



NATIVITY OF OUR LORD ~ SCHOOL STRATEGIC PLAN

(OBJECTIVE 1) NATIVITY OF OUR LORD SCHOOL WILL EXPLORE NEW OPPORTUNITIES TO ADDRESS THE VARIED LEARNING STYLES AND ABILITIES OF OUR STUDENTS.

(STRATEGY 1) EXPLORE INSTRUCTIONAL PRACTICES AND INTERVENTIONS IN THE LOWER GRADES THAT SUPPORT STRUGGLING MATH STUDENTS

	Timeline	Responsibility	Progress Report
Action Step 1 Create a tool kit of differentiation strategies for the remediation of math skills in grades PreK-4	2023-2024	Assistant Principal and PreK-4 Faculty	
Action Step 2 Explore the expansion of math remediation support using a pull out model	2024-2025	Assistant Principal and PreK-4 Faculty	
Action Step 3 Explore the expansion of math remediation support using a push in model	2024-2025	Assistant Principal and PreK-4 Faculty	

(STRATEGY 2) EXPLORE OPTIONS FOR MORE INTERDISCIPLINARY CURRICULUM IN THE MIDDLE SCHOOL CLASSROOMS

	Timeline	Responsibility	Progress Report
Action Step 1 Research other middle school programs that have effectively implemented interdisciplinary units	2023-2024	Assistant Principal and Middle School Teachers	
Action Step 2 Provide training to middle school teachers on best practice use of interdisciplinary units	2024-2025	Assistant Principal and Middle School Teachers	
Action Step 3 Provide professional development time for teachers to plan collaboratively to ensure understanding of shared responsibilities, assessment and standards covered in the until by content area	2024-2025	Assistant Principal and Middle School Teachers	
Action Step 4 Consider expanding the use of interdisciplinary units throughout the 4th-8th grade levels	2024-2026	Assistant Principal and 4th-8th grade Teachers	
Action Step 5 Evaluate the effectiveness of the middle school interdisciplinary units.	2026-2027	Assistant Principal and Middle School Teachers	

(STRATEGY 3) NATIVITY WILL ESTABLISH A COMPREHENSIVE PROFESSIONAL DEVELOPMENT PLAN FOR THE PRESCHOOL STAFF THAT REFLECTS THE CURRENT NEEDS OF THE YOUNGEST LEARNERS.

	Timeline	Responsibility	Progress Report
Action Step 1 Nativity will explore professional development related to social emotional learning.	2023-2025	Preschool Director Preschool Teaching Staff	
Action Step 2 Nativity will explore professional development related to physical and cognitive learning	2023-2025	Preschool Director Preschool Teaching Staff	
Action Step 3 Nativity will explore professional development related to the spiritual formation of young children	2023-2025	Preschool Director Preschool Teaching Staff	

(STRATEGY 4) FOCUS ON MAINTAINING CURRICULUM MAPS TO ENSURE CURRICULAR ALIGNMENT IN ALL SUBJECT AREAS AND REDUCE GAPS IN KNOWLEDGE FROM PRESCHOOL- EIGHTH GRADE.

	Timeline	Responsibility	Progress Report
Action Step 1 Update the schedule for curriculum review and updates annually	2023-2024	Assistant Principal and faculty	

Action Step 2 Conduct formal curriculum reviews to create consistency in content areas	2023-2026	Assistant Principal and faculty	
Action Step 3 Designate time at Faculty meetings and inservice days to evaluate current curriculum under review	2023-2026	Assistant Principal and faculty	
Action Step 4 Spend time annually evaluating new curriculum to ensure a smooth transition for teachers and students	2023-2026	Assistant Principal and faculty	
(STRATEGY 5) EVALUATE EFFECTIVENESS OF PARENT COMMUNICATION REGARDING STUDENT PERFORMANCE			
	Timeline	Responsibility	Progress Report
Action Step 1 Review current parent/teacher conference model	2024-2025	Principal and Faculty and SAC	
Action Step 2 Explore the use of portfolios at all grade levels to strengthen conferences	2024-2025	Principal and Faculty and SAC	

Action Step 3 Evaluate the effectiveness of the specialist report card K-4 regarding consistent language and progression of grades	2023-2024	Assistant Principal and Lower School Specialists	
Action Step 4 Increase parent awareness into existing platforms of communication including weekly parent email communication, the Nativity App, and Social Media Presence	2023-2024	Principal and Marketing Committee	
(OBJECTIVE 2) NATIVITY OF OUR LORD SCHOOL WILL PRIORITIZE THE MENTAL, EMOTIONAL, SPIRITUAL AND PHYSICAL HEALTH OF STUDENTS			
(STRATEGY 1) CREATE THE NECESSARY RESOURCES AND STRUCTURE AROUND MENTAL HEALTH SUPPORT FOR ALL STUDENTS			
Action Step 1 Create A Mental Health Team made up of Admin and Mental Health Professionals serving Nativity Students	2023-2024	Assistant Principal and Mental Health team	
Action Step 2 Create a tracking system of mental health support and interventions offered to Nativity students	2023-2024	Assistant Principal and Mental Health team	

Action Step 3 Continue to educate faculty and staff on strategies to support the wide spectrum of mental health challenges facing Nativity students	2024-2026	Assistant Principal and Mental Health team and Faculty	
Action Step 4 Evaluate what mental health professionals are needed to positively impact all learners at all grade levels	2024-2025	Assistant Principal and Mental Health team and Faculty	
Action Step 5 Explore adding OT services for students in need of emotional regulation support	2024-2025	Assistant Principal and Mental Health team and Faculty	
Action Step 6 Explore creating a permanent Sensory space for students who have dysregulated in the classroom in need of a sensory break and support	2024-2025	Assistant Principal and Mental Health team and Faculty	
(STRATEGY 2) PROMOTE LEADERSHIP DEVELOPMENT AND A SERVICE MINDSET IN STUDENTS OF ALL AGES			
	Timeline	Responsibility	Progress Report
Action Step 1 Create a Multi-age House System in the Middle School focused on leadership, character and Service	2023-2024	Administration and Middle School Faculty	

Action Step 2 Create a Team of Middle School Teachers to create the House Structure	2023-2024	Administration and House Leadership Team	
Action Step 3 Develop learning experiences and curriculum to support the goals of the House System	2023-2024	Administration and House Leadership Team	
Action Step 4 Explore the potential of creating a leadership program for students in grades 3-5	2024-2025	Administration and Teachers in Grades 3-5	

OBJECTIVE 3: NATIVITY OF OUR LORD SCHOOL WILL ENSURE THE VIABILITY/STABILITY OF THE SCHOOL THROUGH FINANCIAL PLANNING, DEVELOPMENT AND MARKETING INITIATIVES

(STRATEGY 1) CREATE A MORE COMPREHENSIVE MARKETING PLAN FOCUSED ON RECRUITMENT AND RETENTION OF STUDENTS

	Timeline	Responsibility	Progress Report
Action Step 1 Form a new Marketing Committee from SAC members and experts in the community at large.	2023-2024	Principal and Marketing Committee	

Action Step 2 Create a three year marketing plan with a primary focus on enrollment management	2024-2025	Principal and Marketing Committee	
Action Step 3 Prioritize the completion of the website to reflect the current state of the school	2023-2024	Principal and Marketing Committee	
Action Step 4 Create a master plan of best practice strategies for the use of social media in our marketing and fundraising initiatives	2024-2025	Principal and Marketing Committee	
(STRATEGY 2) CREATE A STRATEGIC PLAN FOR THE RECRUITMENT AND RETENTION OF TEACHERS TO MEET STAFFING NEEDS FOR THE NEXT TEN YEARS			
	Timeline	Responsibility	Progress Report
Action Step 1 Form a committee to explore the current market for educators	2023-2024	Principal and Finance Committee of SAC	
Action Step 2 Research current compensation packages for teachers across the Archdiocese	2023-2024	Principal and Finance Committee of SAC	
Action Step 3 Build a three to five year compensation plan to address the disparity of salaries across years of service and education	2023-2024	Principal and Finance Committee of SAC	

Action Step 4 Explore revenue sources to support the compensation growth plan	2023-2025	Principal and Finance Committee of SAC	
Action Step 5 Nativity will reestablish the formal teacher mentor program to assist probationary teachers with understanding the culture and climate of the school.	2024-2025	Assistant Principals	
(STRATEGY 3) EXPLORE LONG RANGE FINANCIAL VIABILITY OF THE SCHOOL			
	Timeline	Responsibility	Progress Report
Action Step 1 Plan for and secure the resources needed for identified financial needs of school families through maintaining and building up the scholarship fund.	2025-2026	Principal Director of Advancement	
Action Step 2 Evaluate all fundraising efforts to determine their effectiveness in securing funds necessary to support school operations and programs	2024-2025	Principal Director of Advancement Development Committee	
Action Step 3 Explore launching an Annual Fund	2025-2026	Principal Director of Advancement	

(STRATEGY 4) CREATE AND IMPLEMENT A COMPREHENSIVE DEVELOPMENT PLAN

	Timeline	Responsibility	Progress Report
Action Step 1 Form a Joint Parish and School Development Committee	2024-2025	Director of Advancement Principal	
Action Step 2 Create a comprehensive three year plan to support the operational needs and programmatic needs of the school.	2023-2025	Director of Advancement Principal	

OBJECTIVE 4: NATIVITY OF OUR LORD SCHOOL WILL DEVELOP COLLABORATIVE LEARNING EXPERIENCES THAT PROMOTE INNOVATIVE, CREATIVE AND CRITICAL THINKING

(STRATEGY 1) RESEARCH, DESIGN AND IMPLEMENT NEW AND INNOVATIVE PROGRAM OPPORTUNITIES FOR STUDENT ENGAGEMENT

	Timeline	Responsibility	Progress Report
Action Step 1 Nativity will launch an elective based learning experience for eighth grade students	2023-2024	Administration and Middle School Faculty	

Action Step 2 Nativity will explore the expansion of the elective experience for seventh graders	2024-2025	Administration and Middle School Faculty	
Action Step 3 Nativity will explore opportunities for developing mentors utilizing the newly formed Grandparents Association	2023-2025	Administration Grandparent Association Leadership	
Action Step 4 Nativity will explore partnerships with high schools and other elementary schools to create more enriched experiences for learning outside the traditional classroom.	2025-2026	Administration and Middle School Faculty	
(STRATEGY 3) EXPAND TECHNOLOGY BASED EXTRACURRICULAR OPPORTUNITIES FOR ALL STUDENTS			
	Timeline	Responsibility	Progress Report
Action Step 1 Relaunch competitive Robotics and Knowledge Bowl opportunities	2023-2024	Administration Faculty and Staff	
Action Step 2 Invite students to participate in new programs like Big Bang Science Fair, Genesis Inventors fair competitions etc.	2023-2024	Administration Faculty and Staff	

OBJECTIVE 5: NATIVITY OF OUR LORD’S FACILITIES AND GROUNDS WILL BE EFFICIENTLY OPERATED, MAINTAINED, AND UPGRADED TO SUPPORT THE MISSION OF THE SCHOOL AND EDUCATION OF ITS STUDENTS

(STRATEGY 1) UPDATE AND IMPLEMENT A 25-YEAR CAPITAL PROJECT PLAN AND BUDGET

	Timeline	Responsibility	Progress Report
Action Step 1 The joint School and Parish Facilities committee will review and update the capital plan annually with special focus on items to be addressed in the next two years.	2024-2025	Facilities Director and Facilities Committee	
Action Step 2 The Committee will present anticipated financial needs to support the capital projects in November/December of each year prior to the budgeting process in January	2024-2025	Facilities Director and Facilities Committee SAC	

(STRATEGY 2)

NATIVITY SCHOOL WILL UPDATE THE SCHOOL SAFETY PLAN ENCOMPASSING ACCESS, COMMUNICATION AND PROTOCOLS TO KEEP STUDENTS, STAFF, GUESTS AND VENDORS SAFE AT ALL TIMES.

	Timeline	Responsibility	Progress Report
Action Step 1 Nativity School will establish a consistent building security policy which encompasses all access points to the school.	2023-2024	Assistant principal Maintenance Director	
Actio Step 2 Nativity School will update the walkie talkie communication system to improve the safety of preschool - eighth grade students inside the school and during outside play	2023-2024	Assistant principal Maintenance Director	
Action Step 3 Nativity School will create ongoing and frequent communication regarding safety protocols for all who enter the school	2023-2024	Assistant principal	
Action Step 4 Nativity School will update the Emergency protocol manual for each learning space annually.	2024-2025	Assistant principal Faculty and Staff	

