

The Executive Summary of St. Thomas More Catholic Academy Strategic Plan 2017

Strategic Areas of Focus, Goals, and Strategies

St. Thomas More Catholic Academy is a center of academic excellence offering programs based on individual achievement and curricular outcomes that utilize integrated approaches and multi-sensory instructional methods. With a strong emphasis on integrated development in a context of Christian affectivity, our source and animating core of our inspired mission is drawn from Scripture and Church tradition.

Strategic Area of Focus: Catholic Identity

Goal 1: St. Thomas More Catholic Academy (STMCA) will ensure that the Catholic identity of each school promotes a strong school culture that fosters virtues, and promotes a proven drive to engagement in prayer, study of the Faith, generosity, and evangelization for all students.

Strategy 1.1 Ensure that students develop the spiritual, social, emotional, and wellness competencies that will enable them to recognize that they are equipped, empowered and anointed, positive reflections of Christ.

Strategy 1.2: Use worship as a tool to ground and inspire vocations and academic pursuits to enable students to become self-aware, have interpersonal skills to self-manage, and to become responsible decision-makers.

Strategic Area of Focus: Academic Excellence

Goal 2: St. Thomas More Catholic Academy (STMCA) students will develop thinking routines that underlie critical and creative thinking, effective communication, collaborative problem solving, and responsible citizenship needed to be reformers of society who thrive in an increasingly complex and evolving global community.

Strategy 2.1: Ensure a strongly-aligned PK-12 curriculum, instruction, and assessment system that is relevant, rigorous, consistent, and articulated so STMCA students are engaged in challenging academic experiences grounded in 21st century thinking routines.

A. Strengthen learning and course expectations for all students to ensure consistency and continuity within schools and across grade levels.

B. Prepare students with the intellectual, interpersonal, and reflective skills needed integrate technology into our core curriculum instilling in our students the drive to push the boundaries of discovery so that they become pioneers creating innovative solutions to improve our lives and to make our planet cleaner and safer.

C. Expand interdisciplinary course offerings, challenged-based learning & global units of study.

D. Engage mission-driven teachers and administrators in collaborative teams to review curricula, inform decisions about instruction, evaluate assessments, analyze data, and implement instructional interventions to improve student learning.

Strategy 2.2: Develop and implement a comprehensive assessment plan using multiple forms of assessment that is shared with students, teachers, administrators, and parents.

Strategy 2.3: Ensure that students have diverse learning experiences that evidence differentiated instruction, culturally-responsive pedagogy, an understanding of learning styles, and real world experiences through PK-12 classroom instruction.

Strategic Area of Focus: Technology Supported Learning

Goal 3: STMCA students will be immersed in interactive, technology-rich classrooms that support instruction and student learning to prepare them for a society dominated by digital communication.

Strategy 3.1: Provide a robust wireless technological infrastructure (including hardware, software, support, and training) to support classroom instruction, collaboration tools, and administrative functions for students, teachers, and staff.

Strategy 3.2: Create technology-rich digital classrooms where students use appropriate and safe technology tools and resources to support the learning and teaching process.

Strategy 3.3: Provide professional development opportunities to support STMCA teachers, support staff, and administrators in the integration of technology into (a) teaching and learning, and (b) business and administrative functions.

Strategic Area of Focus: Teaching and Leading

Goal 4: All recruitment, staff development, and evaluation strategies will result in the retention of high-quality teachers, support staff, and school leaders to support educational and administrative goals.

Strategy 4.1: Attract and retain qualified, passionate, and diverse teachers, support staff, and school leaders focused on making learning relevant, accessible, and engaging.

Strategy 4.2: Review and update the district mentoring and orientation programs based on staff feedback, research, and best practice.

Strategy 4.3: Maintain a comprehensive staff development program aligned with the STMCA mission and vision and student learning priorities to support staff in meeting the needs of all students.

Strategy 4.4: Review and update the supervision and evaluation process for all employees and make changes to reflect the district commitment to high-level job performance.

Strategic Area of Focus: Communications, Planning, and Partnerships

Goal 5: Develop communication systems, strategies and partnerships with parents, the community, and high schools, LEAs to build shared expectations, understanding, and trust to support the CCA vision, mission, and goals.

Strategy 5.1: Develop a comprehensive communications plan to disseminate information about the schools, solicit feedback from all constituencies, and engage the community in the school system's goals.

Strategy 5.2: Identify mutual needs and opportunities for collaboration and partnerships with parents, citizens, volunteers, business, and community partners.

Strategy 5.3: Engage the parent community, community-at-large, and local and federal government in developing a strong, collaborative partnership that supports the work of the STMCA and STMCA educators.

Strategic Area of Focus: Educational Funding, Financial Management, and Infrastructure

Goal 6: Transparent and sustainable plans and systems for the allocation and alignment of financial, building, technological, and human resources will be developed to support the STMCA vision, mission, and learning goals.

Strategy 6.1: Develop annual budgets supported by the STMCA leadership that reflect the STMCA mission, vision, and values to provide a comprehensive and balanced PK-12 educational program that is responsible and transparent in its use of STMCA funds.

Strategy 6.2: Provide the facilities and technology necessary to support student learning needs and ensure that resources are equitably distributed across all STMCA schools.