

Vision

Catholic Schools in the [redacted] will provide engaging learning experiences and faith formation. School communities will be steeped in Catholic culture, Gospel values and centered on the Eucharist. We will welcome families of diverse backgrounds and empower them to mature academically and spiritually.

Mission

Through communion and community, the [redacted] offers families of all backgrounds and creeds a quality Catholic education rooted in the teachings of Jesus Christ and the Church by providing our schools the tools needed to ensure excellence in all facets of their operation.

Beliefs

We believe in your children, their future, and their potential. We believe in our priests, administrators, teachers, and parents. This takes as commitment by all, not one. We believe in our schools and their ability to provide a safe and nurturing environment. We believe in the Catholic Church.

Mission Catholic Identity

Objectives

- Develop a Catholic identity driven by a communicated mission rooted in Gospel values, centered on the Eucharist and measured by data.

Critical Initiatives

- Develop a model for promoting engaged missionary discipleship amongst students and families.
- Develop a relevant and useful internal review process for accompaniment of school leadership on matters pertaining to Mission and Catholic Identity.
- Foster an ecclesial sensibility exhibited by a

Governance/Leadership

Objectives

- Provide effective spiritual, instructional, and managerial leadership measured by data as markers for ongoing improvement and growth.

Critical Initiatives

- Governing - Review and update policies and procedures for Catholic Schools.
- Governing - Formalize a regional principal advisory structure to enhance collaboration between CSO and school leaders.
- Governing - Develop a process for faith formation and collaboration with the bishop.

Academic Excellence

Objectives

- Provide students with an academic program, where they experience learner-centered instruction and measured by data for ongoing improvement and growth.

Critical Initiatives

- Identify and provide ways to use various forms of data to provide explicit instruction to maximize "visible learning" in our schools.
- Develop an infrastructure for the CSO to provide opportunities for effective teacher collaboration (PLCs, professional development, grade/ department groups) to maximize the impact on learning.

Operational Vitality

Objectives

- Develop and maintain standards for operational vitality in four key areas, finance, human resources, facilities, and advancement and measured by data.

Critical Initiatives

- Financial Planning - Create regional agreements for parishes that do not have schools and/or a school assessment in order to increase the financial investment and marketing of our Catholic schools.
- Financial Planning - Make available to schools the online tools needed to support their budget development process and provide effective financial oversight.

Critical Initiatives
<p>culture of active participation among students and families, including a spirituality of pilgrimage and discernment.</p> <ul style="list-style-type: none"> • Cultivate cross-curricular collaboration amongst faculty, emphasizing the connection between religion and other disciplines. • Increase opportunities to grow faculty spirituality at both the diocesan and local levels.

Critical Initiatives
<ul style="list-style-type: none"> • Governing - Establish yearly pastor collaboration days to keep pastors informed and nurture relationships. • Governing - provide formation, on-going training and evaluation tool for principals. • Qualified Leadership - Develop local school strategic plans aligned to the accreditation process. • Qualified Leadership - Create a Recruitment and Retention Framework that provides professional development and resources for leaders. • Qualified Leadership - Create opportunities for principals and school advisory council leadership to share and collaborate.

Critical Initiatives
<ul style="list-style-type: none"> • Annually review and revise curriculum to ensure alignment to the appropriate standards incorporating technology and infused with the faith. • Develop and implement a formalized process to provide differentiated instruction to engage all students and provide a systematic approach to address the growth/ development of special needs students. • Develop and implement a communication platform for teachers and principals to drive student learning. • Develop and coordinate opportunities for students across the [redacted] to come together to share and celebrate their special gifts and talents.

Critical Initiatives
<ul style="list-style-type: none"> • Financial Planning - Provide parents with professional development on budgeting for a Catholic Education • Financial Planning - Increase tuition assistance for families who are unable to afford a Catholic school education • Human Resources - Develop a framework for the recruitment and retention of teachers that supports local schools' efforts to hire and retain qualified staff. • Human Resources - Development of template job descriptions for all school positions and the creation of a standardized salary and benefit schedule for all schools. • Facilities, Equipment and Technologies - Support school leadership with long term facilities planning and the identification of funding sources to support their plans. • Advancement - Support schools with increasing the diversity of their enrollment. • Advancement - Support schools with the creation of enrollment management plans to focuses on the retention and recruitment of students • Advancement - Increase diocesan development efforts for schools and support local schools with development efforts

Key Measures
<ul style="list-style-type: none"> • Parent Surveys • Professional Development Calendars (CSO and LOCAL) • Calendar of Events • Principal/ Pastor Surveys • Teacher Survey Results

Key Measures
<ul style="list-style-type: none"> • Parent Surveys/ Student/ teacher inventories • Regional Principal meeting minutes • Retention data • Calendar of Events • Principal evaluations

Key Measures
<ul style="list-style-type: none"> • Teacher Survey Results • School ELEOT documents • PLC Minutes • MAP Scores • Student data (writing samples)

Key Measures
<ul style="list-style-type: none"> • Parish support data by school • Online financial software available for schools • School budget data • Financial assistance data • Teacher retention data

Key Measures

- Parent Surveys/ Student/ teacher inventories
- Regional Principal meeting minutes
- Event Registration Data
- Data from key identified parish personnel
- PLC Minutes
- Lesson plans and resource implementation
- Teacher Evaluations
- Job descriptions for all school positions
- Curriculum standards/mapping
- School ELEOT documents
- Teacher surveys

Key Measures

- Professional Development Calendars (CSO and LOCAL)
- Principal/ Pastor Surveys
- Teacher and Principal Surveys
- School budget data
- Long range facilities plans
- Fundraising data of schools
- Communication Platform

Key Measures

- Teacher and Principal Surveys
- Teacher Evaluations
- Professional Development Calendars (CSO and LOCAL)
- Organizational chart of Infrastructure
- Student and Teacher Inventories
- Parent Surveys/ Student/ teacher inventories
- Teacher surveys
- Lesson plans and resource implementation
- SAT/PSAT/ACT Scores
- Communication Platform
- Parent Surveys
- Student Inventories
- Calendar of Events

Key Measures

- Job descriptions for all school positions
- Standardized salary and benefits schedule
- Long range facilities plans
- Enrollment data
- Retention data
- Fundraising data of schools
- Diocesan fundraising for schools data

07/01/2021 - 06/30/2022

Governance/Leadership

Critical Initiative

Governing - Review and update policies and procedures for Catholic Schools.

Objective:

Provide effective spiritual, instructional and managerial leadership measured by data as markers for ongoing improvement and growth.

2021-2025 Diocese of Charleston DSAC Strategic Plan

Diocese of Charleston

07/01/2021 - 06/30/2022

Governance/Leadership

Critical Initiative

Qualified Leadership - Develop local school strategic plans aligned to the accreditation process.

Objective:

Provide effective spiritual, instructional and managerial leadership measured by data as markers for ongoing improvement and growth.

07/01/2021 - 06/30/2022

Governance/Leadership

Critical Initiative

Qualified Leadership - Create a Recruitment and Retention Framework that provides professional development and resources for leaders.

Objective:

Provide effective spiritual, instructional and managerial leadership measured by data as markers for ongoing improvement and growth.

07/01/2021 - 06/30/2022

Academic Excellence

Critical Initiative

Annually review and revise curriculum to ensure alignment to the appropriate standards incorporating technology and infused with the faith.

Objective:

Provide students with an academic program, where they experience learner-centered instruction and measured by data for ongoing improvement and growth.

Activity

Implement updated ELA curriculum in schools

Person responsible: Principals

Launch Date: 08/16/2021

Required Resource(s):

Financial Resource: \$7500.00

Source of Funding: Academic Budget

Other Resource: Google Site to share curriculum with all schools

Activity Measure(s)

ELEOT observation data, Formative/ Summative observation data, school curriculum maps, teacher surveys

Benchmark(s)

Benchmark: Monitor Implementation - Principal Observations

Date: 08/10/2021

Activity

Math Standards Adoption and Curriculum Development

Person responsible: [Redacted] Coordinator of Academics

Launch Date: 11/01/2021

Required Resource(s):

Financial Resource: \$7500.00

Source of Funding: DOC Academic Budget

Other Resource:

Activity Measure(s)

Surveys, Google Site, Minutes from meetings, Professional Development exit tickets, curriculum updated on Google Site

Benchmark(s)

Benchmark: Math Standards - Adoption

Date: 10/01/2021

Benchmark: Recruit Math Curriculum Team

Date: 11/01/2021

Benchmark: Math Team Meet and Greet

Date: 04/18/2022

Benchmark: Math Curriculum Development Project

Date: 06/13/2022

07/01/2021 - 06/30/2022

Academic Excellence

Critical Initiative

Develop and implement a formalized process to provide differentiated instruction to engage all students and provide a systematic approach to address the growth/ development of special needs students.

Objective:

Provide students with an academic program, where they experience learner-centered instruction and measured by data for ongoing improvement and growth.

Activity

Special Education Handbook and forms

Person responsible: Special Education Coordinator for [redacted]

Launch Date: 10/04/2021

Required Resource(s):

Financial Resource:

Source of Funding:

Other Resource: Research collected by Academic Coordinator and DSAC AE Committee

Activity Measure(s)

Benchmark(s)

Surveys, Handbook drafts, published handbook and forms

Benchmark: Draft of Handbook

Date: 12/03/2021

Benchmark: Draft 2 Handbook

Date: 02/16/2022

Benchmark: Final Handbook

Date: 05/31/2022

Benchmark: Handbook Training

Date: 08/09/2022

07/01/2021 - 06/30/2022

Academic Excellence

Critical Initiative

Develop and implement a communication platform for teachers and principals to drive student learning.

Objective:

Provide students with an academic program, where they experience learner-centered instruction and measured by data for ongoing improvement and growth.

Activity

A Google Site will be created and kept current

Person responsible: Coordinator of Academics

Launch Date: 08/16/2021

Required Resource(s):

Financial Resource: \$500.00

Source of Funding: Academic Budget

Other Resource:

Activity Measure(s)

Site Developed, New Curriculums updated, PD for teachers

Benchmark(s)

Benchmark: ELA Curriculum Launch

Date: 08/01/2021

Benchmark: Math Curriculum Launch

Date: 08/01/2022

Benchmark: SS Launch

Date: 08/01/2023

Benchmark: Science/ Tech Launch

Date: 08/01/2024

07/01/2021 - 06/30/2022

Operational Vitality

Critical Initiative

Financial Planning - Make available to schools the online tools needed to support their budget development process and provide effective financial oversight.

Objective:

Develop and maintain standards for operational vitality in four key areas, finance, human resources, facilities and advancement and measured by data.

Activity

Schools move to online financial software

Person responsible: [Redacted]

Launch Date: 01/01/2022

Required Resource(s):

Financial Resource:
Other Resource:

Source of Funding:

Activity Measure(s)

All [Redacted] staff trained and using online software

Benchmark(s)

Benchmark: Effectively transitioned all [Redacted] schools to online tool

Date: 06/30/2022

Activity

Online accounting software for all schools

Person responsible: [Redacted]

Launch Date: 07/01/2022

Required Resource(s):

Financial Resource:
Other Resource:

Source of Funding:

Activity Measure(s)

All schools transitioned

Benchmark(s)

Benchmark: Review progress at principal/bookkeeper meeting

Date: 11/30/2022

07/01/2021 - 06/30/2022

Operational Vitality

Critical Initiative

Human Resources - Develop a framework for the recruitment and retention of teachers that supports local schools efforts to hire and retain qualified staff.

Objective:

Develop and maintain standards for operational vitality in four key areas, finance, human resources, facilities and advancement and measured by data.

Activity

Recruitment and Retention Framework

Person responsible: [Redacted]

Launch Date: 07/01/2022

Required Resource(s):

Financial Resource:
Other Resource:

Source of Funding:

Activity Measure(s)

Continue to develop resources for the recruitment and retention of teachers.

Benchmark(s)

Benchmark: **Date:**

07/01/2021 - 06/30/2022

Operational Vitality

Critical Initiative

Advancement - Support schools with the creation of enrollment management plans to focuses on the retention and recruitment of students

Objective:

Develop and maintain standards for operational vitality in four key areas, finance, human resources, facilities and advancement and measured by data.

Activity

Create Enrollment Management Plan template

Person responsible: [REDACTED]		Launch Date: 06/01/2022
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Development Management Plan Template Created by the beginning of the school year.	Benchmark:	Date:

Activity

Pilot Enrollment Management Plan template

Person responsible: [REDACTED]		Launch Date: 09/01/2022
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Several schools will pilot the new template.	Benchmark: School's piloting will provide feedback on the new template.	Date: 05/31/2023