

St. Philip the Apostle  
Strategic Plan  
2018-2021

# Background

St. Philip the Apostle Parish was founded in 1963 by Reverend Salvatore Guinta. The parish school was founded in 1965 by the School Sisters of St. Francis to provide formation in the Catholic faith as well as academic excellence to all students. Since then, the school has grown to an enrollment of 240 students in preschool through eighth grades. A very dedicated faculty and staff foster academic excellence in a Catholic environment.

The sense of family and parent involvement are strengths of the school community and the school instills gospel values in each of its students. Many of our parents are involved as members of the Parent Association, School Board, coaching staff, room parents and learning center assistants.

We are blessed to have Father Steve Bondi as our current pastor and Julie Noonan as principal of our school.

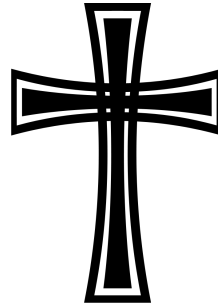
# Mission and Vision of St. Philip the Apostle School

## **Mission Statement**

St. Philip the Apostle School is a family that nurtures the Catholic faith, academic excellence and life-long service in each of its students.

## **Vision Statement**

St. Philip the Apostle students will transcend life beyond the St. Philip community to become leaders of faith and knowledge in the global community.



# Strategic Plan Process

The purpose of the strategic plan process is to continuously improve our school. It is important that we constantly assess our progress in accomplishing our mission and set goals for ourselves to become even better. By establishing goals and creating action steps to achieve those goals, we hope to create a better future for our students and families.

The school's needs and issues were identified through surveys with the parent community and staff. A strategic planning committee was formed, led by the strategic steering committee, to analyze the data accumulated from the surveys. The school's greatest needs were identified and are addressed in this strategic plan. Action steps create a path to our goals and establish accountability for their completion. It was decided to create a 3 year plan to accomplish some realistic goals in a short period of time and to allow for greater flexibility in planning.

The committee met twice during the month of April 2018, with the meetings facilitated by Dr. Michael Nees of *Essential Conversations*. The meetings identified the school's greatest needs and a list of prioritized issues to be addressed by the plan. Subsequently, action steps were established that create a path to our goals and create accountability for their completion.

# 2018 Strategic Planning Committee

**Father Steve Bondi, Pastor**  
**Julie Noonan, Principal**  
**Mandy Rohlfing, School Board President**

**Cheryl Basile**  
**Casey DePaepe**  
**Erin Dailey**  
**Melissa Ebbole**  
**Sam Nasti**  
**Laura Russo**  
**Denise Rosato**  
**John Pizzoferrato**  
**Steve DiBrito**  
**Sabina Karras**  
**Gina Sannasardo**  
**Dave Calabrese**  
**Rosa Calabrese**  
**Mary Morris**

# Critical areas

**Through surveys and strategic planning meetings, the following four areas were identified as being critical to the success of our school:**

- 1. Catholic Culture**
- 2. Academic Standards and Curriculum**
- 3. Communication**
- 4. Infrastructure/Facility improvements**

**Goals for each area were identified and action steps formulated to reach each goal. The responsibility of each action item is listed as well as the amount of budgeted funds to complete the item.**

# Catholic Culture

Goal	Action Steps	Responsibility	Budget	Time Frame
Increase Mass attendance among school families from 35% to 40%	Assign age appropriate Mass reflections in the classrooms	Principal, Teachers	\$0	Year 1
Strengthen the connection between school and parish	Increase communication of school events in the parish bulletin to at least twice per month	Marketing Committee	\$0	Year 1
Establish service opportunities to maximize involvement in the community and enhance Catholic culture of the school	Partner with parish groups to find service opportunities to perform once per month	Catholic Culture and Curriculum Committee, Teachers	\$0	Year 1,2

# Academic Standards and Curriculum

Goal	Action Steps	Responsibility	Budget	Time Frame
Increase the use of differentiation in the classroom	Compile a teacher created survey to assess current level of differentiation in the classroom. Identify areas to improve upon	Teacher, Principal	\$0	Year 1
	Provide for the purchase of differentiated texts in the school budget	Principal, Business manager	\$2500	Year 1,2
	Evaluate outcome	Principal	\$0	Year 3
Ensure a safe environment for students and empower them to deal with peer conflict	Research and adopt an anti-bullying/SEL program	Principal, Teachers, Social Worker	\$3500	Year 1



# Academic Standards and Curriculum

Goal	Action Steps	Responsibility	Budget	Time Frame
Ensure a safe environment for students and empower them to deal with peer conflict	Increase recess supervision	Principal, Teachers	\$0	Year 1,2,3
Create opportunities for gifted/high achieving students to be challenged beyond the regular curriculum	Decide upon the student data for inclusion in the gifted/enrichment program	Faculty Curriculum Committee	\$0	Year 1
	Research and implement a program to address the area of need	Curriculum Committees	\$500	Year 1,2
	Evaluate program	Curriculum Committees	\$0	Year 3

# Communication

Goal	Action Steps	Responsibility	Budget	Time Frame
Increase communication with school families	Publish a school newsletter once a trimester	Marketing Committee	\$500	Year 1
Strengthen communication with community stakeholders	Participate in Mayor's Ball	School Board, Parent Association	\$0	Year 1
	Participate in Community parade	School Board, Parent Association	\$0	Year 1
	Participate in Rock N Wheels	Parent Association	\$0	Year 1
Establish standards of communication for School Board, Parent Association and committees	Board Secretaries to publish agendas and minutes on SchoolSpeak within 2 weeks of meeting	School Board Secretary, Parent Association Secretary, Committee Secretary	\$0	Year 1

# Communication

Goal	Action Steps	Responsibility	Budget	Time Frame
Solicit parent input/feedback to further communication between school and families	Give parents opportunity to give suggestions through parent newsletter	Marketing Committee	\$0	Year 1
Communicate new ALICE safety program to school parents	Send parent letter to school families regarding ALICE	Principal	\$0	Year 1

# Infrastructure/Facility Improvements

Goal	Action Steps	Responsibility	Budget	Time Frame
Facilitate the development of a parish-wide facilities plan	Work with the business manager and parish to create a school facilities plan and prioritize needs	Facilities committee	\$0	Year 1,2
	Perform a survey of school families to determine success of initiatives	Facilities committee	\$0	Year 3
Help find ways to fund facility improvements	Solicit grant writers from school and parish community	Facilities and marketing committees	\$0	Year 2
	Research and apply for grants	Grant writers	\$0	Year 2
	Communicate results to school community	Facilities committee	\$0	Year 3

# Infrastructure/Facility Improvements

Goal	Action Steps	Responsibility	Budget	Time Frame
Support the execution of a parish Capital Campaign for facilities improvements	Appoint a School Board representative to the Capital Campaign committee to work with the parish	Facilities committee	\$0	Year 1