



SHAKOPEE AREA CATHOLIC SCHOOL STRATEGIC PLAN

(OBJECTIVE 1) **Shakopee Area Catholic School Will Meet The Needs Of All Learners.**

(STRATEGY 1) **Shakopee Area Catholic School Will Develop An Updated Curriculum Handbook**

	Timeline	Responsibility	Progress Report
(Action Step 1) Create a committee for the curriculum handbook.	Fall 2024 - Winter 2025 Fall 2025 Winter 2026 Fall 2026 Winter 2027	Principal, Middle School Teacher, Intermediate Elementary Teacher, Primary Elementary Teacher, Preschool Teacher and Specialist Representative	2025 Needed to push back a year, the focus on our Greek offering and the 5 year planning took precedence over this. Also the Greek offerings needed to be worked out so we could add all classes being offered into our curriculum handbook. 2026 Due to the safety and security needs, we were not able to get off the ground this year. The time needed to meet about safety took away from the principal's time to focus on curriculum.
(Action Step 2) Create and train staff on a Curriculum Handbook template.	Fall 2025 Fall 2026 Fall 2027	Curriculum Handbook Committee	2025 Needed to push back a year, the focus on our Greek offering and the 5 year planning took precedence over this. 2026 Due to the safety and security needs, we were not able to get off the ground this year.
(Action Step 3) Quarterly curriculum handbook review by the subject area teachers to update the handbook.	2025-2026 2026-2027	Classroom Teachers	2025 Needed to push back a year, since we did not yet create the template we were not able to train staff or update the template.
(Action Step 4) Review curriculum for each subject area to ensure vertical and horizontal alignment.	Summer 2026 2027	Curriculum Handbook Committee	2025 Needed to push back a year, once we have the template established we look forward to reviewing our offerings for horizontal alignment.
(Action Step 5) Evaluate the middle school elective process and how they align with current state standards. (tracking & offerings)	2026-2027	Middle School Teachers	

(Action Step 6) Annual review of the curriculum handbook for each subject area to ensure vertical and horizontal alignment.	Spring 2027 and Ongoing	Curriculum Handbook Committee	
(STRATEGY 2) Shakopee Area Catholic School Will Evaluate Staffing Needs			
	Timeline	Responsibility	Progress Report
(Action Step 1) Create a Professional Development Committee to address licensure requirements, cultural diversity, and other educational areas.	Fall 2026	Professional Development Committee, License Coordinator and Principal	
(Action Step 2) Survey Staff to inquire about Professional Development needs/interests.	Spring 2027	Professional Development Committee, License Coordinator and Principal	
(Action Step 3) Use data from surveys to communicate and schedule training for Professional Development.	Spring 2027 and Ongoing	Professional Development Committee, License Coordinator and Principal	
(Action Step 4) Evaluate Instructional, Support and Administrative Staffing needs.	Summer 2027	Human Resources, Pastor, Principal, School Advisory	

(Action Step 5) Proceed with hiring as findings indicate.	Spring 2028	Human Resources, Pastor, Principal, School Advisory	
(Action Step 6) Create a new on-boarding program for board members, teaching staff and non-teaching staff.	Spring 2028	Human Resources, Pastor, Principal, School Advisory, and Teachers	
(Action Step 7) Ensure all board members, staff (teaching and non-teaching) are properly trained and on-boarded using the new program.	Fall 2028	Principal	
(STRATEGY 3) Shakopee Area Catholic School Will Review Enrichment and Remedial Offerings			
	Timeline	Responsibility	Progress Report
(Action Step 1) Form an Enrichment Committee focused on meeting the needs of students at all education levels. (multi-lingual, remedial, gifted and talented, special services)	Fall 2027	Classroom Teachers, Curriculum Committee Representative, and Special Services Staff	
(Action Step 2) Survey school community to determine needs/interests.	Spring 2028	Enrichment Committee	
(Action Step 3) Based on survey results, research and recommend opportunities for enrichment.	Fall 2028	Enrichment Committee	
(Action Step 4) Review survey results, collaborate with the Professional Development Committee as needed and coordinate training.	Fall 2028	Enrichment Committee and Professional Development Committee	

(Action Step 5) Offer training to support teachers and the implementation of the Personalized Growth Plan. (PGP)	Summer 2024	Principal and PGP Committee	<i>2025 We held a Professional Development on Executive Functioning Skills (the focus of our PGP) for all teachers in August of 2024. This will help them feel more confident while completing the PGP forms in the years to come. From this work it also became apparent that some updates to our PGP forms were needed. We found the K-3 forms to not be consistently formatted or used. After this training we were able to update the forms, have grade level discussions to ensure fidelity and the forms were used in more uniformity.</i>
(Action Step 6) Review the effectiveness of the Personalized Growth Plan and make adjustments as needed.	Summer 2025 and Ongoing	PGP Committee and Teachers	<i>2026 - We found that the new updates to the forms were easier to use and better received by teachers and parents. We will continue to use these forms for the 2026-2027 school year. And review each year to determine if they are still working or updates/changes need to be made.</i>

(OBJECTIVE 2) **Shakopee Area Catholic School will work with stakeholders to ensure our financial stability.**

(STRATEGY 1) **SHAKOPEE AREA CATHOLIC SCHOOL WILL WORK TO GROW OUR Alumni Connections**

	Timeline	Responsibility	Progress Report
(Action Step 1) Build an alumni database.	Summer 2024 and ongoing	Director of Advancement	<i>2025 We have started to create and maintain an alumni database. We continue to add new members, update addresses, email addresses, and track down missing people.</i> <i>2026 We hired an advancement director who started in August of 2025. She will take over this database and continue to maintain it.</i>

(Action Step 2) Create an alumni committee.	Summer 2024 Summer 2027	Director of Advancement and Class Representatives	<i>2025 We were not successful in our attempts to recruit members a committee or obtain class representatives. However, alumni are willing to help update information in our database and plan events. We will try again once a Development Director is hired to see if we have more success with this.</i> <i>2026 We hired an Advancement Director in August of 2025, she hopes to get this going this coming year. She needed some time to get to know the community and who makes up SACS.</i>
(Action Step 3) Implement alumni gatherings where we could encourage fellowship and fundraising.	Spring 2025 and ongoing	Director of Advancement and Alumni Committee	<i>2025 We held two events this past year; one alumni mass and an adult social in partnership with our school marathon. Both were successful and we gained new information into our database and had a larger turnout than expected!</i> <i>2026 With the hire of the new Advancement Director we hoped to continue these events. Due to her increased fundraising for the security initiative she was not able to focus on these events. We hope to bring them back in 2027.</i>
(Action Step 4) Invite alumni to school events.	Fall 2024 and ongoing	Director of Advancement and Alumni Committee	<i>2025 We sent out information invited alumni to our weekly school mass, Christmas concert, and State of the School address in addition to our specific alumni events.</i> <i>2026 We invited alumni to weekly school masses, and our adult marathon event</i>
(Action Step 5) Quarterly newsletter to highlight alumni and school happenings.	Fall 2027	Director of Advancement and Alumni Committee	
(Action Step 6) Create an alumni event that celebrates our Catholic faith.	Spring 2026 Spring 2027	Director of Advancement and Alumni Committee	<i>2026 Due to her increased fundraising for the security initiative she was not able to focus on these events. We hope to create this event in 2027.</i>

(STRATEGY 2) SHAKOPEE AREA CATHOLIC SCHOOL Will Grow Enrollment To An Ideal Size			
	Timeline	Responsibility	Progress Report
(Action Step 1) Re-establish Marketing Minds committee	Fall 2024	Director of Advancement	2025 We were not successful in establishing this committee but we will try again once our Development Director is hired. 2026 The Director of Advancement does not think this is helpful, and we are no longer looking to reengage this group.
(Action Step 2) Development incentive for preschool families to continue education beyond preschool at Shakopee Area Catholic School.	Spring 2025	Principal, Pastor, School Advisory Council, and Preschool staff	2025 We worked with our finance council and were not able to find an incentive that also was financially sustainable for SACS at this time. 2026 We offered a tuition discount for families to enroll in Kindergarten from our preschool.
(Action Step 3) Form a committee to explore creating and offering a Spanish Immersion program at our school.	Fall 2027	Principal, School Advisory Council, and Teachers	2026 after a study of the families, this is no longer a priority as the need does not seem to be present.
(STRATEGY 3) SHAKOPEE AREA CATHOLIC SCHOOL WILL INCREASE OUR Development Initiatives			
	Timeline	Responsibility	Progress Report
(Action Step 1) Explore hiring a development director.	Fall 2025	Principal, Pastor, Finance Council, School Advisory Council	2025 As part of our 5 year planning process, we determined that SACS would benefit from the hire of a Development Director. Looking to complete the hire for July 1, 2025.
(Action Step 2) Build connections with parishioners and local businesses.	Fall 2025 and ongoing	Principal, Pastor, Director of Advancement, and Marketing Minds Committee	2025 We have invited local business owners to sponsor events, join us at school for coffee/tours and we have encouraged school families to patronize these establishments. 2026 We have continued this practice and we have seen an increase in community support.
(Action Step 3) Explore options for grants.	Fall 2024 and ongoing	Director of Advancement and School Advisory Council	2025 We were able to obtain grants from both CCF, and CSCOE this current FY25, and are hoping to increase our grants for the FY26 and beyond.

(Action Step 4) Explore and expand fundraising opportunities to find what works best for our stakeholders (annual fund, endowment, etc)	Spring 2026	Principal, School Advisory Council, Director of Advancement, Finance Council	2026 We were able to increase our fundraising opportunities. Our Advancement Director spoke to donors about company matching funds and with that information to donors, we were able to increase our dollars raised.
(Action Step 5) Database for alumni/parent skill sets and volunteer opportunities.	Fall 2026	Director of Advancement and Alumni Committee	
(STRATEGY 4) SHAKOPEE AREA CATHOLIC SCHOOL WILL INCREASE Marketing In Our Greater Community			
	Timeline	Responsibility	Progress Report
(Action Step 1) Re-establish Marketing Minds committee	Fall 2024	Director of Advancement	2025 We were not successful in establishing this committee but we will try again once our Development Director is hired. 2026 Director of Advancement deemed this not necessary or helpful.
(Action Step 2) Re-establish a Mentor Family Program.	Spring 2025	Director of Advancement, Parent in Partnership, and Marketing Minds Committee	2025 This was not able to be completed this year, however we would like to initiate this over the summer. We are looking to welcome over 20 new families this fall, and we think this program would help them feel like part of the SACS family from the start. 2026 Our Director of Enrollment and Principal were able to offer a New Family Night and welcome our new families to SACS. We had over 10 families sign up to be Mentor Families and help to welcome these new families to our building.
(Action Step 3) New Family welcome yard signs.	Fall 2026	Director of Advancement, Parents in Partnership, and Marketing Minds Committee	
(Action Step 4) Publicize events happening in classrooms at Shakopee Area Catholic School, Believe and Read, PGP, Saintly Service.	Fall 2026	Director of Advancement	

(OBJECTIVE 3) Shakopee Area Catholic School will develop a strong sense of Catholicity in our students and staff.

(STRATEGY 1) SHAKOPEE AREA CATHOLIC SCHOOL WILL DEVELOP STRONG LEADERS OF FAITH

	Timeline	Responsibility	Progress Report
(Action Step 1) Expand virtue education and increase the visibility of Saints @SACS.	Fall 2028	Principal, Classroom Religion Teachers	<i>When and what happened?</i>
(Action Step 2) Provide opportunities for students to explore a variety of vocations.	Spring 2029	Religion Teachers and Pastor	
(Action Step 3) Continue to explore opportunities for students to lead prayer and service initiatives.	Summer 2029	Principal and Classroom Teachers	

(STRATEGY 2) SHAKOPEE AREA CATHOLIC SCHOOL WILL Develop Students' Catholic Values and Identity

	Timeline	Responsibility	Progress Report
(Action Step 1) Expand virtue education and increase the visibility of Saints @SACS	Fall 2028	Principal, Classroom Religion Teachers	
(Action Step 2)) Provide opportunities for students to explore a variety of vocations.	Spring 2029	Classroom Religion Teachers and Pastor	
(Action Step 3) Provide opportunities for staff to develop their abilities to infuse faith into curriculum/lesson planning.	Spring 2029	Principal and Pastor	
(Action Step 4) Explore opportunities to bring in speakers/alumni/faith role models to share their Catholic faith with students.	Fall 2029	Principal, Religion Teachers, Campus Ministry Group	

(STRATEGY 3) SHAKOPEE AREA CATHOLIC SCHOOL WILL Share our Faith with the Greater Community			
	Timeline	Responsibility	Progress Report
(Action Step 1) Build/expand relationship with All Saints Senior Living facility and Benedictine Living–Windermere.	Spring 2026	Religion Teachers and Classroom Teachers	<i>2026 We worked to rebuild our relationship with All Saints Senior Living. Our students made cards, played games and spent time with the members of All Saints. We hope to continue and build on this for the coming year.</i>
(Action Step 2) Provide opportunities for students to meet/connect with members of religious orders.	Fall 2026	Religion Teachers	
(Action Step 3) Expand opportunities for students to participate in parish ministry.	Fall 2026	Campus Ministry and Religion Teachers	
(Action Step 4) Increase student-led service projects at Shakopee Area Catholic School during the school year.	Spring 2027	Student Council, Campus Ministry, and Principal	
(STRATEGY 4) SHAKOPEE AREA CATHOLIC SCHOOL WILL RENAME THE SCHOOL STS JOACHIM AND ANNE CATHOLIC SCHOOL			
	Timeline	Responsibility	Progress Report
(Action Step 1) Create a committee to aid in the process and guidance of the name change. This committee will be called "Tradition to Tomorrow".	Fall 2026	Principal, SAC, Pastor, Parish Council, Finance Council, and Trustee	
(Action Step 2) Develop a communication plan for the name change.	Spring 2027	Tradition to Tomorrow Committee	
(Action Step 3) Look into branding and rebranding. Determine if the logo, signage, uniforms need to be updated.	Summer 2027	Tradition to Tomorrow Committee	
(Action Step 4) Share the communication plan.	Fall 2027	Tradition to Tomorrow Committee	
(Action Step 5) Develop a phased roll out plan	Fall 2027	Tradition to Tomorrow Committee	
(Action Step 6) Initiate the phased roll out plan according to the schedule.	Spring 2028	Tradition to Tomorrow Committee	

(Action Step 7) Check in quarterly to see how the plan is going and make any needed adjustments/updates	Summer 2028	Tradition to Tomorrow Committee	
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(OBJECTIVE 4) Shakopee Area Catholic School will ensure the safety of our students

(STRATEGY 1) SHAKOPEE AREA CATHOLIC SCHOOL WILL INVESTIGATE PHYSICAL SAFETY NEEDS

	Timeline	Responsibility	Progress Report
(Action Step 1) Create a safety committee.	Summer 2024	Head of Maintenance, Parish Business Administrator, Staff CPR Instructor, School Principal	<i>2025 We have established a safety committee. We have met with local law enforcement officials, walked the building and listened to their suggestions. We have also worked with the County Sheriff's Office to ensure we are following the protocols they suggest.</i>
(Action Step 2) Review safety procedures and guidelines.	Spring 2025	Safety Committee	<i>2025 We have reviewed our procedures and guidelines - we will be updating our procedures to include those shared from the organization; "I LOVE YOU GUYS" as recommended by local law enforcement.</i>
(Action Step 3) Provide CPR/First Aid training for all teachers and staff.	2025-2026	Staff CPR Instructor	<i>2025 All teachers and staff were offered CPR/First Aid Training in August of 2024 and again in June of 2025. This allows us to train any new staff that was hired during the school year. These same trainings will be offered in August of 2025 and June of 2026.</i>
(Action Step 4) Train and review updated safety procedures with all the staff.	Fall 2026	Safety Committee	
(Action Step 5) Hold quarterly safety committee meetings to train, plan, and review.	Fall 2026- Ongoing	Safety Committee	

(STRATEGY 2) SHAKOPEE AREA CATHOLIC SCHOOL WILL EXPLORE Digital Safety Needs

	Timeline	Responsibility	Progress Report
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(Action Step 1) Form a technology committee to evaluate the school's digital safety and classroom technology needs.	Spring 2025 2026 2027 and each Spring after	Technology Lead, Middle School Teacher, Intermediate Elementary Teacher, Primary Elementary Teacher, Preschool Teacher, School Principal	2025 We needed to push this work back a bit due to our Technology teacher has resigned for the 25-26 school year. We are in the process of hiring a new teacher. We thought this step was best completed after that hire was complete to ensure the most current ideas and protocols are being included. 2026 We were not able to hire a full time Technology teacher for the 25-26 school year. We have hired one for the 26-27 school year, so kick off this team in the spring of 2027.
(Action Step 2) The committee will look into ways to offer opportunities to the stakeholders who are in the student's life.	Spring 2025 2026 2027	Technology Committee	2025 Needed to push back a year since the committee was not established. 2026 Needed to push back a year since the committee was not established.
(Action Step 3) Review and Update Chromebook/internet usage policy.	Summer 2025 and annually 2027	Technology Committee	2026 Needed to push back a year since the committee was not established.

(STRATEGY 3) SHAKOPEE AREA CATHOLIC SCHOOL WILL INCREASE OUR Mental Health Options

	Timeline	Responsibility	Progress Report
(Action Step 1) Implement a new Social Emotional Learning (SEL) Intervention Team or school wide support.	Fall 2024	School Counselor, Principal, Director of Special Services, and SEL Teacher	2025 This fall we created a new SEL team - named the "POM Intervention Team". The team is made up of the members listed and the Preschool Director was added as well to help ensure all of our learners' voices are heard, even the littlest. This team created a Google Form for teachers to complete when they have concerns about a student. These concerns can be academic, attendance, changes in family structure, or emotional needs. The team meets monthly and reviews the submissions on the form, creates a plan for the child/teacher and then assigns a team member to meet with that teacher and assist in completing the plan and reporting back to the team the following month. This has been well received by teachers to date.

(Action Step 2) Continue SEL specialist for preschoolers.	Fall 2024- Ongoing	SEL Teacher, Preschool staff	<i>2025 We have continued to prioritize SEL education for each preschool class on a weekly basis. The teacher shares a letter that can be shared with families each month to discuss the upcoming themes and goals and share common verbiage that parents may find helpful in dealing with issues mentioned in the email.</i>
(Action Step 3) Annual school counselor review of services utilized such as students seen, SecondStep classroom lessons, Friendship groups, student needs etc.	Spring 2025	School Counselor, Principal	<i>2025 We meet at the end of each year to review the stats she has collected over the year. She maintains great records that allow us to analyze how her time is spent, if the programs are successful from year to year and how we can adjust to better meet the needs of the students we serve.</i>
(Action Step 4) Students, teachers, and stakeholders will utilize Peace of Mind training and resources to enhance mental health of students and staff.	Fall 2024- Ongoing	School Counselor, Principal, classroom teachers	<i>2025 Our teachers and staff were provided four training sessions this year with the Peace of Mind Framework. They were able to ask questions of our trainer, have her observe behaviors in their classrooms, and use the provided resources to better help themselves and their students.</i>