

## Sacred Heart-Griffin High School

### Strategic Plan Status Report

October 2009

*Sacred Heart-Griffin is a Catholic, Dominican high school that welcomes a diverse student population to pursue academic excellence in a community of faith.*

<b>Goal 1: SHG seeks to enhance access to a Catholic Education by attracting and retaining a more diverse student body committed to pursuing academic excellence in our community of faith.</b>	
<b>Desired Outcome:</b> Achieve a realistic overall enrollment growth of 1.5% per year.	
<b>ACTION</b>	<b>STATUS</b>
1. Create a minimum of 2 networking-information sharing opportunities with our Catholic Grade School Principals and Pastors.	Initiating
2. Create a minimum of 2 networking-informational sharing opportunities with PSR coordinators and Pastors.	Initiating
3. Establish Parent Ambassadors to communicate with prospective parents and students.	Ongoing
4. Develop a school wide policy along with operational procedures as to how prospective students are cultivated and who is responsible for each part of the process.	Ongoing
<b>Desired Outcome:</b> Increase the ethnic, racial, and socio-economic diversity of the student body.	
<b>ACTION</b>	<b>STATUS</b>
1. Create marketing messages and images that appeal to and reflect the diversity of the SHG community.	Ongoing
2. Reach out to various ethnic community groups to encourage them to consider SHG as an option for their children.	Ongoing
3. Explore and expand use of communication technology to reach out to a variety of audiences.	Ongoing
4. Work with the Springfield Dominican Anti-Racism Team to become an anti-racist school.	Ongoing
<b>Desired Outcome:</b> Obtain annual and systematic feedback regarding student and parent perceptions of and experiences with SHG.	
<b>ACTION</b>	<b>STATUS</b>
1. President randomly to contact new SHG families to assess their students transition to SHG.	Initiate
2. Use Parent Satisfaction Update to assess SHG parent satisfaction once a year.	Ongoing

<b>Goal 2: SHG seeks to strengthen our financial well-being to ensure the highest level of academic opportunities can be provided to all students seeking a Catholic education.</b>	
<b>Desired Outcome:</b> Develop appropriate plans to maintain and assure financial solvency.	
<b>ACTION</b>	<b>STATUS</b>
1. Update annually the 5 year comprehensive Financial Management Plan.	Ongoing.
2. Communicate to all SHG constituents the financial state of the school.	Ongoing
3. Develop a strategic effort to grow the annual fund by increasing membership at the Veritas Society level or higher.	Ongoing
4. Work with the advancement committee and board members to raise restricted and unrestricted annual giving to support the programmatic needs of Sacred Heart-Griffin.	Ongoing
<b>Desired Outcome:</b> Increase the financial aid available to families who need assistance.	
<b>ACTION</b>	<b>STATUS</b>
1. Place 5-20% of fund raising revenue in the financial aid endowment.	Ongoing
2. Find additional means, such as SCRIP, to help families supplement tuition.	Ongoing

3. Increase the number of businesses and students involved in the internship program.	Ongoing
<b>Desired Outcome:</b> Increase the endowment by 2% each year.	
<b>ACTION</b>	<b>STATUS</b>
1. Communicate giving opportunities to all SHG constituencies through personal visits, social gatherings, newsletters, and brochures.	Ongoing
2. Establish Alumni Advisory Councils, such as those established by President and Vice President in Chicago, Suburban Chicago, Indianapolis, Houston and St. Louis.	Ongoing
3. Work with the advancement committee and board members to raise endowment gifts.	Ongoing
<b>Desired Outcome:</b> Increase major gifts by increasing both the number of gifts and the average amount of gift monies received.	
<b>ACTION</b>	<b>STATUS</b>
1. Increase Major Gifts to the school through personal visitation and cultivation events (A Major gift is considered to be \$10,000 and above).	Ongoing
2. Work with volunteer leadership and members of the board to complete a successful \$8 Million Generation Campaign for construction and renovation at East and West Campuses and an athletic sports complex.	Ongoing
3. Provide educational sessions to inform our alumni and friends about planned giving and communicate with them through regular correspondence.	Ongoing

<b>Goal 3: SHG seeks to deepen our community's faith development and spiritual growth by strengthening Catholic identity.</b>	
<b>Desired Outcome:</b> Strengthen dedication to and knowledge of Catholic Dominican identity among all constituents.	
<b>ACTION</b>	<b>STATUS</b>
1. Educate constituents about Catholic Dominican identity in materials sent from administrators.	Ongoing
2. Seek additional ways to make Catholic Dominican identity prominent in students' life.	Ongoing
3. Empower O.P. Teens to provide leadership for student worship and service.	Ongoing
4. Foster the incorporation of Catholic Dominican values in to the entire curriculum.	Ongoing
<b>Desired Outcome:</b> Strengthen the connection between students and their local parish/church.	
<b>ACTION</b>	<b>STATUS</b>
1. Encourage students to actively participate in their local churches (place of worship).	Ongoing
2. Direct some student service projects toward students' parish/church.	Ongoing
3. Invite local pastors to visit SHG.	Initiating
<b>Desired Outcome:</b> Help students integrate service into their daily life.	
<b>ACTION</b>	<b>STATUS</b>
1. Broaden students' opportunities for service within the Springfield community and beyond.	Ongoing
2. Provide the students with opportunities for theological reflection after service experiences.	Ongoing
3. Empower teachers and students to preach from the pulpit of their lives.	Ongoing

<b>Goal 4: SHG seeks to ensure that our school's physical and technological infrastructures are aligned with students' learning opportunities and challenges.</b>	
<b>Desired Outcome:</b> Maintain a physical infrastructure that is aligned with curricular objectives and student needs.	
<b>ACTION</b>	<b>STATUS</b>
1. Use the Facility Master Plan to guide the updating/renovation of all areas of the campus.	Ongoing
2. Provide opportunities for administration and faculty to visit state-of-the-art high school facilities and programs and analyze what was experienced.	Ongoing
<b>Desired Outcome:</b> Maintain a technological infrastructure that facilitates student learning.	
<b>ACTION</b>	<b>STATUS</b>
1. Review and update annually the technology plan to ensure the use of technology is enhancing student learning.	Ongoing
2. Assess faculty and student use of the wireless network.	Ongoing
3. Assess the alignment between learning needs and technological resources.	Ongoing
4. Provide professional development on the use of BlackBoard.	Initiating
5. Provide professional development opportunities to teachers for online teaching and learning.	Ongoing
6. Monitor the newly designed website for ease of navigation.	Ongoing

<b>Goal 5: SHG seeks to ensure that students achieve their highest potential by maintaining academic excellence in all curricular and co-curricular areas.</b>	
<b>Desired Outcome:</b> Actualize each student's abilities and interests.	
<b>ACTION</b>	<b>STATUS</b>
1. Provide professional development and peer support on Differentiated Instruction and other methods of meeting the diverse needs of students.	Ongoing
2. Respond to the learning needs of students through their use of study hall, library and learning lab.	Ongoing
3. Develop a rigorous curriculum in all areas.	Ongoing
4. Educate parents and students on the college entrance process.	Ongoing
<b>Desired Outcome:</b> Support students who lack basic educational skills.	
<b>ACTION</b>	<b>STATUS</b>
1. Establish class level team meetings to track students and provide peer support for teachers.	Ongoing
2. Provide professional development on the use of Respond to Intervention.	Ongoing
3. Develop a protocol to measure the amount of support given to students with learning needs by the Learning Lab staff.	Ongoing
4. Empower Parent Support Group to work with Principal and Learning Lab Director to educate parents on Differentiated Instruction.	Ongoing
<b>Desired Outcome:</b> Identify learning needs and styles of students.	
<b>ACTION</b>	<b>STATUS</b>
1. Form class level team meetings to track students and provide peer support for teachers.	Ongoing
2. Provide teachers with on-going professional development opportunities to enhance implementation of student centered instruction.	Ongoing
3. Provide opportunities for students to increase reading for comprehension, improve oral and written communication, and use critical thinking.	Ongoing

<b>Goal 6: SHG seeks to attract and retain a well-qualified, high-quality, faculty and staff who are focused on student learning.</b>	
<b>Desired Outcome:</b> Hire and retain learner-centered teachers focused on student learning.	
<b>ACTION</b>	<b>STATUS</b>
1. Focus supervision/observation on student learning—observe what students are doing rather than what teachers are doing.	Ongoing
2. Develop a supervision rubric for use by department chairs and administrators focused on student learning.	Ongoing
3. Implement a mentor program for new teachers.	Ongoing
4. Require teachers and administrators to participate in professional development including workshops, courses, observations and other forms of continuing education related to content area, SHG course outcomes, SHG Target Goals*, research in education, methodology, current trends and curriculum.	Ongoing
<b>Desired Outcome:</b> Be proactive in recruiting qualified teachers.	
<b>ACTION</b>	<b>STATUS</b>
1. Publicize SHG teacher employment opportunities on website and at Illinois colleges and universities.	Ongoing
2. Involve department chairs and other resource persons in the interview process for prospective teachers.	Ongoing
3. Work toward competitive salary and benefits.	Ongoing
4. Publicize and update the non-monetary benefits of teaching at SHG.	Ongoing
<b>Desired Outcome:</b> Strengthen the bonds of the SHG community of faith among faculty and staff.	
<b>ACTION</b>	<b>STATUS</b>
1. Provide opportunities for faith development and faith sharing at all faculty/staff meetings.	Ongoing
2. Provide opportunities for the faculty/staff to celebrate together throughout the year.	Ongoing

**\*SHG TARGET GOALS**

All students will improve their oral communication skills across the curriculum.

All students will improve their written communication skills across the curriculum.

Students will demonstrate the capability to use higher order critical thinking skills.

All students will increase their skills to enhance the Christian community.