

## School Improvement Action Plan: Goal #

|  |   |              |                 |  |
|--|---|--------------|-----------------|--|
| <b>Area of Focus</b>   | Catholic Identity   |              |                 |  |
| <b>Improvement Goal</b>  | Through the development of a family evangelization and formation plan, the students' and parents' understanding of the Catholic Faith and relationships with Jesus Christ will be strengthened individually and as a family unit. |              |                 |  |
| <b>Timeline</b>  |   |              |                 |  |
| <b>Activities/Strategies</b>   | <b>Responsible Party</b>  | <b>Start</b> | <b>Complete</b> | <b>Evidence of Implementation</b>  |
| Form a committee to research best practices for family evangelization and formation. | Principal/Vice<br>Principal/ Coordinator<br>of Religious Education/<br>Pastor/Coordinator of<br>Faith Formation   | Fall 2025    | Spring 2026     | List of Committee Members<br>Committee Notes<br>Evidence of Research<br>Goals for Program<br>Program Outline |
| Complete a parent/student needs assessment survey                                    | Principal/Vice<br>Principal/ Coordinator<br>of Religious Education/<br>Pastor/Coordinator of<br>Faith Formation   | Fall 2025    | Spring 2026     | Completed survey with quantitative and qualitative data  |
| Develop a family evangelization and formation plan with action steps.                | Principal/Vice<br>Principal/ Coordinator<br>of Religious Education/<br>Pastor/Coordinator of<br>Faith Formation   | Spring 2026  | Summer 2026     | Completed plan<br>List of assigned action steps.   |
| Implement a family evangelization and formation plan.                                | Principal/Vice<br>Principal/ Coordinator<br>of Religious Education/<br>Pastor/Coordinator of<br>Faith<br>Formation/PTA/School<br>Board/Teachers   | Fall 2026    | Ongoing         | Family Activities<br>Family Resources<br>Action Step completion  |
| Review and Revise as Needed  | Principal/Vice<br>Principal/ Coordinator<br>of Religious Education/<br>Pastor/Coordinator of<br>Faith Formation   | Spring 2027  | Ongoing         | Survey results, qualitative feedback from stakeholders   |

### How will you assess the achievement of the Improvement Goal?

Attendance and Participation at formation events over time; reflection surveys for families.

## School Improvement Action Plan: Goal #2

|  |  |              |                 |  |
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| <b>Focus Area</b>  | Academic Issues  |              |                 |  |
| <b>Improvement Goal</b>  | Student learning will improve with the creation and implementation of a targeted differentiation plan with a focus on providing rigor and meeting the needs of all students. |              |                 |  |
| <b>Timeline</b>  |  |              |                 |  |
| <b>Activities/Strategies</b>   | <b>Responsible Party</b>   | <b>Start</b> | <b>Complete</b> | <b>Evidence of Implementation</b>  |
| Map curriculum with a special focus on math and ELA  | Principal<br>Learning Consultant   | Spring 2025  | Summer 2025     | CHALK Unit Plans, Classroom Observation, Learning Lab data   |
| Analyze standardized testing data to identify curriculum weaknesses and establish differentiation needs for individual students  | Principal<br>Learning Consultants<br>Teachers  | Fall 2025    | Winter 2026     | NWEA Scores, Student Grades, Classroom observations  |
| Build capacity among teachers to provide high tier one and tier two instructions using universal accommodations and differentiation  | Principal<br>Learning Consultant<br>Teachers   | Fall 2025    | Spring 2026     | Professional development certificates, notes on best practices for differentiation   |
| Formalize interventions led by learning consultants. Form a resource team to research best practices to meet the needs of all learners with a focus on educating high-achieving learners | Principal<br>Learning Consultants<br>and Teacher Leaders   | Summer 2026  | Fall 2026       | Research notes and professional development, CHALK unit plans, teacher observations  |
| Design professional development/observation opportunities for teachers to address the needs of high-achieving learners in Catholic Schools.  | Principal<br><br>Learning Consultant<br><br>Office of Catholic Education and Formation - curriculum team   | Fall 2026    | Spring 2027     | Evidence of completed professional development and observation. Notes on observation of Catholic schools that meet the needs of high achieving learners.                     |
| Educate parents and students on the findings of the research phase of creating an environment to meet the needs of high-achieving learners   | Principal<br>Learning Consultant<br>Teacher Leaders  | Summer 2027  | Summer 2027     | Evidence of informational meetings and educational tools used to educate parents on accelerated and gifted programs in Catholic schools. Examples include possible placement |

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|  |   |             |             | tools, schedules, lessons, and report cards.  |
| Create and implement a differentiation plan that can support the needs of high-achieving learners. | Principal Learning Consultants, and Elementary Teachers | Fall 2026   | Spring 2027 | Summative and formative assessment, NWEA scores, and Continued evidence of teacher and parental support of the program. |
| Review and revise as needed  | Principal Learning Consultant and teachers              | Summer 2027 | Ongoing     | Evaluation tools, parent and teacher surveys.   |

**How will you assess that you have achieved the Improvement Goal?**

**St. Margaret of Scotland School will use student test scores, formative/summative assessments, and student/parent/teacher feedback/surveys to assess the achievement of the Improvement Goal.**

### School Improvement Action Plan: Goal #3

|  |   |              |                 |  |
|--|---|--------------|-----------------|--|
| <b>Focus Area</b>  | Academic Issues   |              |                 |  |
| <b>Improvement Goal</b>  | Student learning will improve through the implementation of a whole school behavior management plan with a focus on restorative practices and inclusivity, equity, and diversity. |              |                 |  |
| <b>Timeline</b>  |   |              |                 |  |
| <b>Activities/Strategies</b>   | <b>Responsible Party</b>  | <b>Start</b> | <b>Complete</b> | <b>Evidence of Implementation</b>  |
| Form a committee to research best practices for Behavioral management                  | Assistant Principal, Coordinator of diversity, Inclusivity, and Equity (CDIE), Mindfulness Teacher, teacher leaders,  | Spring 2025  | Summer 2024     | Research notes and committee notes.  |
| Investigate behavioral management practices that incorporate best practices            | Assistant Principal, CDIE, mindfulness teacher, and teacher leaders.  | Summer 2025  | Fall 2025       | Evidence of research on behavioral management practices, the committee notes.                                    |
| Choose a behavioral management practice and train teachers in professional development | Assistant Principal, Principal, CDIE, Mindfulness Teacher   | Fall 2025    | Spring 2026     | Evidence of completed professional development   |
| Educate students and parents on the new behavioral management practices.               | Assistant Principal, CIED, mindfulness teacher, learning consultant, and teachers.  | Summer 2026  | Summer 2026     | Meeting notes, lessons, and activities that educate parents and students on new behavioral management practices. |
| Implement new behavioral management practices.   | Administrative team and Teachers  | Fall 2026    | Fall 2026       | Evidence of implementation of behavioral management practices.   |
| Review and Revise as needed  | Administrative Team, Teachers, Parents, Students  | Spring 2027  | ongoing         | Evaluation tools, surveys  |

**How will you assess that you have achieved the Improvement Goal?**

**Qualitative teacher/parent/student feedback/surveys and student referral data will be used to assess achievement of the Improvement Goal.**

## School Improvement Action Plan: Goal #4

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| <b>Focus Area</b>   | Institutional Issue   |              |                 |  |
| <b>Improvement Goal</b>   | School climate and safety will be enhanced through the creation and implementation of a facilities management plan. |              |                 |  |
| <b>Timeline</b>   |   |              |                 |  |
| <b>Activities/Strategies</b>  | <b>Responsible Party</b>  | <b>Start</b> | <b>Complete</b> | <b>Evidence of Implementation</b>  |
| Create a job description and hire a facilities manager                            | Pasto/ Business manager   |              |                 |  |
| Create a facilities committee   | Principal, maintenance team, parish administration team, school board   | Spring 2025  | Summer 2025     | Meeting notes  |
| Evaluate current facilities using a standardized tool.                            | Principal, maintenance team, parish administration team, school board   | Summer 2025  | Summer 2025     | Completed facilities tool.   |
| Based on the evaluation, create a plan to address the needs of the physical plan. | Principal, maintenance team, parish administration team, school board   | Summer 2025  | Fall 2025       | Completed facilities management plan.                                    |
| Complete projects and seek funding based on the plan.                             | Principal, maintenance team, parish administration team, school board, Coordinator of Communication                 | Fall 2025    | Ongoing         | A checklist of completed activities                                      |
| Review and revise   | Principal, maintenance team, parish administration team, school board   | Spring 2026  | Ongoing         | Continual evaluation of plans to address issues with the physical plant. |

### How will you assess that you have achieved the Improvement Goal?

Parent/student/faculty feedback and surveys will be used to assess the achievement of the Improvement Goal.