

St. Mary's Central Catholic School

Long Range Strategic Plan

2021 - 2026



LONG RANGE STRATEGIC PLAN

Domain I: Catholic Identity

The Catholic school is a unique environment which has its primary purpose the continued formation of the Christian person. The mission and beliefs of the school shall reflect the integration of Catholic faith and Gospel values and promote a community of believers and learners. Members of the school are a community and are called to unite in prayer, to proclaim the Gospel message and to serve others.

ACTION STEPS	RESPONSIBILITY	RESOURCES	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Emphasize adherence to the Mission Statement	Pastor, Administration, , Staff	*	X				
Post Mission and Vision statements in classrooms. Add Mission statement to all communications.	Administration, Faculty	*	C				
Ensure that all students learn and recite the Mission statement daily	Administration, Staff	*	C				
Increase Catholic Identity within the school community through communication, prayer, symbols, and acts of service	Pastor, Administration, Staff	*	X				
Adherence to Diocesan guidelines in hiring and rehiring staff	Administration	*	X				

Codes: (C) Completed (X) Ongoing (*) No Cost Item

ACTION STEPS	RESPONSIBILITY	RESOURCES	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Parents required to complete Safe Environment Training	Administration	*					
Basic Catholic formation for parents PreK-Middle School	Administration, Pastor, Religion Teachers	*	X				
Integrate Catholic Faith formation into professional development and faculty meetings	Administration	*	X				
Participate in activities that promote our Catholic Identity (Oct./May Rosary, All Saints, Advent, Lent, May Crowning, etc.)	Pastor, Administration, Staff	*	X				
Emphasize Catholic Identity in parent and teacher communications and meetings	Administration, Staff, Home and School	*	X				
Invite Diocesan Vocation Director, priests and religious to encourage students to consider their vocation	Administration, Faculty, Religious	*	X				
Required Saint Biography for all students	Classroom Teachers	*	X				
Adoration of the Blessed Sacrament (Middle School)	Pastor, Administration, Middle School Faculty	*	X				
Children's Service and Prayer Groups	Pastor, Staff Administration,	*	X				

Codes: (C) Completed (X) Ongoing (*) No Cost Item

ACTION STEPS	RESPONSIBILITY	RESOURCES	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Dismissal Prayer	Administration, Staff	*	X				
Classroom Saint assigned for each class and Staff Member	Administration, Staff	*	X				
Image of Blessed Mother chosen by each class	Administration, Faculty	*	X				
Displaying of Catholic altars and images	Administration, Staff	*	C				

Codes: (C) Completed (X) Ongoing (*) No Cost Item

Domain II: Governance, Administration, and Management

School governance and leadership support an educational program of quality with systematic, legal, and fiscal responsibilities that support the school's mission. School governance and leadership effectively plan and monitor school growth and viability in all areas. School governance and leadership support an effective and efficient instructional program.

ACTION STEPS	RESPONSIBILITY	RESOURCES	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Implement the cost-based/need-based tuition model to cover the actual cost of each student's educational needs	Administration, Bookkeeper	Quick Books, FACTS	X				
Recruit more scholarship donors	Administration, School Board, Home and School Organization, Community	*	X				
Provide more tuition assistance for families who cannot afford tuition or who have multiple children	Administration, Bookkeeper, School Board, Community	Budget	X				
Provide improved technology equipment for teachers and students	Administration, School Board, CTE	Budget	X				
Provide more Library funds	Administration, Librarian	Budget	X				
ACTION STEPS	RESPONSIBILITY	RESOURCES	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026

Codes: (C) Completed (X) Ongoing (*) No Cost Item

Create a Marketing Committee to implement a marketing plan	Administration, Staff, Alumni, Community	*	X				
Develop and distribute marketing materials that includes an overview of the school's faith formation opportunities and curriculum to local Catholic churches and the community	Marketing Committee	Budget	X				
Track SMCCS alumni's academic success	Marketing Committee	*	X				
Provide more parent involvement opportunities	Administration, Staff	*	X				
Require that all core and elective teachers be fully certified	Administration	*	X				
Additional staff for Middle School (Teachers teach only assigned core subject)	Administration	Budget	X				
Screen students before admission	Administration	*					
Maintain enrollment cap per class	Administration	*	X				
P.E. Aide	Administration	Budget					
More advanced classes and electives	Administration	Budget	X				

Codes: (C) Completed (X) Ongoing (*) No Cost Item

Domain III: Curriculum, Instruction and Assessment

The purpose, design and implementation of the curriculum represents the school's mission. A Catholic atmosphere, which is shared as well as understood by the teachers, students, and parents, permeates all areas of the curriculum. Instructional decisions support the school's academic goals, objectives, and priorities. Evaluation of the curriculum is continuous and responsive to student needs.

ACTION STEPS	RESPONSIBILITY	RESOURCES	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Ensure academic excellence	Administration, Faculty	TEKS Resources, TEKS Resource System, Lead 4Ward, TCCB ED	X				
Use the previous and next grade level's TEKS to ensure vertical alignment	Administration, Faculty	TEKS Resource	C				
Provide professional development that promotes rigorous instruction and assessment	Administration	Budget	X				
Offer Math and Reading Parent Nights in which teachers provide helpful strategies for at home enrichment	Administration, Faculty	*					
ACTION STEPS	RESPONSIBILITY	RESOURCES	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026

Codes: (C) Completed (X) Ongoing (*) No Cost Item

Fully certified faculty	Administration, Faculty	*	X				
Faculty will be informed about available professional development opportunities	Administration, Religious	*	X				
Increase salaries to be more competitive with the local school districts	Administration, School Board, Bookkeeper	Budget	X				
Local field trips	Administration, Faculty	Budget					
Align Religion Curriculum (6-8)	Administration	Budget	X				
Establish consistent phonics program for K-2 nd Grades	Administration	Budget	X				
Provide Chromebooks/Laptops for Teachers	Administration	Budget IT					

Codes: (C) Completed (X) Ongoing (*) No Cost Item

Domain IV: Student Services, Resources and Activities

Student services enhance the curriculum and serve as an integral part of the learning process.

ACTION STEPS	RESPONSIBILITY	RESOURCES	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Provide more electives (Art, Drama, Orchestra, Specialized Sports, Music, Foreign Languages, etc.)	Administration, School Board, Bookkeeper	Budget	X				
Provide bus service	Administration, School Board, Bookkeeper	Budget					
Employ a counselor, speech therapist, nurse, dyslexia teacher	Administration, School Board, Bookkeeper	Budget					
Employ a tutor for pull-out instruction for at-risk students, especially in primary grades	Administration, School Board, Bookkeeper	Budget					
Student Council	Administration, Faculty	*	X				
Provide student computers (elementary level)	Administration, Technology Teacher	Budget					
Activity Bus (field trips, service projects, etc.)	Administration, School Board, Bookkeeper	Budget					
8 th Grade Mentoring Program at Holy Cross	Administration, 8 th Grade Teacher	*	X				

Codes: (C) Completed (X) Ongoing (*) No Cost Item

ACTION STEPS	RESPONSIBILITY	RESOURCES	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Buddy Mentoring	Administration, Faculty	*	X				

Codes: (C) Completed (X) Ongoing (*) No Cost Item

Domain V: Plant and Facilities

The physical plant/facilities and safety practices of the school promote a safe environment conducive to student learning.

ACTION STEPS	RESPONSIBILITY	RESOURCES	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Make the building Handicapped accessible	Administration, School Board, Bookkeeper	Budget	X				
Develop and implement a playground safety evacuation plan	Administration Staff	*	X				
Update emergency protocols	Administration, Staff	*	X				
Landscape the front of the school	Administration, School Board, Bookkeeper	Budget	X				
Beautify the Prayer Garden (area between the building and the church)	Administration, School Board, Bookkeeper	Budget	X				
Maintain the school grounds on a regular basis	Administration, Maintenance	Budget	X				
Make the field behind the portables more functional for sports	Administration, School Board, Maintenance	Budget	X				
Add outside basketball courts	Administration, Bookkeeper	Budget	X				

Codes: (C) Completed (X) Ongoing (*) No Cost Item

ACTION STEPS	RESPONSIBILITY	RESOURCES	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Make a Master key	Administration, Maintenance	Budget	X				
Plant trees or erect pavilion in the field behind portables	Administration	Budget					
Update playground equipment	Administration	Budget, Fundraiser					
Replace ceiling tiles as needed	Administration, Maintenance	Budget	X				
Paint classrooms and halls	Maintenance	Budget	X				
Remove carpets and install flooring (main building)	Administration, Bookkeeper	Budget					
Install lockers for Middle School	Administration, Bookkeeper	Budget					
Update the cafeteria	Administration, Bookkeeper	Budget					
Replace white boards in rooms	Administration	Budget	X				
Label electrical breakers	Maintenance	*	X				
Update the cafeteria	Administration, School Board, Maintenance	Budget					
Complete School Zone Safety (Flashing lights on 17 th St.	Administration, School Board, City of Odessa	City of Odessa	X				
Separate campuses for Elementary Level and Middle School	Administration, School Board	Budget					

Codes: (C) Completed (X) Ongoing (*) No Cost Item

Install curtains for gym windows	Administration	Budget					
ACTION STEPS	RESPONSIBILITY	RESOURCES	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Install wooden gym floor	Administration	Budget					
Install built in stands in gym	Administration	Budget					
Install storage space for extra tables and chairs	Administration	Budget					
Build weight room with light weights, lifting machines, and conditioning equipment	Administration	Budget					
Install new fencing for playground and field	Administration	Budget, Fundraiser					
Purchase new laminator	Administration	Budget					
Replace shower stall walls in PreK and Kindergarten restrooms	Administration, Maintenance	Budget					
Replace sink cabinets and sinks in main building classrooms	Administration, Maintenance	Budget					
Purchase computer furniture for Computer Lab	Administration, IT	Budget					
Build restroom on playground	Administration	Budget					
Install shelves on window wall of upstairs classrooms in main building	Administration	Budget					
Plant grass or landscape the area on the north side of the field	Administration	Budget					
Purchase commercial vacuum cleaners	Administration	Budget					

Codes: (C) Completed (X) Ongoing (*) No Cost Item

Purchase updated classroom furniture	Administration	Budget					
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Codes: (C) Completed (X) Ongoing (*) No Cost Item