



Saint Therese Catholic School

2025-2030
Strategic Improvement
Plan

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PRINCIPAL'S STATE OF THE SCHOOL MESSAGE

Saint Therese Catholic School is planning for the future with optimism. Enrollment is on the forefront of thoughts as we are rebuilding and rebranding our school culture and climate. We have much support for our school in the parish community. The strategic plan has been invaluable in helping to ensure the vision and goals of Saint Therese Catholic School and the Saint Therese Catholic Church Parish communities were reflected in the decisions made moving forward. Some of the highlights and accomplishments:

Curriculum

- All teachers are updating their frameworks to be used in lesson planning based on State Frameworks, State Standards, Diocesan Frameworks, and National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools.
- We have adopted a new Science curriculum for grades 5-8 (FY 2024-2025)
- We have adopted a new English Language curriculum for K-8 (FY 2025-2026)
- We have adopted a new Math curriculum for K-5 (FY 2025-2026)

Catholic Identity

- Students are able to participate in two Masses per week, and grade 8 goes three times a week
- Three Religious Sisters on staff
- First Friday Family Mass
- One professional development meeting per month is dedicated to adult formation for the staff
- Family groups/Prayer partners across all grades
- One group of staff has started Discipleship Quads, which will then create more within the staff

Finance and Development

- We have started Raise Right to help families off-set tuition costs, earn money towards our SGO account, as well as replenish our scholarship funds.
- We also have small fundraisers to raise money for our clubs and groups.
- We use Choice Scholarships for most/all of our students above PK.

Facilities and Grounds

- New flooring
- Pre-K Playground
- Pre-K Bathroom

Technology

- Hired a new tech coordinator
- Plan in place for new laptop rotation

Enrollment and Marketing

- Targeted mailing lists
- Facebook presence
- Open house
- Latino Outreach Activities

In developing the current revisions to the strategic plan, topics, and questions to ask our stakeholders, both at the parish and school, were developed by the school board, administrators and on issues stemming from school committee discussions.

The Strategic Improvement Plan will help guide Saint Therese Catholic School, Saint Therese Parish, the staff and teachers, the school board, and its administration moving forward. Progress will be reported monthly to the school board, recorded in the board minutes, and frequently shared in the school communication application and on the school website. As items are completed, other items seen as important in the survey data will be added to keep the progress moving. This document has been and will continue to be treated as a living document and updated annually as required in policy P1315.

The pace of change is rapid, and thanks to the support of our parish and business communities, Saint Therese Catholic Schools is meeting the changes head-on, and we are excited for what the future holds. Working together, we will be able to form disciples for generations to come.

In Christ,

Michelle A. Dellinger
Principal

STEERING COMMITTEE

Pastor: Father Glenn Kohrman

Principal: Michelle A. Dellinger

School Board Members:(Name and Year Joined)

- Deb Demit - President
- Adam Williams - Vice President
- Elizabeth Tyree - Staff Liaison
- Julie Bohnstedt - HASA Liaison
- Mesissa Derck - Secretary
- Shanna Fink - Committee Chair

Catholic Identity Committee Members

- Father Glen Kohrman
- Michelle Dellinger
- Sister Sangeetha
- Elizabeth Tyree

Technology Committee Members

- Michelle Dellinger
- Amy Carsten
- Chance McKibbin

Maintenance Committee Members

- Father Glenn Kohrman
- Manot Andre
- Yesinia Nevarez

Athletic Committee Members

- Mick Palmer
- Michelle Dellinger
- Amy Carsten

Curriculum Committee Members (Subject to change as needed for adoption year).

- Michelle Dellinger
- Amy Carsten
- Heidi Williams
- Madison Prall

A BRIEF HISTORY

Father Herman Schoudel was assigned to begin plans for a new parish in the Wayndale area in 1946. In 1948 the parish acquired a surplus military chapel from the Bear Field Army Air Base and the church was dedicated on October 3, 1948, the feast day of Saint Therese of Lisieux. There started to be talks of building a school and it was Father Albert who gave the go-ahead to James McCarron to begin planning the unique semi-circular, two-story school building.

In 1955, the school officially opened with its first students housed in a building with only two classrooms, a sanctuary, two lavatories, and a small office. The first students were educated by the Sisters of Saint Francis of Perpetual Adoration from Mishawaka. Sisters have served as teachers and principals at the school throughout its history. On June 22, 1958, ground was broken for St. Therese School, a Franciscan school which was built during the summer and opened October 13, 1958. Both the parish and school grew and in 1964 two additional classrooms had to be built to make room for the increased number of students.

During the 1958-1959 school year, the school opened with grades 1-6. Grade 7 was added for the 1959-1960 school year and grade 8 for the 1960-1961 year. A kindergarten class was added during the 1981-1982 school year and later a Pre-K class during the 2008-2009 school year, thus giving St. Therese School its PK-8 grade configuration. The school's current enrollment is 83 and has fluctuated over the last few years.

Sister M. Emmarita, a member of the Sisters of St. Francis, was the first principal at St. Therese School and had a teaching staff of three for grades 1-6. Sister Emmarita served as the school's principal for the first six years that St. Therese School was in operation. The Sisters of St. Francis staffed the school from the beginning until the 1985-86 school year when Sister M. Elaine Brothers, Principal, and Sister M. Helen Ann Jakeway, Grade 6 teacher left St. Therese School, as their order found they could no longer staff all the schools that they operated.

Chuck Grimm served as the long term principal until he passed away in the 2015-2016 school year. His successor, Jeanette Donovan also passed away suddenly in the same year. The school was then led by principal and former technology teacher Nick Bobay. After two years, Rick Ruhl was named as principal of St. Therese from 2019 - 2024. Currently, Michelle Dellinger, who had been an active school board member, parent, and parishioner has taken on the role of building principal and proceeds to adjust and adapt the school towards set goals and milestones.

MISSION STATEMENT

Pursue the Way to do even the Little Things with Great Love.

VISION

Pursuing the way by pursuing perfection, while helping to inspire our children to pursue perfection as only through God's grace can we achieve it, and in helping them to realize even the smallest things we do is out of love for God and neighbor.

MOTTO

I am an infinitely valuable, one-of-kind, masterpiece, created by God, for a mission.

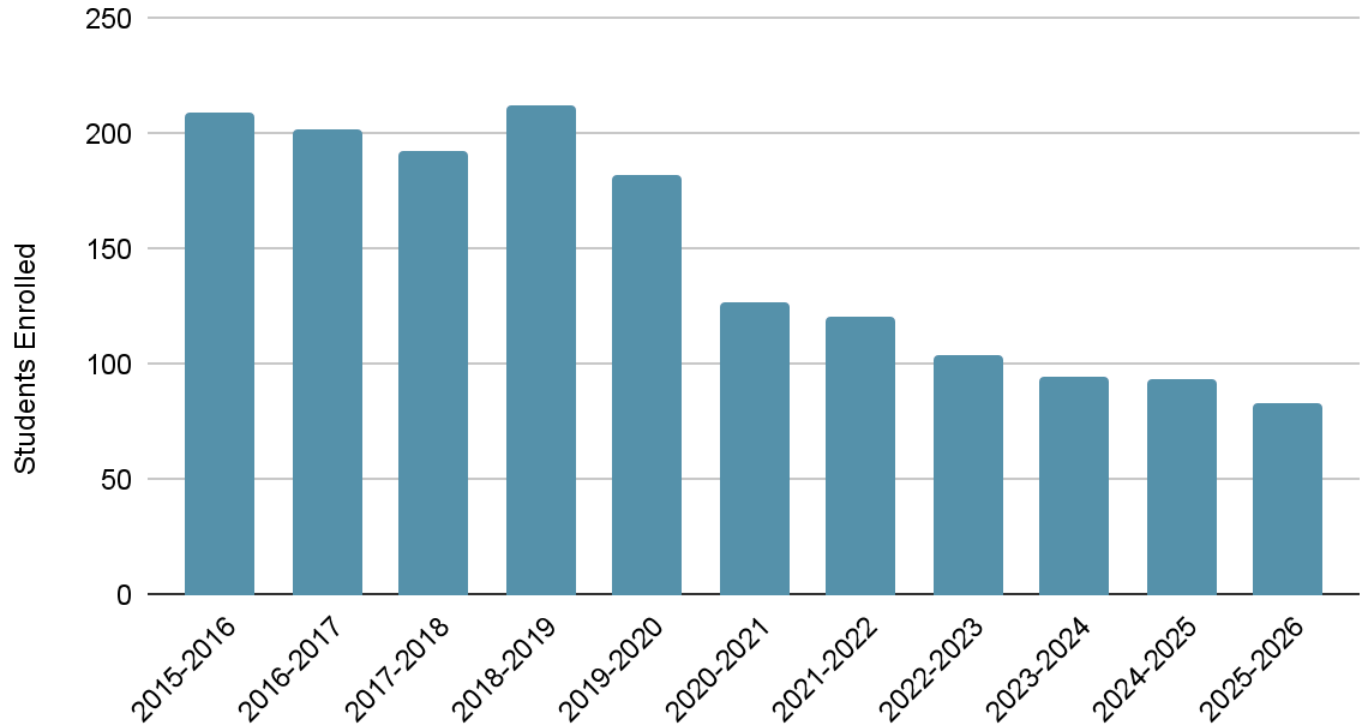
BELIEF STATEMENTS

1. Christ is first in all areas.
2. All students can learn and achieve.
3. Parents are a part of the educational process.
4. Students and teachers are life-long learners.
5. Everyone strives to be better.
6. Student engagement is essential.
7. A caring, safe environment is necessary for learning.
8. We value literacy as essential to academic success, opportunities, and life-long learning.
9. An environment of high expectations results in higher expectations and in higher achievements.
10. Respect for God, others and self.
11. The pursuit of learning as a life-long endeavor is essential in individual success.
12. Cooperation and collaboration are essential to success.
13. Great communities are built on mutual respect and dignity for all people.

Existing School Data

Enrollment

Students Enrolled



We currently have a teacher per grade level for PK-4, our 5-8th has 4 teachers, 2 additional Sisters that teach religion/study hall/and assist, a music/art teacher, and a gym/health teacher.

Ethnicity

Ethnicity breakdown for 2025-2026 by student count:

Black/African American	4
Hispanic/Latino	54
White	15
Two or More Races	10

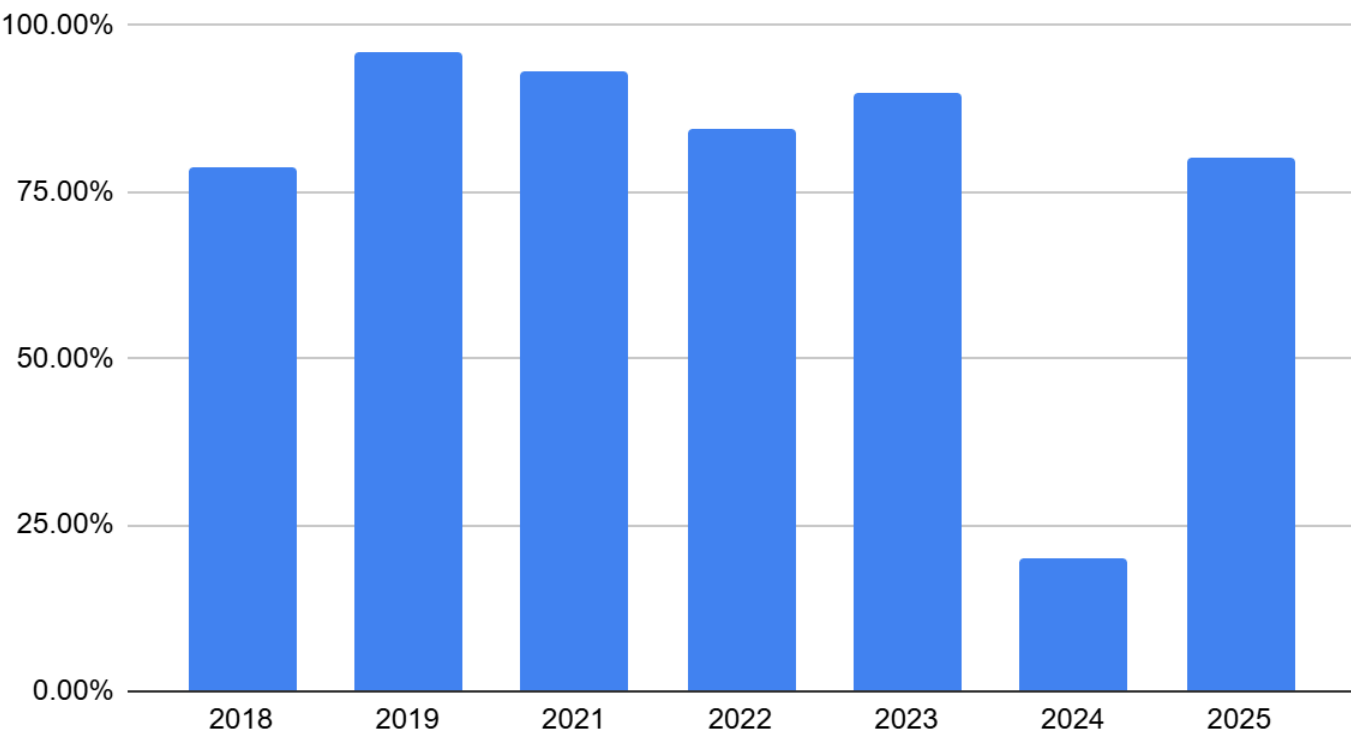
Free/Reduced Lunches

Saint Therese Catholic School is blessed with being a part of a state program that pays for all of our students to have free lunch. We currently have a contract with Classic Cafe, but are looking towards making our own food in the future. Plans are already in motion to get our kitchen ready and inspected for this enterprise.

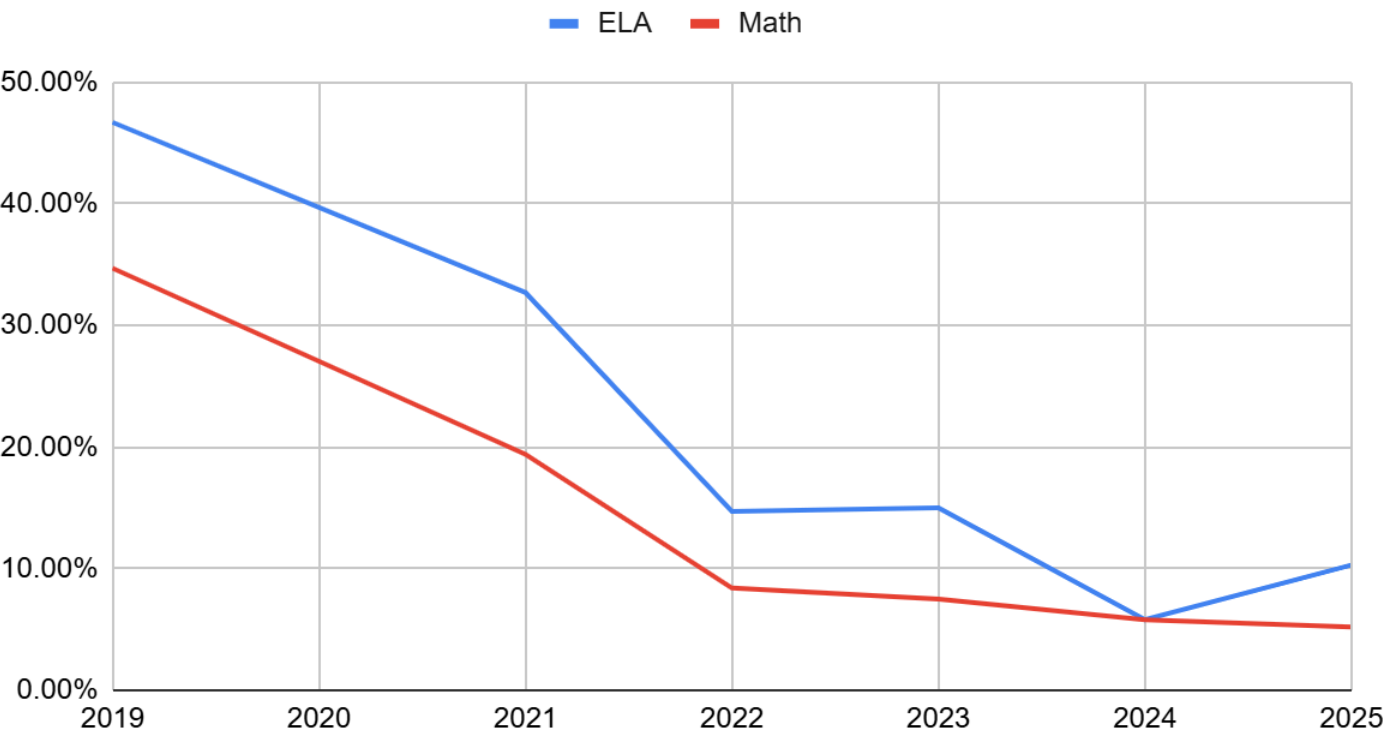
IREAD-3

We have been developing interventions for our students that do not pass the IRead the first time. We have only had a very small number receive a good cause exemption, and most others were close to passing on the first attempt, and with targeted remediation and additional instruction have been able to pass during the second and third testing windows.

I-Read 3 Test Scores



ILearn Test Scores Grades 3-8



<u>Strengths</u> <ul style="list-style-type: none">1. After years of decreasing scores, our new interventions are starting to have an uptick in our test scores for ELA.	<u>Areas for Improvement</u> <ul style="list-style-type: none">1. Academic vocabulary that is used on the tests.2. Number sense and reasoning.3. Writing full paragraphs.
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Analysis of Data

Saint Therese scores show a decreasing trend. New interventions and the hiring of a math teacher is necessary for improvement. With a new curriculum for ELA and Math, the hiring of a certified math teacher, and having professional learning opportunities over intervention and student centered activities, we are making every effort to increase our test scores. Our students in math classes have been testing two grade levels below, and interventions through Title 1, special education, and classroom interventions have been implemented. With ELA, we have interventions of a literacy coach, Title 1, special education, academic success time, and in class interventions have been implemented. We are also starting coaching cycles with the literacy coach or the principal to help our teachers in

areas of struggle.

School Improvement Action Plan/Goal Sheet
A175 Saint Therese ELA Goal #1

Goal: All students will improve their reading skills towards fluency and writing accurately towards their grade level by the end of the year while increasing the school’s test scores by 20% each year.					
Support Data: ILEARN/iLearn Results NWEA Growth Data Individual Screening Writing Samples		Standardized Assessment: ILEARN/iLearn NWEA MAP		Local Assessments: In-class tests Formative assessments Handwriting worksheets Oral discussions about books Essays Homework	
Interventions: - Small Reading Groups - One-on-One instruction - Leveled Readers - Academic Success Time/Tutoring - IXL - Modified Work				Research/Best Practice Sources: Indiana College and Career Ready Standards Amplify CKLA	
Activities to Implement the Intervention	Person(s) Accountable	Timeline		Resources	Monitoring Activities
1.Word Work and Discussion 2. Flash cards for high-fluency words 3. Word Walls and Root Words	All Teachers	Begin Now	End End of Year	Textbook Support Materials On-Line Resources Amplify	Lesson Plans Khan Academy IXL Data Collection Starfall Sample Work

4. Close reading and annotations 5. Writing specifics by grade level - ex) paragraph writing for upper grades				Twinkl TPT Novel work	Acadience NWEA
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School Improvement Action Plan/Goal Sheet
A175 Saint Therese ELA Goal #2

Goal: All students in grades 3-8 will successfully be able to write a paragraph of 5-7 sentences by the end of the school year.					
Support Data: ILEARN/iLearn Results Writing Notebooks/Journals		Standardized Assessment: ILEARN/iLearn		Local Assessments: Writing Notebooks Journals Essays in Class	
Interventions: - Title 1 pull-out, special education pull-out - Tiered classroom instruction - Support from Literacy Coach - Support Vocabulary - Support Grammar - Flow of papers/paragraphs			Research/Best Practice Sources: Indiana College and Career Ready Standards Amplify CKLA Science of Reading Phonics/Phonemic Awareness for Spelling Decoding Skills for Comprehension and Vocabulary Writing Strategies for Structuring Paragraphs and Essays		
Activities to Implement the Intervention	Person(s) Accountable	Timeline		Resources	Monitoring Activities
1. Vocabulary Review Daily 2. Spelling Tests through Amplify 3. Amplify Skills Practice 4. Differentiated Writing Strategies (RACE, Hamburger, etc.)	All Teachers	Begin Now	End End of Year	Textbook Support Materials Anchor Charts Writing Strategies Vocabulary Flashcards	Lesson Plans Khan Academy IXL Data Collection Starfall Sample Work Acadience

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School Improvement Action Plan/Goal Sheet
A175 Saint Therese Math Goal #1

Goal: All students will improve their math scores to be approaching or on grade level by the end of the year and increase their test scores by 20%.					
Support Data: ILEARN/iLearn Results NWEA Growth Data Individual Screening		Standardized Assessment: ILEARN/iLearn NWEA MAP		Local Assessments: In-class tests Formative assessments Observation/Interaction both verbal and written Traditional Tests Performance Assessments	
Interventions: - Scaffolded learning through each grade - Small Groups - Centers - One-on-One and Group instruction - Academic Success time/Tutoring - Individual Practice				Research/Best Practice Sources: Indiana College and Career Ready Standards Amplify Ready Indiana Mathematics Instruction	
Activities to Implement the Intervention	Person(s) Accountable	Timeline		Resources	Monitoring Activities
1.Manipulatives 2. Unlock the Problem 3. Flashcards 4. Bingo/Games 5. Homework Practice	All Teachers	Begin Now	End End of Year	Textbook Support Materials On-Line Resources Amplify Twinkl	Lesson Plans Khan Academy IXL Data Collection Starfall Sample Work Acadience

				TPT Starfall	Assessment Scores
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School Improvement Action Plan/Goal Sheet
A175 Saint Therese Math Goal #2

Goal: 90% of students in grades 3-8 will have 100% of math facts up to 10x10 memorized by May 2026.					
Support Data: ILEARN/iLearn Results Classroom Assessments Individual Screening		Standardized Assessment: ILEARN/iLearn		Local Assessments: Rocket Math Sweet Math 1 minute timed fluency checks splash learn	
Interventions: - Title 1 Pull out - Special Education pull out - Tier 1 and 2 in class small group, reteach, fluency flashcards			Research/Best Practice Sources: Indiana College and Career Ready Standards Multiple learning modalities in whole group and small group reteaches memorization tricks/songs		
Activities to Implement the Intervention	Person(s) Accountable	Timeline		Resources	Monitoring Activities
1.Fluency Flashcards 2.I Have/Who Has 3. Multiplication Games 4.Have students sing multiplication songs	All Teachers	Begin Now	End End of Year	Textbook Support Materials On-Line Resources Amplify Splash Learn Paper fluency tests flash cards games	Amplify daily lessons timed practices small group practice collaboration between 3rd and 4th grade Assessment Scores

				multiplication songs	
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Based on many decisions and review of best practices and online options, several changes have been made for the 2025-2026 school year interventions related to the goals of improving literacy and mathematics across the curriculum. This year we have hired a literacy coach to support our staff and students. We also have Title 1 tutors from FWCS and EACS working with identified students on ELA and math skills. We also have a teacher that meets with special needs students on ELA, math, and basic skills.

The Indiana School Improvement Plan is designed to be comprehensive and for continuous improvement. Systemic use and consistent reflection are encouraged to update the status of the goals in order to make school improvement continuous and actionable.

ENROLLMENT AND MARKETING

Enrollment has decreased from 94 to 83 over this past year. The goal is to have 120+ enrollment.

Relative Strengths

- Catholic Identity
- Small class sizes make us a close knit community
- Very safe school environment
- The School Choice Scholarship Program
- Special Ed Program/Resource Room
- Clubs and extracurricular activities
- Theater program
- Pre K Program
- Many bi-lingual students
- Latin Program
- Title 1 Services

Relative Weaknesses

- Insufficient opportunities for sports due to low enrollment - championship teams when we had the numbers
- More consistent enforcement of the Dress Code
- Need a bigger Social Media presence
- Too small of classes make it difficult to increase our score percentages, make our operating costs
- Sports
- Lacking neighborhood students as a part of the school community
- Transportation
- Playground equipment - PK playground needs upgraded after vandalism
- Big playground needs to be refreshed
- Insufficient ELL services

Objectives:

1. To increase the awareness of the quality instruction and safe, faith-filled education available at St. Therese via print and digital means.
2. To increase the awareness of SGO, Choice Scholarship, and tuition assistance resources for parishioners at Saint Therese and Saint Henry's not currently choosing to educate their children at Saint Therese.

Objectives 1: To increase the awareness of the quality instruction and safe, faith-filled education available at St. Therese via print and digital means.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
Revision of School Advertising Documents-(Brochures) (include things like offering Latin, clubs, etc.)	Principal, School Board	Winter 2025 On-going	New Brochure Printing Costs Today's Catholic Waynedale Newspaper	
Social Media Updates about the School Start our own Facebook Page and Update website	Teachers, Principal, Business Manager	Winter 2025 then Ongoing	Facebook Page Parent testimonials to website update school board section of the website refresh website regularly	
Yard Signs and Fence Signs	School Board, Business Manager, Pastor, and Principal	Annually during Open Enrollment	Costs of signage	Plans to order in December for Yard Signs, Principal is making fence signs for Spring
Work with Avalon to gain their PreK into our Kindergarten	Pastor	Winter 2025		
Community Flyers and Mailings	Pastor, Principal, School Board	Spring 2026	Cost of mailings	
Radio Station Ads	Pastor, Principal, School Board	Spring 2026	Cost of Ad	
Community Outreach Events	Pastor, Principal, School Board, HASA	Spring 2026	Committee	

Objectives 2: To increase the awareness of SGO, Choice Scholarship and tuition assistance resources for parishioners at Saint Therese and Saint Henry's not currently choosing to educate their children at St. Therese.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
1. Publish SGO and Choice Scholarship income limits and application information in parish bulletin 2. Create informational posters and documentation to post in parish hall, in the back of church, with the religious education registration information.	Principal, Parish Secretary, Pastor	Winter 2025	Strategic Placement of completed registration paperwork and revised brochure-No additional costs	1. 2.
3. Evaluate effectiveness annually and revise	Teachers, School Board, Pastor, and Principal	Annually		3.

Other ideas presented by staff: summer block party, rummage sale, fish fry

Catholic Identity

At the foundation of this strategic plan and all of St. Therese School's future priorities and goals is the recognition of the important priority placed on Catholic identity. St. Therese Catholic School must continue to strengthen awareness of our Catholic history and place a priority on implementing sacred ritual traditions into each student's daily life. In partnership with the parish, St. Therese School will continue to emphasize in sacramental words and actions the presence of Jesus Christ in every aspect of the learning environment. The teaching of Christian values is at the heart of the school. The School practices that "Christ is the reason for this school, we are a mission first."

Relative Strengths

- Seen as a positive mission of the parish
- Curriculum infused with Gospel values
- All students attend Mass twice weekly, three times for 8th graders
- Prayer begins every class and school day
- Daily Rosary
- Sisters on Staff
- Religious community presence
- End of Day - All School Prayer
- Prayer Partners
- 8th Grade Saint Michael Chaplet
- Confirmation Prep

Relative Weaknesses

- Community service outside of the church
- Priest could spend more time with the lower grades
- More adoration on school days

Objectives:

1. To increase 'Active Participation' during Mass, Eucharistic Adoration, Stations of the Cross and other religious activities by our students.
2. To increase the exposure of our students to individuals who have chosen "Religious Vocations" and benefit from ACTIVELY living our faith through charity, service, and prayer.
3. Increase the number of outside service project opportunities by one project per year.

Objective 1: To increase 'Active Participation' during Mass, Eucharistic Adoration, Stations of the Cross and other religious activities by our students.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
Schedule/Practice Liturgical Music that will be used during school Masses	Catholic Identity Committee, Classroom Teachers, Parish Music Director	Ongoing		
Review Order of the Mass and responses with students frequently	Catholic Identity Committee, Classroom Teachers, Pastor	Ongoing	Increased expectation of participation by everyone at Mass.	
Increase the amount of time the Pastor has with younger grades to talk about faith, the Mass, etc.	Pastor, Classroom Teachers	Ongoing		
Review the purpose of and appropriate activities during Eucharistic Adoration with students each month prior to their assigned times	Catholic Identity Committee, Classroom Teachers, Pastor	Ongoing		
Evaluate and Revise list annually	Catholic Identity Committee, Pastor, Principal	Annually		

Objective 2: To increase the exposure our students have to individuals who have chosen “Religious Vocations” and benefit from our ACTIVELY living our faith through charity, service and prayer.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
1. Increased opportunities for students to see our priests lead, Eucharistic Adoration, Stations of the Cross , etc.	Priest, Principal, Catholic Identity Committee, Teachers	Ongoing	Advance scheduling of events on school/parish calendars	
2. Scheduled visits by Seminarians, Religious Sisters and Brothers, etc., to share stories of vocations.	Principal, Catholic Identity Committee, Pastor	Ongoing		
3. Schedule visits from those living in, or working with people from other countries that benefit from Catholic Charities or service.	Principal, Catholic Identity Committee	Ongoing	- This year we had Rosaries for Missionaries, we will do that yearly.	
4. Include service projects into the school calendar, Fall/Spring Parish cleanups, service to others at home, service to the needy, etc.	Principal, Catholic Identity Committee, classroom teachers	Ongoing		

Objective 3: To increase the number of outside service project opportunities by one project per year.

Activities/Actions	Person Responsible	Timeline	Resources Needed and Notes	Status
Each month there will be a focused activity based on our Catholic Identity	Catholic Identity Committee, Classroom Teachers, Principal	Ongoing	Growing in Faith- a. regular Mass times for students b. Regular presence of the religious c. confession opportunities for students throughout the school year d. 1st Friday Family Mass	
Food Collection for Parish Pantry	Catholic Identity Committee, Classroom Teachers, Pastor, Principal	Ongoing	Classroom food collection competition Dollar Dress down days	
Fundraising for Organizations	Pastor, Classroom Teachers, Principal	Ongoing	Rice Bowls A Mother's Hope	
Environmental Advocacy	Catholic Identity Committee, Classroom Teachers, Principal	Ongoing	1. Students will take part in Fall and Spring Clean-ups 2. Eagle Scout Projects on campus	
Evaluate and Revise list annually	Catholic Identity Committee, Pastor, Principal	Annually		

Curriculum

Aspiring for academic excellence demands that students are taught to seek the truth, make moral decisions, and integrate faith into their lives. By engaging students in rigorous instruction and employing up-to-date resources, Saint Therese School provides a quality education that is rooted in the Catholic Faith, meets state and national standards, and focuses on the needs of the whole child – spiritually, academically, physically and socially.

Recent conversations in committee and with staff have identified the following strengths and weaknesses at Saint Therese Catholic School:

Relative Strengths

- Opportunities for PE, Music and Art during school hours
- Rigorous curriculum infused with Gospel values to prepare students for work and life
- Latin, Church History, and other electives are offered to middle school students
- Parents/Guardians are able to be involved in the education of their children
- Since new administration, teacher turn-over rate has decreased
- Data on standardized tests--Acadience Screening, ILEARN, IREAD, and NWEA used to inform instruction
- Communication among staff
- Supportive administration
- Lesson planning by design
- Teachers have implemented the following instructional strategies: graphic organizers, small group instruction, centers/stations, guided reading, literature circles, teacher and peer conferencing, writing workshops and mini lessons, IXL, differentiated instruction, modeling, science labs, Science of Reading, play-based learning in lower grades

Relative Weaknesses

- Lack of a school band and choir
- Few sports related extracurricular activities
- More emphasis with high ability students; more challenging options
- Lack of ELL program
- New curriculum needed for Social Studies, K-5 Science, Church History, Computers, Health
- Outdated/Broken Technology

Objectives:

1. To investigate adding non-sports related extracurricular activities or clubs for our students.
2. To leverage technology in implementing meaningful differentiation opportunities in the classroom for both high and low ability students. Additional opportunities for students to extend their knowledge and to reinforce their learning needs to be created.

Objective 1: To investigate adding non-sports related extracurricular activities or clubs for our students.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
<ol style="list-style-type: none"> 1. Identify areas of interest to our students through surveys, formal and informal 2. Use results to narrow choices and solicit parent/staff sponsorships 3. Calculate cost and commitments of sponsors needed. 4. Submit proposal to Principal and Parish Development Director to secure funding sources 5. Schedule Classes 	Principal, Unit Leaders, HASA/parent volunteers	Ongoing	Find new Grant applications and opportunities to fund programs identified and scheduled. Otherwise, apply to existing local granting organizations for funding.	<ol style="list-style-type: none"> 1. 2. 3. 4. 5.
<ol style="list-style-type: none"> 6. Evaluate effectiveness annually and revise offerings based on findings 	Teachers, School Board, Pastor, and Principal	Annually		<ol style="list-style-type: none"> 6.

Objective 2: To leverage technology in implementing meaningful differentiation opportunities in the classroom for both high and low ability students. Additional opportunities for students to extend their knowledge and to reinforce their learning need to be created.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
<ol style="list-style-type: none"> 1. Provide teachers and staff training on Differentiated Instruction through book shares, professional development, etc. 2. Teachers develop lesson plans using Google Apps that provide choice and multiple learning paths that meet students at the appropriate learning levels. 3. Teachers form and/or participate in a professional learning community related to Differentiated Instruction and technology integration. 	Principal, Unit Leaders, HASA/parent volunteers, School Improvement and Technology Committees	<p>Ongoing</p> <p>Winter 2025</p> <p>Fall 2026</p>	<p>Teacher Professional Development- (\$4,000)</p> <p>Common planning times to collaboratively develop cross-curricular projects.</p> <p>Time allocated during Wednesday early release PD times to participate in meaningful Professional Learning Community activities.</p>	<p>1.</p> <p>2.</p> <p>3.</p>
Evaluate effectiveness annually and revise	Unit Leaders, School Board, Pastor, and Principal	Annually		

Facilities and Grounds

The purpose of the Buildings & Grounds Planning Committee is to create a plan that will assess and prioritize the facility needs of the school while providing ongoing maintenance to create a safe, clean, and attractive learning environment. The plan will also work to identify the long-term capital improvements needed for the school and Parish. The School Board and Finance Committee will routinely review, update, and implement the Facilities Committee portion of the St. Therese Catholic School Strategic Plan in accordance with the Mission, Goals, Strategies, and Plans. The Facilities Committee is committed to ensuring the School's facilities, present and future, to meet the needs of the School/Parish community.

Relative Strengths

- Well maintained facilities
- Exterior is well lit for evening events
- New bathroom in the PK classroom
- New floors upstairs
- New Security System
- Removal of old boiler in the basement for health and safety

Relative Weaknesses

- Direction to main school entrance could be improved
- Visitor Parking unclear/unavailable during school day
- Bigger gym with bleachers and a stage
- PA system needs to be upgraded
- Safety Entrance
- Finish Flooring
- Enclosing the student area more effectively

Objectives:

1. To replace aging overhead projectors and screens.
2. To add/replace outdoor signage to direct newcomers to parking and entryways to Saint Therese Catholic School.
3. To replace/fix PA system for the school.

Objective 1: To replace aging overhead projectors/screens.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
<ol style="list-style-type: none"> 1. Identify classrooms most in need of overhead projectors/screens. 2. Determine types of projectors best suited for those classrooms. 	Principal, Maintenance director, classroom teachers	Ongoing	Budget line item to fund replacing at least two classroom/year.	

Objective 2: To add/replace outdoor signage to direct newcomers to parking and entryways to Saint Therese Catholic School. (Issues finding the school building).

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
<ol style="list-style-type: none"> 1. Survey areas for type of signage needed for parking and entryway. 2. Present determinations to school board for final input 3. Order signage and install. 	Principal, School Board, Maintenance Director	Spring 2026 for survey	Funding	

Objective 3: To replace/fix PA system for the school.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
<ol style="list-style-type: none"> 1. Make site survey of current system. 2. Secure quotes for overlay. 3. Secure funding for PA system or matching funds is State School Safety Grant is available 	Principal, School Board, Maintenance Director	Spring/Summer 2026	<p>Quotes to be requested from local providers</p> <p>Funding Drive for match funds</p>	

FINANCES AND DEVELOPMENT

The Finance Committee exists to assist in the management of the treasury of the school and parish. Its purpose is to ensure that the school can achieve its educational mission. The School and Parish seek to increase awareness and understanding of existing opportunities for contributing to, and accessing established endowments, bequest procedures, scholarships, and financial aid through consistent communication with our parishioners, alumni, and our local community.

Relative Strengths

- Most believe that any parishioner that wishes to send their child to St. Therese School can do so.
- Raise Right Scrip program has been kicked off for the 2025-2026 school year.
- SGO information access on both School and Parish websites

Relative Weaknesses

- Enrollment is down
- Lack of financial assistance for preschool
- Reminders to our Catholic Community that this is our Mission

Objectives:

1. To eliminate roadblocks identified by parents not attending our preschool, which directly affects future Kindergarten enrollment.
2. To keep building on the incredible community support for our tuition assistance, SGO and scholarship programs at Saint Therese School.
3. To reinvigorate our Home and School Association and increase participation in HASA sponsored events.

Objective 1: To eliminate roadblocks identified by parents for not attending our preschool, which directly affects future Kindergarten enrollments.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
<ol style="list-style-type: none">1. Information packet for incoming and perspective families2. New Brochure to hand out to families and parish	School Board, Principal	Spring 2026	Make new documentations Print Packets	<ol style="list-style-type: none">1.2.

Objective 2: To keep building on the incredible community support for our tuition assistance, SGO and scholarship programs as St. Therese Catholic School.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
<ol style="list-style-type: none"> 1. Continue to send letters of solicitation and thanks to current donors. 2. Principal meets with parish bookkeeper to add to/revise list 3. Plan visits to speak to businesses about the SGO and Tuition Assistance opportunities/needs. 4. Develop annual schedule of events to ensure consistency year to year. 5. Evaluate/Update annually 	Principal, Pastor, Parish Finance Council	Ongoing	SGO giving exceeds current needs as does the tuition assistance, but these have been built up over time and should be maintained and expanded.	<ol style="list-style-type: none"> 1. 2. 3. 4. 5.

Objective 3: To reinvigorate our Home and School Association and increase participation in HASA sponsored events.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
<ol style="list-style-type: none"> 1. Schedule Monthly HASA meetings 2. Include HASA News in school newsletter each week. 3. Inform parents of the purpose for the HASA fundraising efforts. 4. Provide opportunities for volunteer registration. 5. Develop an annual timeline of events/revise annually. 6. Evaluate/Update annually 	Principal, School Board, HASA officers		<p>-Meeting Rooms reserved in advance</p> <p>-HASA Officers to write short article for the newsletter and social media platforms each week.</p>	<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 6.

TECHNOLOGY

Saint Therese Catholic School believes that technology must be an integral part of our educational system. The use of technology will allow our students greater access to information, enhance their problem solving skills, improve their motivation, increase time on tasks, and provide the opportunity to learn the necessary skills to become competitive in the workforce of the future.

Our recent survey results showed these strengths and weaknesses.

Relative Strengths

- The ability of St. Therese staff to deliver technology instruction

Relative Weaknesses

- Keyboarding skills
- Outdated and broken technology

Objectives:

1. To create/provide professional development resources for faculty and staff in the area of technology integration and use.
2. To replace outdated and broken student laptops.

Objective 1: To create/provide professional development resources for faculty and staff in the area technology integration and use.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
<ol style="list-style-type: none">1. Schedule/provide professional development related to the needs teachers identified in recent technology surveys2. Curate materials to provide reference and review following the PD to ensure new information is implemented in classrooms.3. Ensure all new employees are directed to these resources.	Principal, Technology Committee, Lead Teachers	Annually		

4. Document and assess PD needed for upcoming year				
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Objective 2: To replace outdated/broken laptops.

Activities/Actions	Person Responsible	Timeline	Resources Needed	Status
<ol style="list-style-type: none"> Under a new cycle plan, we will replace grades K, 3, and 6 laptops each year New fee for technology is \$100 per student, they will be able to take laptops home. 	Business Manager, Technology Coordinator, Principal	Starting 2025-2026	-	

