



# Long Range Strategic Plan

## St. John the Evangelist Catholic School

### 2023-2028

Updated 10/2023



# Our Mission

We are the SJE family with Jesus in the center of all we do. He guides us in leadership, scholarship and joyful service to others. Grounded in the Catholic faith, St. John the Evangelist Catholic School nurtures the God-given potential of each student, providing a rigorous academic and spiritual foundation forming courageous and compassionate leaders.





# Our Vision

In a caring, inclusive environment, living by the example of Jesus, St. John the Evangelist Catholic School will serve as a national model of exemplary education grounded in Catholic faith

- Empowering students to be leaders and live their faith joyfully,
- Promoting 21st Century learning, critical thinking, and teamwork,
- Providing a dynamic curriculum taught by highly qualified faculty and staff,
  - Implementing best educational practices and responsible stewardship, and
- Forming a collaborative relationship with parents, parishioners, alumni, and the community.

# A Letter from the Principal

October 1, 2023

It is with joyful optimism that I present this Long Range Strategic Plan for St. John the Evangelist Catholic School. Founded in 1954 by the Sisters of Mercy, St. John School is known for its legacy of excellence and authentic reflection of the best of Catholic education.

This Strategic Plan is the result of two years of feedback, discussion, listening, and prayerful visioning. The Plan outlines goals in each of the following areas: Mission/Catholic Identity, Curriculum/Academic Excellence, Student Services, Advancement/Development, Finance, and Facilities. These areas align with the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools (NSBECS).

This Long Range Strategic Plan, approved by the Advisory Council and Pastor, will serve as the roadmap to guide the success of St. John School for the five years ahead as we continue our mission of forming the courageous, compassionate leaders our world so desperately needs. As strategic planning is an ongoing, fluid process, this plan will be continuously evaluated and updated as necessary.

We step forward together in faith and hope, working to enact the beautiful dream that God has for St. John School in the coming years.

Peace and Prayers,

Bernadette Boisis

Principal | St. John the Evangelist Catholic School



# Strategic Initiatives



Mission & Catholic Identity

Student Services

Finance

Curriculum & Academic Excellence

Advancement & Development

Facilities



# Mission & Catholic Identity

Empower students, teachers, and families to know and live their faith joyfully.





# Mission & Catholic Identity Goals

1. Nurture an intentional relationship between the local feeder parishes and the school community.
  1. Identify parent liaisons to feeder parishes.
  2. Increase presence in feeder parishes.
  3. Include feeder parishes in newsletter communications.
2. Provide opportunities for students' spiritual enrichment and leadership beyond classroom instruction.
  1. Facilitate class retreats at appropriate levels (e.g. Sacrament Preparation Retreat for 2nd grade, Leadership Retreat for 8th grade).
  2. Build and train a team of students to serve as liturgical leaders, including music selection and implementation, reflections for readings, and writing petitions.
  3. Annually select a patron saint for each classroom.





# Mission & Catholic Identity Goals

3. Engage in meaningful service within and beyond the school community.
  1. Identify and implement service opportunities for the whole school community throughout the year.
  2. Provide opportunities for individual classes, groups of students, or grade levels to select and participate in their own service engagements.
  3. Incorporate learning about current and local social issues as a foundation for service engagement (e.g. speakers, field trips, curricular instruction).
4. Partner with families to strengthen knowledge about their faith and provide opportunities to practice the faith together.
  1. Host Family Holy Hours (Eucharistic Adoration) throughout the school year.
  2. Invite speakers to engage families in spiritual formation.
  3. Facilitate prayer partner supports on student, faculty/staff, and parent levels.
5. Commit to practices that prioritize stewardship and care for God's creation.
  1. In collaboration with the parish, St. John School joined the 2022 cohort of the Laudato Si Initiative through the Archdiocese of Atlanta.
  2. Formalize and strengthen the collective efforts within the school community to respond to the call to care for our common home.
  3. Document these efforts by devising and maintaining a formal Sustainability Improvement Plan.
6. Maintain accomplishments from previous goals while incorporating new improvements.
  1. Continue regular access to meaningful sacraments.
  2. Continue strong attendance to programs for family spiritual development.
  3. Continue high scores on NCEA ACRE Assessments.





# Curriculum & Academic Excellence

Equip faculty and staff to implement best educational practices and a dynamic curriculum.





# Curriculum & Academic Excellence Goals

1. Use meaningful data to inform instructional approaches.
  1. Utilize schoolwide progress monitoring tools (e.g. FLEX) to stay up to date on student needs and strengths.
  2. Implement IXL schoolwide for baseline data in Reading and Math.
2. Create pacing guides and a curriculum map.
  1. Align horizontally and vertically to ensure that every student successfully completes a rigorous and coherent sequence of academic coursework rooted in Catholic values.
  2. Identify gaps and/or overlaps between sequences.
3. Integrate the Catholic faith into instruction of all academic subjects.
  1. Indicate on all lesson plans how curriculum links to faith.
4. Empower teachers through Professional Learning Communities and action research to ensure continued and sustained growth.
  1. Using data, identify areas of specific need for professional development amongst the current faculty (meeting needs of English Language Learners, accommodating students with dyslexia, Social Emotional Learning, Catholic identity/faith formation, etc.)
  2. Provide differentiated opportunities for professional development (conferences, webinars, texts, etc.).





# Curriculum & Academic Excellence Goals



5. Implement frequent classroom visit protocols that provide real time data on the state of teaching and learning in the classroom across all grade levels and subject areas.
  1. Provide ongoing formative support and feedback to teachers with opportunities for reflective dialogue based on effective instructional practices that support student learning (Engagement, Alignment, Rigor, and Faith Integration).
  2. Utilize data individually and collectively to direct professional development offerings that meet the needs and interests of teachers and students.
6. Communicate regularly with parents about what students are learning and how they can best be supported at home.
  1. Use technology (e.g. See Saw) to send pictures, videos, and written descriptions of schoolwork to families.
  2. Send quarterly newsletter with highlights of classroom experiences.
7. Intentionally support and teach tools for student wellness.
  1. Provide regular and as-needed counseling opportunities individually, in small groups, and in whole class settings.
  2. Develop a systematic schoolwide approach to integrating social and emotional learning across all areas of school life. Consider the Collaborative for Academic Social and Emotional Learning (CASEL) Standards/framework when planning instructional content, special areas content, and extracurricular opportunities.



# Curriculum & Academic Excellence Goals



8. Continue to support and deliver excellence of instruction by highly qualified professional educators.
  1. Continue to identify and implement appropriate professional development for whole faculty development.
  2. Continue to encourage individual faculty to identify and implement professional development that supports individual needs and passions in the classroom (e.g. STEM Certification).
9. Expand the primary level to include a pre-K3 program.
  1. Immerse early learners in a language-rich environment sooner.
    1. Support English language learners earlier.
    2. Provide convenience to families with older children seeking an educational option for their 3-year-old children.



# Student Services

Offer a wide range of services that proactively address the development of the whole child.





# Student Services Goals

1. Expand summer learning opportunities to include sessions for students in PK-8th grades, encompassing a range of co-curricular and extracurricular areas.
  1. Invite new students to be part of the camps to meet classmates during the summer before the start of the school year.
  2. STEM camp and Math enrichment camps were offered for middle school students beginning in the summer of 2023.
2. Continue to offer a wide range of opportunities in the after-school program (i.e., karate, soccer, drama, dance, chess) and expand upon the existing offerings.
  1. Utilize parent survey data to determine areas of interest. Consult with potential vendors and create vendor agreements.
  2. Students performed The Lion King, Jr. in the Spring of 2023, highlighting the efforts of the ESP drama and dance teams. Multiple performances will be offered in future years to include feeder preschools and the wider community.
3. Continue to offer competitive athletics for students in 5th-8th grades.
  1. Beginning with the 2022-23 school year, SJE joined the CMLA. Fall and Spring Girls' Volleyball and Spring Boys' Basketball were offered. Expand to include soccer, cross country, and other sports in future years, as interest allows.
  2. Competitive sports were expanded to include 5th grade students in the 2022-23 school year. Continue to evaluate the feasibility of offering competitive sports for 3rd and 4th grades.





# Student Services Goals



4. Continue to pursue and maximize federal funding through Titles IA, IIA, III, and IV.
5. Coordinate an after-school peer tutoring program comprised of 7th & 8th grade tutors from NJHS (National Junior Honor Society) and other student leadership teams to support lower school students.
6. Formalize processes in place to support students experiencing academic and/or social-emotional difficulties.
  1. Continue regular SST (Student Success Team) meetings, to include analysis of progress monitoring data points. Meet with parents as needed to include them in the service plans.
  2. Resume “lifeguarding” program to ensure 1:1 alignment between qualifying students and a faculty/staff member. Lifeguards will check in with designated students and monitor their progress.
7. Continue offering weekly elective courses for middle school students and expand upon the course offerings.
  1. Teachers identify areas of interest/expertise to offer an elective for a quarter.
  2. Students select their top 3 choices for electives. Survey data is collected and utilized to create quarterly elective rosters.



# Student Services Goals

8. Obtain STEM Certification
  1. Explore various certification programs and determine the best fit for SJE
  2. Plan for and execute the necessary processes to obtain certification
9. Incorporate regular field trips to support the grade-level curriculum and/or provide opportunities for students to offer service to their community and other organizations.
10. Restore an active Home & School Association responsible for planning/hosting or supporting community events throughout the year (Back to School Bash, quarterly parent education nights/speakers, service opportunities, Father/Daughter Dance, International Festival, etc.).
  1. The homeroom parent program returned in the 2022-23 school year. Continue to identify and utilize homeroom parents to coordinate classroom events and support schoolwide events.





# Advancement & Development

Ensure the support needed to advance the mission and vision of the school community.





# Advancement & Development Goals

1. Continue to develop a master fund raising plan and calendar.
  1. Work with all departments and committees to create an all-encompassing development calendar.
  2. Strategically space out financial requests from various stakeholders.
2. Create a marketing plan that supports fundraising and enrollment initiatives.
  1. Increase marketing revenue and enrollment as indicated below
3. Increase alumni engagement.
  1. Host an Annual Alumni Mass and Reception and an Alumni Reception at the Christmas Musical.
  2. Create a database of alumni, including current profession and organizational involvement.
  3. Publish a quarterly newsletter and send it to all stakeholders, including alumni.
    1. Include an Alumni Corner of the newsletter to highlight alumni accomplishments.
4. Increase donor participation and engagement with the local community.
  1. Increase Annual Fund giving by 15% annually.





# Advancement & Development Goals

5. Secure grant funding for special programs and educational enhancements.
6. Formalize efforts to retain and recruit students in order to maintain full capacity (280 students) or to exceed capacity as space and programming allow.
  1. Partner with local pre-schools and feeder parishes.
  2. Utilize student ambassadors in and outside of the school to promote awareness of and pride in the school.
  3. Attend Professional development opportunities like the University of Notre Dame's ACE Latino Enrollment Institute to expand reach to the growing Hispanic community.
7. Continue to grow the endowment funds to fund financial aid/scholarships and professional development.





# Finance

Maintain sound operational vitality; sustain and increase financial support for continuous improvement.





# Finance Goals

- I. Maintain short- and long-term funding plans to build the necessary reserve to address capital expenses, facility upgrades, and sustain current technology.
  - I. Maintain a schedule to rotate replacement of air conditioners and other building equipment.
  2. Maintain a rotating schedule to replace hardware (iPads, laptops, interactive whiteboards) and the necessary infrastructure.
2. Pursue grant funding to offset the cost of educational enhancements.
  - I. Research and submit at least 2 grant proposals per school year.
3. Resume rental of the Enrichment Center to offset the facility's operating costs.
  - I. Annually review the existing rental agreements (parish and non-parish events) to ensure alignment with comparable facilities.





# Finance Goals



4. Increase awareness, education, and participation in the GRACE Scholars tax credit program to increase scholarship funds available to students. Continue to pursue new initiatives to raise funds for tuition assistance.
  1. Maintain existing donors, retain lapsed donors, and obtain new donors to the GRACE Scholars tax credit program.
  2. Seek and pursue additional methods of soliciting scholarship funds for students.
5. Host a bi-annual finance night to provide parent education about topics such as saving for college, retirement plans, planned giving, and GRACE Scholars.
6. Maintain an outstanding rating on the Archdiocesan Viability Index metrics for Finance.





# Facilities

Maintain and improve school facilities to support and enhance the learning environment.



# Facilities Goals

1. Maintain security upgrades to ensure student safety.
  1. Consult regularly with local Police and Fire Departments, GEMA, and other experts to review campus security.
  2. Maintain and improve classroom security procedures.
    1. Rampart Bars were purchased for every classroom (2022-23 school year).
    2. Implement annual training for teachers, staff, and substitute teachers in correct use of these devices.
  3. Maintain updated fob system, including enhanced security between the church and school.
2. Improve “curb appeal” of the school grounds.
  1. Continue to update landscaping at the front of the school on Arnold Street.
  2. Install banner signage in the back teacher parking lot/afternoon carline zone to communicate school motto of Reverence, Respect, and Responsibility.
  3. Maintain outdoor classroom space in the Vogtner plaza (installed Summer 2023).





# Facilities Goals

3. Increase visibility and brand of the school at the corner of Sunset and King Arnold Streets.
  1. Install letters identifying St. John the Evangelist School on the Enrichment Building matching those on the front of the building on Arnold Street.
  2. Purchase large banners that can be displayed on the Enrichment Building advertising events, awards, and celebrations, such as Open House.
  3. Provide promotional materials to realtors connected to the new condos/apartments at the corner of Sunset and King Arnold Streets.
4. Install an awning over the sidewalk in the back teacher parking lot to provide a sheltered afternoon carline.
5. Continue to upgrade student restrooms.
  1. Include positive messaging on the restroom stalls.
  2. Install automatic air fresheners.
6. Maintain recess area, upgrade basketball courts, and install new playground equipment in the main playground area.
  1. New soccer nets were installed in 2023.
  2. 2023-24 School Year: Basketball court refresh to include new impact-resistant outdoor sport tile.
  3. Upgrade playground equipment on the main playground area.

