of the year interviews with teachers to review summative evaluation | May 2020 | Principal and Teachers | Summative evaluation provided by DOH | Interviews complete |