



HOLY SPIRIT
CATHOLIC SCHOOL

BE IN THAT NUMBER

Continuous Improvement Plan
2021-2022

| Mission | Vision | Beliefs |
|---|--|--|
| <p>The Holy Spirit Catholic School family honors the dignity of each person and provides a strong foundation for life-long learning within the framework of a Catholic faith community.</p> | <p>Our vision for Holy Spirit Catholic School is to create an environment in which gospel values are integrated into the life of our school community. We envision a school community where all people are welcomed and encouraged to grow spiritually and academically.</p> | <ol style="list-style-type: none">1) Holy Spirit is committed to educating each student by promoting spiritual, academic, physical, emotional, and aesthetic development in a Christ-centered environment.2) Holy Spirit challenges students to develop their abilities to attain academic success.3) Holy Spirit motivates students to live and serve as part of a Catholic faith community.4) Holy Spirit encourages students to appreciate various cultures and creeds and to respect the diversity of God's kingdom.5) Holy Spirit promotes a curriculum that prepares students to become lifelong learners, enabling them to become responsible, productive citizens.6) Holy Spirit believes the school and family share the responsibility for preparing students for a lifelong journey of faith and learning. |

Continuous Improvement Team

Jonathan Loper, Principal 6-12
 Josh Saibini, Principal K3-5

Greta Davis, MS and HS Math
 Judy Halli, HS English and Theology
 Kevin King, MS and HS Math
 Annie McClendon, Music Teacher

Carol McNamara, Third Grade Teacher
 Jennifer Mitchell, MS Math and Reading
 Niko Segura, Kindergarten Teacher
 Perry Stewart, ES P.E.

Key

Strategic Theme: Demonstrates alignment of school goals with the Strategic Plan for the Catholic Schools in the Diocese of Birmingham

Goal: States the specific goal for Holy Spirit to achieve in the 2021-2022 school year as a part of our continuous improvement process.

Objectives: States the specific objectives that Holy Spirit aims to implement in fulfillment of the associated goal.

Key Evidence: Identifies the evidence that Holy Spirit will use to demonstrate implementation of the objectives to fulfill the goal.

Strategic Theme One: Academic Excellence

- Articulate a vision of Catholic education excellence that addresses academic rigor and 21st century skills.
- Measure and track progress, including formative and summative assessments and extend use of data to inform instruction and school improvement

Goal One:

Evaluate academic data and implement strategies at the school to promote growth for students at all levels of achievement.

Objectives:

- Develop and articulate a vision for academic excellence.
- Provide targeted professional development for use of NWEA Map data.
- Analyze academic data in professional learning community (PLC) groups.
- Develop PLC goals and action plans to address areas of academic need.
- Implement growth goals for individual students and track over time.
- Communicate growth over time to students, parents, and stakeholders.

Key Evidence:

- Faculty and PLC meeting minutes and goals
- School communication
- Academic data sources (NWEA Map Growth, PSAT, and ACT)
- Individual student goals and growth plans
- Faculty, student, and parent inventory surveys

Strategic Theme Two: Mission and Catholic Identity

—Engage families in the mission and vision of a Catholic education

Goal Two:

Revise and renew the mission statement, vision statement, and strategic plan of the school; communicate the renewal to stakeholders; and steep faculty, staff, students, and parents in the refreshed mission of the school.

Key Evidence:

—Meeting minutes from involved groups
—Handbooks with revised mission and vision statements
—Pre- and post-revision surveys focused on culture of the school

Objectives:

—Gather input from students, parents, and faculty about the mission and vision of the school.
—Engage the Continuous Improvement Team, the Advisory Council, the PTO, the Athletic Association, and other entities in a collaborative process for updating the school’s vision, mission, and strategic plan.
—Rewrite the guiding documents of the school in collaboration with the Continuous Improvement Team.
—Compose a strategic plan for the school.
—Include the new mission in all meetings, events, and communication conducted by the school

Strategic Theme Three: Marketing and Development

—Communicate the value of a Catholic education to diverse constituencies

Goal Three:

Implement strategic and systematic procedures in school advancement and enrollment to fulfill our mission and ensure the future vitality of the school

Key Evidence:

- Committee meeting minutes
- Organization meeting minutes
- Online marketing campaigns
- Alumni Association by-laws
- Financial reports for campaigns and fundraisers
- Ambassador training materials
- Promotional materials

Objectives:

- Form committees to implement strategies
- Provide training for the enrollment and advancement team to utilize a variety of strategies in enrollment and advancement
- Recruit and train student and parent ambassador teams
- Establish a Holy Spirit Alumni Association and engage alumni advancement and philanthropic support
- Restructure the annual fund campaign
- Organize school fundraising and school organization fundraising to complement annual Gala and other major events
- Develop an online marketing based approach to the Annual Day of Giving
- Continue rigorous social media and online marketing

Strategic Theme Four: Mission and Catholic Identity

- Explore effective and innovative practices in content knowledge, child development, and pedagogy
- Develop excellence in the teaching and inclusion of students with neuro-diverse needs

Goal Four:

Provide professional development to explore creative and innovative strategies to care for the spiritual, social, and emotional well-being of faculty, staff, and students

Key Evidence:

- Meeting minutes
- Professional development materials
- Faculty post-professional development surveys
- Counseling department schedules and materials
- School communication

Objectives:

- Contract with a third-party social emotional learning expert to provide professional development for faculty in self-care and student-care
- Provide multiple checkpoints throughout the year on social emotional wellbeing
- Utilize strategies for social emotional awareness and wellbeing in faculty meetings
- Implement as needed counseling opportunities in the elementary school
- Implement a systematic approach to counseling in the middle and high school
- Communicate to stakeholders the social emotional and counseling activities and opportunities
- Plan and conduct a faculty retreat on a January teacher work day

Strategic Theme Five: Mission and Catholic Identity

—Initiate and sustain the involvement of a wide array of stakeholders to support the ministry of Catholic education

Goal Five:

—Engage and include stakeholders through multiple avenues and regular invitations to participate in diverse initiatives to support school activities and advancement

Key Evidence:

—PTO board and general meeting minutes
—Schedules and materials related to service activities
—Pictures of service activities
—Materials related to and pictures of guest presenters and organizers
—Schedule of field trips

Objectives:

—Revive and restructure the Parent Teacher Organization and implement a systematic plan for meetings that allow parent input and provide targeted presentations
—Implement strategic service activities appropriate to each level
—Continue and strengthen the partnership with Catholic Social Services of West Alabama
—Plan and implement a monthly guest speaker circuit for middle school
—Incorporate guest presenters in the sophomore college and career course
—Invite parents into the classrooms to serve as room parents and host special activities
—Incorporate community field trips at each grade level