

## Saunders Catholic Schools - Strategic Plan Project List - 2020-2025

Pillar	Code	What:	Who:	When:	Estimated Costs:	Budget \$	Start Date	Complete Date
Distinctly Catholic	DC-1	1 To ensure that Saunders Catholic Schools are hiring faculty and staff consistent with our Catholic mission of embracing a Catholic Identity centered on the Eucharist, rooted in Gospel values, and committed to faith formation, academic excellence, and service. <b>*Ongoing discussions with administration and new development training has resulted in excellent new hires.</b>	A newly formed committee (Gery Kenney, Amy Shenk, Cody Waldman, Travis Haberman)	Spring 2021	Travel expenses & promotional materials		1/12/2022	12/31/2022
Distinctly Catholic	DC-2	1 To provide opportunities for all students to explore potential vocations especially the religious life. <b>*We compiled a list of all the religious orders and the seminaries in our area to give to students along with college choices. Materials from 'Vianney Vocations' are also available to present to students when they are discerning a vocation to the religious life. Started in 2022 to host all service day retreats at religious houses.</b>	Carolyn Haberman, Missy Chvatal, Cori Mooberry	Spring 2021	Minimal		1/12/2022	9/30/2022
Distinctly Catholic	DC-3	1 To enhance the aesthetics of the schools by incorporating more sacred art and icons to be visibly identifiable as Catholic school. <b>*Through a generous donation to Neumann, art is being purchased for the BNHS and we will be adding a Marian garden in front of the St. Wenceslaus new school addition to include a statue, bench, rose garden, and prayer space. Fr E found a donor for this space and they are working with the contractors to create a small retaining wall to form it into a grotto. In addition, Fr E did make a change order for the new addition to change the name of the school on the outside to add the word "Catholic" to read "St Wenceslaus Catholic School, added wooden cross to new cafeteria made from tree that was removed during construction.</b>	A newly formed committee (Amy Shenk)	Fall 2021	TBD		10/1/2021	1/4/2023
Distinctly Catholic	DC-4	1 To identify parent volunteers in the elementary schools and at the junior high level to serve as voluntary campus ministers to work in collaboration with the Bishop Neumann Campus Minister to manage, enhance, and report on faith-based extracurricular programs. <b>*We currently have parent volunteers for Jr. High Campus Ministry, Katie Sladky and Cori Mooberry, who have helped implement Jr. High IGNITE, a 'shoot off' of Neumann FIRE on a much smaller scale. Parent volunteer, Katie Sladky and Cori Mooberry help with Jr. High Campus Ministry "Ignite" nights. Jacqueline Kane is working with Megan Kumpula at St. Wenceslaus to enhance the liturgical music. St. Wenceslaus is working on "reclaiming their holy days" and encouraged students to dress as saints on Halloween. St. John's added Children of Maria Club that is led by Sister Peggy, St. Wenceslaus added monthly Adoration Club.</b>	St. Wenc - Amy Shenk, Katie Schwede, Amy Reisen; St. John's - Susan Chohon, Sr. Peggy; Jr. High - Cori Mooberry & Katie Sladky	Fall 2021	none		10/10/2021	10/30/2022
Distinctly Catholic	DC-5	1 To provide parental and family education on faith formation with an emphasis on the issue of pornography and social media challenges. <b>*The "Smart Gen" presentation was provided for all faculty, students and parents empowering us to make smart choices in a digital world.</b>	Gery Kenney, Roger Kuhfahl, Fr. Kilcawley, Fr. Heaslip	Spring 2021	Cost of potential curriculum and/or fees for speakers		10/1/2022	12/31/2022
Distinctly Catholic	DC-6 - NEW	1 To implement a 'Community System' that gives each student a place to belong and grow in relationship with other students and with Christ. <b>*Started the 4 Communities will be named after a particular saint that the community will try and emulate, trained faculty and staff, along with community student leaders.</b>	Gery Kenney, Cody Waldman, Brandi Sladky, Tom Gerdes	Spring 2023	TBD		8/20/2022	2/1/2023
Distinctly Catholic	DC-7 New	1 To organize additional ministry programs, retreats and events to build a strong faith foundation in our students. <b>*Added Stubenville and Seek conferences in 2023-2024, more than 80 students attended the events.</b>	Gery Kenney	2023 Ongoing	Funded through donations and fees		1/1/2023	

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Committed Families	CF-1	1 To meet with the current Saunders Catholic Outreach group to determine what is currently being done and what could be done in the future, for all three schools. <b>*Team met in summer 2021, Hillary Ahrens volunteered to lead the volunteer group to plan welcoming events, spiritual opportunities and fellowship activities that include all schools.</b>	Saunders Catholic OutReach -Tina Rezac, Jenny Alber, Brandi Sladky, Colleen Chvatal, Jennifer Whitney, Rika Ryan, Kristen Nagle, Eva Fujan, Hillary Ahrens	2020-2021	\$0		7/21/2021	8/20/2022
Committed Families	CF-2	1 To recruit new members to Saunders Catholic Outreach group. <b>* Team met in July and started the 2021-2022 school year with several new members, plan to reach out to all three schools to recruit new members each spring or fall.</b>	Saunders Catholic OutReach	2020-2021	\$0		12/1/2020	7/21/2021
Committed Families	CF-3	1 To host Saunders County OutReach Event (SCORE) such as a Movie night on the grass (and mass on grass?) and possibly have tables/booths highlighting clubs, organizations, volunteer opportunities at the event. <b>*Held the Back to School movie night in August of 2021 and Trunk or Treat in October, planning Valentine's Party at Starlight on February 19.</b>	Saunders Catholic OutReach	2020-2021	\$300	\$300	7/21/2021	8/20/2021
Committed Families	CF-4	1 To host a Roadside cleanup event with hotdog and chip luncheon to encourage service work with families. <b>*Mark Sanders is working on this, it may have to be modified to be a day of clean up near local parishes, to ensure the safety of students.</b>	Saunders Catholic OutReach - Lead: Mark Sander	2020-2021	\$200	\$200	10/20/2021	4/1/2022
Committed Families	CF-5	1 Recognizing National first responders day - Oct. 28th by having students create cards for Fire department/police department thank yous, potentially host an Art contest to make a card. Include Volunteer fire depts in Val, Mead, Yutan, Wahoo, Prague, etc. <b>*Schools sent letters/cards to first responders in 2022.</b>	Sue Mika, Kristen Nagle and Hillary Ahrens	2020-2021	\$0		3/1/2022	4/1/2022
Committed Families	CF-6	1 To host a food drive at each school gathered by student families, at the school and in various parishes. <b>Determined that the schools already host food drives for various causes and this would be redundant.</b>	Saunders Catholic OutReach - Leads: Colleen Chvatal, Hillary Ahrens, Kristen Nagle, Gery Kenney, Barb Rezac	2021-2022	\$0		1/1/2022	1/1/2023
Committed Families	CF-7	1 To create a welcome to school program (pair with outreach committee and Enrollment Coordinator) for new families in all three schools. <b>*Held a Back to School event in August and ordered bracelets for all new families (Decade of the Rosary) made by Lexi Woita.</b>	Saunders Catholic Outreach - Leads: Kristen Nagle and Hillary Ahrens	2021-2022	\$500	\$500	8/20/2021	8/22/2022
Committed Families	CF-8	1 To update school brochures or to create one Saunders Catholic brochure and distribute to chamber of commerce, local real estate agencies, businesses, etc. <b>*Eva Fujan working on St. Wenc, St. John is complete, Jennifer Whitney and Ryan Mascarello produce Neumann's each year.</b>	Marketing Dept.	2021-2022	\$2000, already in Neumann budget		9/20/2021	4/1/2024
Committed Families	CF-9	1 To create a team to update our website to be more user friendly for families. <b>*Team formed in Fall of 2021 to review/edit the website, including Jennifer Whitney, Rika Ryan, Eva Fujan and Fr. Jirovsky. Website development by Zach Baeher, from Pius. Plan to work on this more in the spring and summer, and hope to launch in the Fall of 2022.</b>	Marketing Dept. and Kristen Nagle	2022-2023	\$10,000 of donations, or is it already in budget?		1/1/2022	8/1/2022
Committed Families	CF-10	1 To evaluate feasibility of hiring a Speaker for family and faith focused event. <b>*Gery Kenney invited speakers and a band to play at Neumann over the past two years, will continue to offer speakers as funds and speakers are available.</b>	Sue Mika and Hillary Ahrens, Gery Kenney	2022-2023	Find donors to offset expense		2/19/2023	2/1/2024
Committed Families	CF-11	1 To create a survey for parents and students to determine what activities, clubs, events they are interested in and might be interested in volunteering to help with. <b>*Determined with input from parents and the school that with so many activities after school and with Cavalry sports/activities, there isn't a big need for more activities for elementary students. Decided to focus on New Family welcome survey.</b>	Saunders Catholic OutReach; Eva Fujan	2022-2023			2/26/2024	2/26/2024

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Committed Families	CF-12	1 To review survey results and determine actionable items from survey feedback and possible volunteers. <b>*Determined with input from parents and the school that with so many activities after school and with Cavalry sports/activities, there isn't a big need for more activities for elementary students. Decided to focus on New Family welcome survey.</b>	Eva Fujan; Saunders Catholic Outreach	2024-2025			2/26/2024	2/26/2024
Committed Families	CF-13	1 To publicize and increase awareness of regularly scheduled service projects by students at all three schools, specifically to local newspapers and in the parishes. <b>*Jennifer Whitney publishes on social media, Southern Nebraska Register and in parent communications.</b>	Marketing Dept.	2023-2024			2/26/2024	2/26/2024
Committed Families	CF-14	1 To inquire with new families/recently new families on how did they find us, why did they choose SCS, what could we do better and determine any actionable items to help with recruiting new families. <b>*Decided to create a survey for the schools to send to new families that were invited to the annual Back to School event, to get feedback on their experiences.</b>	Saunders Catholic OutReach, Hillary Ahrens, Jennifer Whitney and Eva Fujan	2024-2025			2/26/2024	
Excellent Academics	EA-1	1 To study and implement best practices in middle school and high school math curriculum/instruction. <b>*The schools implemented Saxon math in grades K-8 in 2016-2017 and have seen a steady increase in math scores in those grades.</b>	Linda Maly, Mike Weise	2021-2025			9/3/2021	2/24/2024
Excellent Academics	EA-2	1 To investigate the possibility of adding additional or supplemental math and language arts options as "quarter class" electives for 7th and 8th grade students. <b>*The schedule was changed to include several new quarter class options for the junior high.</b>	Missy Chvatal	2021-2023			9/1/2021	5/1/2022
Excellent Academics	EA-3	1 To explore and potentially add or enhance differentiated instruction for grade school reading and math. <b>*Kelsey and Linda Maly have both read and searched for programs to use and have talked to Carrie Nielsen at the Diocesan Tech office. She and Shane would be happy to help us create differentiated learning using technology in our classrooms. Continuing to work on this.</b>	Linda Maly & Kelsey Baumert	2021-2023			2/20/2022	
Excellent Academics	EA-4	1 To analyze current math curriculum, standardized test scores, and classroom practices to determine (and if it exists, correct) the dip in math scores that seems to exist between the completion of junior high and the time that students take the ACT test. <b>*Since all high school students take the SAT test, it was determined to compare the math scores in grade school/jr high with the PSAT math scores.</b>	Missy Chvatal, John Kreikemeier	2021-2025				
Excellent Academics	EA-5	1 To enhance college course offerings for high school students, by adding dual credit courses taught by Neumann staff. <b>*We have added a semester course, Psychology for the 21-22 school year. It is dual credit through Southeast Community College. Juniors and seniors may take the course. atie Sieck has added her ability to teach College Algebra through SCC during the fall semester of 2022. She also added Calculus for dual credit through Nebraska Wesleyan University Fall of 2022. She is looking to also be able to teach Applied Stats through SCC for dual credit Spring of 2024. We offered College Algebra and Applied Stats by distance learning through SCC for the last several years. By 2024 we'll have our own teacher providing these courses which which is superior to distance learning.</b>	Corey Sylliaasen & Missy Chvatal	2021-2025			3/3/2022	1/10/2023
Excellent Academics	EA-6	1 To incentivize teachers to become eligible to teach dual credit courses by offering increased tuition reimbursement and a stipend upon achieving dual credit certification. <b>*We were able to develop an tuition reimbursement program for teachers. See attached form. We have had a generous donor gift the program \$10,000. It was shared on our social media accounts and in the Plume, encouraging other patrons to donate to the program.</b>	Corey Sylliaasen & Missy Chvatal	2021-2025	\$10,000 - funded by donors		3/3/2022	3/3/2022

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Excellent Academics	EA-7	1 To investigate how schools comparable to Saunders Catholic Schools are excelling at ACT and other standardized testing. <b>Eva provided a chart showing Catholic schools and local public school ACT Scores. Diocese published scores in Lincoln Journal Star in January of 2023.</b>	Brandi Sladky, Eva Fujan	2021-2025			12/1/2022	1/10/2023
Excellent Academics	EA-8	1 To form a subcommittee to develop a list of the basic religion teachings each student should know by certain stages of their academic career, including by senior graduation. <b>*Bob Sullivan has started to investigate the curriculum and where outside volunteers, speakers could add to the current curriculum. Diocese Education Office is working on new religion curriculum, under the direction of Fr. Stoley, Superintendent of Schools.</b>	Bobby Sullivan	initial plan by 2021 with review, implementation and modification through 2025			3/2/2022	3/1/2023
Excellent Academics	EA-9	1 To develop an in-house strategy for tracking student knowledge and instructional success in religious education. <b>*Reviewed diocesan curriculum and then evaluated students' perspective through a survey which was administered to every student in grades 7-12. While many mentioned the positive experience they had through about 6th grade, the level of interest and engagement dropped off until the junior &amp; senior years when they get into morality and apologetics. The collective experience of many (but not all) students in grades 7-10 is one of varying degrees of disinterest, the impression that the content is repetitious, that the classes are not as inspiring, and they think the topics have questionable relevance to their lives. Things are better in grade school and after the sophomore year, but it looks like some students are losing interest in the faith after confirmation and reengaging them in their junior and senior year.</b>	Bobby Sullivan	initial plan by 2021 with review, implementation and modification through 2025			3/2/2022	3/1/2023
Excellent Academics	EA-10	1 To enhance religion/theology classes by making them more inspiring and engaging -- including use of experienced volunteers (including lay volunteers) to supplement the curriculum on the priest teachers' day off. <b>*More needs to be done to engage and inspire the students, especially in grades 7-10. One option we discussed was to have well catechized parents work with the religion teachers in some or all of the grades to try and add some inspiration to the classes. Whether that would be just one day per week on the priests day off, or more frequent collaboration over the course of a semester, remains to be considered. We also discussed guest speakers, but to some extent, that already happens over the course of a year for each student, so that would have to be looked at closer as well.</b>	Bob Sullivan, Eva Fujan	To be implemented by the Diocese, most likely in the fall of 2025.			3/2/2022	2/24/2024
Excellent Academics	EA-11	1 To form a subcommittee to define an exceptional educator and develop a tool to use when evaluating educators. <b>*The Diocesan is implementing a Diocesan Wide evaluation program that I think will fulfill this area. It is called the "Danielson Model – The Framework for Teaching" and it is an evaluation instrument for administrators and teachers. Administrators will be attending a two day training in June and teachers will be attending a training day in August along with several follow up trainings throughout the school year. I am pretty sure we will start implementing it for the 2022-23 school year and it will be completely ready to go for the 2023-24 school year.</b>	Diocese of Lincoln Educ. Dept.	draft of play by 2023, with review, implementation and modification through 2025			3/2/2022	3/1/2023
Excellent Academics	EA-12	1 To refine and broaden the type of data gathered and available to teachers and administrators to include a combination of: self-evaluations, peer-to-peer evaluations, parent evaluations, student evaluations and administrator evaluations. <b>*We will be working on the implementation of the Danielson model next year and hosted training event in January of 2023.</b>	Diocese of Lincoln Educ. Dept.	2021-2023			3/2/2022	1/10/2023

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Excellent Academics	EA-13	1 To add a curriculum director (part-time or shared with other schools) to assist teachers in keeping abreast of the latest research on learning, in keeping lessons and instructional methods current, and in assessing the curriculum across all three schools. <b>*Combined this project with HCS and Aquinas to review curriculum and staffing for curriculum in the future as a shared position. All six high schools and the Diocesan Education Office are working on a plan for curriculum development, met Feb 2023. Eva Fujan is serving on this curriculum review committee.</b>	Eva Fujan, Bob Sullivan	2021-2025			6/20/2021	3/1/2023
Excellent Academics	EA-14	1 To develop additional opportunities for teachers to collaborate with and learn from colleagues at other schools. <b>*Learning from colleague in other schools, I talked to Fr. Vandewalle about it at St. John's. The Diocese offers combined training opportunities for teachers through the Diocesan Education Office.</b>	Missy Chvatal & Linda Maly & Kelsey Baumert	2021-2022			2/20/2022	3/1/2023
Excellent Academics	EA-15	1 To continue to develop a STEM program in cooperation with Wahoo Public Schools to include robotics club and progress toward a coordinated STEM instructor and curriculum. <b>*Coop formed in 2020 for Cavalry Robotics, looking into future staffing at the schools; Marv met with Mr. Kreikemeier and Mr. Schlautmann submitted and received grant to expand STEM education in JR/SR high classrooms.</b>	Anne Lautenschlager; Marv Wiese	2021-2025			8/1/2021	10/20/2022
Excellent Academics	EA-16	1 To develop, train, and implement a uniform online learning policy and procedure when posting course content to web-based platforms (e.g. Powerschool) for use by all teachers and staff. <b>*Teacher survey conducted in 2021-2022 school year, to determine current status and future needs. Will continue to research new tools for the future based on the survey results. Diocese implemented Learning Management system in fall 2022, all teachers in Diocese trained over the summer.</b>	Linda Hardy, Sherri Van Slyke & Linda Maly	2021-2022			10/1/2021	1/20/2023
Excellent Academics	EA-17	1 To acquire sufficient technology or space to allow St. Wenceslaus elementary classes to take computer class as a whole (rather than splitting the class into two groups) -- thereby increasing the amount of instructional time for the classroom teacher. <b>*The St. Wenceslaus School Addition is complete, the computer will now be a large enough area along with enough computers to get an entire classroom in for their computer time. We are also hoping our I-pads from EANS funds will be in by August. This should supply all students in grades 2-6 with an I-pad and grades K-1 would share an I-pad cart between their two classrooms. These I-pads will help enhance student learning and not be a 1 to 1 type learning tool.</b>	Mike Weiss	2021			8/1/2022	9/1/2022
Excellent Academics	EA-18	1 To review existing technology and usage policies to facilitate adequate technology being available to all students. <b>*Currently working with the Diocesan Tech Office as they are responsible for recommendations and implementation.</b>	John Kreikemeier	2021-2025			3/2/2022	1/1/2023
Excellent Academics	EA-19	1 To recruit volunteers to assist with technology support at Saunders Catholic Schools or share an IT person with another school or schools. <b>*It was determined that this is the responsibility of the Diocesan Education Technology Dept.</b>	Karla Lechtenberg	2021-2025			8/1/2022	1/1/2023
Excellent Academics	EA-20	1 To create an Academic Hall of Fame. <b>*Principal is looking into this and where it could be located, along with the other Walls of Fame and Trophy Cases.</b>	Missy Chvatal, John Kreikimeier	2021-2025			2/2/2022	
Excellent Academics	EA-21	1 To promote within the Neumann family the strength of Neumann's ACT scores as compared to comparable schools in and around Saunders County. <b>*Created Neumann Scorecard document, with ACT scores, to distribute to parents in the grade schools. *Jennifer Whitney publishes the Neumann Scorecard each year and the Diocese published results in the Lincoln Journal Star and the Register in 2023.</b>	Sherri Van Slyke, Eva Fujan, Jennifer Whitney	Dec-21			12/1/2020	2/1/2023

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Excellent Academics	EA-22	1 To prepare brochures/webpages/social media postings to promote a better understanding of the college course offerings at Bishop Neumann High School. <b>*Missy Chvatal created a video description of the college coursework offerings and it was posted to social media in early 2021.</b>	Missy Chvatal	Dec-21			1/1/2021	10/10/2022
Excellent Academics	EA-23	1 Investigate different ways to recognize excellence in student achievement throughout a student's entire educational career (K-12). <b>*Potentially post honor roll for grade school? High school and jr. high are posted and sent to the Wahoo Newspaper by Jennifer Whitney.</b>	Corey Sylliasen & Anne Lautenschlager, Jennifer Whitney	2021-2023			2/24/2024	2/24/2024
Excellent Academics	EA-24-NEW	1 To explore adding a debate club for apologetics at Neumann, in the high school or jr. high. <b>*still looking into this, but other Catholic schools would need to also participate</b>	Bob Sullivan	2023			1/31/2023	
Excellent Academics	EA-25 NEW	1 In an effort to help the schools with new opportunities, a small committee will investigate new grant opportunities and help to complete the applications. Possibly add a teacher wish list for grant opportunity ideas. <b>*Eva worked with Taylor Schaultman in 2023 to secure a grant for robotics/drone equipment for the jr/sr high school.</b>	Eva Fujan, Mike Weise, Fr. Vandewalle, CAO	2023 Ongoing			3/1/2024	
Supporting Thriving Parishes	SPT-1	1 To have schools pray for a specific supporting parish each month (matches parish highlighted on social media that month). <b>*The elementary schools have started praying for the parishes this year.</b>	Karen Gokie and Lisa Vrana to make yearlong list / Get list to Jennifer W.	once a month	Free		9/1/2022	12/31/2022
Supporting Thriving Parishes	SPT-2	1 To have school classes pray for parishioners whose funerals are held at supporting parishes, spiritual bouquet card sent to families, etc. <b>*Elementary students are praying for funerals and baptisms that are happening at the parishes.</b>	Beth Paisley St. W & Lisa Vrana at St. Johns will contact their school teachers	as needed	Free		9/1/2022	3/3/2023
Supporting Thriving Parishes	SPT-3	1 To encourage altar boys to be available to serve at funerals at any supporting parish. <b>*Father Eichoff is working with Mr. Schlautman to have JP II Men participate in Wahoo.</b>	Fr. Eichoff, Mr. Schlautmann	as needed	Free		10/20/2022	12/31/2023
Supporting Thriving Parishes	SPT-4	1 To seek volunteers and appoint one school contact person for each parish, to help with outreach and gratitude activities. <b>*We do have a parish coordinator appointed for every parish as of March 2023.</b>	Andrea Woita	Ongoing	Free		3/2/2022	3/3/2023
Supporting Thriving Parishes	SPT-5	1 To invite Catholic public school students to some BN spiritual activities such as Neumann Fire. <b>*Have invited public and Catholic students to join Mission Trips, Catholic speaker events, and have invited parents to other events such as Pro-Life speakers, concerts, etc.</b>	Gery Kenney	Annually	Free		9/1/2022	1/1/2023
Supporting Thriving Parishes	SPT-6	1 To reach out to the parishes asking for projects for students in all three schools to help with, contact the school campus ministry for help. <b>*Neumann service day scheduled for November 2021/2022 in all supporting parishes. Fr. Eichhoff is working with the Taylor Schlautmann.</b>	Marv Wiese approach JP II and Seton Girls	as needed	Free		9/1/2022	1/1/2023
Supporting Thriving Parishes	SPT-7	1 To have students pray for new babies who are baptized at supporting parishes, spiritual bouquet sent to parents (added to morning announcement at school) Make cards at the start of the school year and pray for new babies then. <b>*We have contacted the priests about letting us know about baptisms in their parish and hope to start soon the spiritual bouquets for those newly baptized.</b>	Beth Paisley St. W & Lisa Vrana at St. Johns will contact their school teachers	Make cards once during school year; give to priests to deliver at each baptism	Free		3/2/2022	1/1/2023
Supporting Thriving Parishes	SPT-8	1 To have a thank you video made from each grade to post on social media. <b>*Neumann started this in the fall of 2022 and will continue with the grade schools.</b>	discuss with teachers/ Jennifer Whitney/Journalism?	make once a year and post once a month	Free		9/1/2022	12/31/2022
Supporting Thriving Parishes	SPT-9	1 To make some type of thank you cards/email from students for parishioners (Going out with end of year summary of donations). <b>*We did get thank you cards made for most of the parishes (a few parishes did not respond to us and we were not sure if they wanted the cards for their year end statements) and next year we will start working on them earlier and will have them ready at the end of December.</b>	Andrea Woita - coordinate with schools and get to each parish-- need to know how many thank yous each parish needed	Make once a year (send as needed)	Free		3/2/2022	12/31/2022

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Supporting Thriving Parishes	SPT-10	1 To provide list of Churches and Catholic fellowship programs at/near colleges students frequently attend. Distribute to all seniors at all parishes in May along with congrats from SCS. <b>*Kristin Hurley did make a document including churches, mass times, and Catholic organizations at several parishes - we sent this to priests to share with their seniors and will continue to do this every year.</b>	Kristin Hurley will Discuss with Missy C. / Services hours for kids	May of each year	Free		3/2/2022	12/31/2022
Supporting Thriving Parishes	SPT-11	1 To continue to have a student speak at Mass for Catholic schools week or more frequently at each parish, sharing what they learned and thanking the parish. <b>*Students spoke in January 2020, 2021, 2022 and will continue annually.</b>	Coordinator & Students	At least once a year	Free		12/1/2020	1/30/2021
Supporting Thriving Parishes	SPT-12	1 To host more Neumann activities at other parishes(Neumann Fire, Volleyball team, etc.), to promote Saunders Catholic Schools. <b>*Neumann Fire hosted at Colon parish in fall 2021, at a parishioner's house outside Weston, at St. John's in Weston, at the parishioner house in Colon, etc.</b>	Gery Kenney - Yes, when feasible	Goal to go to each parish 1-2x/year	Free		9/30/2021	9/30/2021
Supporting Thriving Parishes	SPT-13	1 To continue to provide Cookie Sunday, Advent Cards, and add other types of events to thank the parishes for their support, such as Donuts for the parishes etc. <b>*Provided in 2021/2022 and will continue each year. *Cookie Sunday and having students speak at masses was successful again this year in 2022. The plan is to do this again in August at the beginning of the school year.</b>	Andrea Woita and parish Coordinator	once a year	donations from St. John's PTA and St. Wenc School Family		12/1/2020	1/30/2021
Finance & Development	FF-1	1 Reporting: To create consistency in financial reporting and transparency to focus on efficiencies and financial reporting at Saunders Catholic schools, utilizing an outside resource, possibly Sarah Rohrs. <b>*Provided 5 year forecasted budget for all three schools in spring 2021, will update annually and provide copies at Open Forum.</b>	CAO's, Eva Fujan, Jennifer Benes, Fr. Jirovsky, Fr. Vandewall	Oct-20			3/1/2021	1/1/2023
Finance & Development	FF-2	1 Reporting: To provide a 5 Year Tuition and Fees outlook report to families, that is updated each year. <b>*Fr. Jirovsky, Mike Weiss and Fr. Vandewalle are working with the SCS Advancement committee to determine options, along with the Tuition Policy.</b>	SCS Advancement Committee	Fall 2021 for 2023 or 2024 School Year			9/2/2021	
Finance & Development	FF-3	1 Reporting: To create and implement a SCS Tuition Policy that is followed at all schools. <b>*Fr. Jirovsky and Bob Sullivan completed draft, it was approved by the SCS Advancement Committee and will implement in the 2023-2024 school year.</b>	CAO's, Jennifer Benes	Spring 2023			9/1/2021	1/31/2023
Finance & Development	FF-4	1 Reporting: To conduct exit interviews for families that leave for reasons other than moving, to review and address concerning issues.	CAO's, Business Office	2021				
Finance & Development	FF-5	1 Financial Sustainability: To continue Open Forum meetings to review expenses, income, tuition and parish assessments, rotate the meetings between schools. <b>*Hosted Open Forum in spring 2021, hosting update in March 2022 and then in the fall/winter of each school year.</b>	CAO's, Eva Fujan	2021-2025			11/1/2020	3/2/2022
Finance & Development	FF-6	1 Financial Sustainability: To continue to explore opportunities to gain new income sources and to create efficiencies in expenses at the schools, including scholarships, grants, shared faculty and administrative positions, etc. <b>*Committee formed in summer 2021 with Aquinas and HCS to explore shared positions, also working to support School Choice program in Nebraska, as well as new scholarship opportunities with donors/benefactors.</b>	CAO's, Principals	Spring 2022			7/1/2021	3/1/2023
Finance & Development	FF-7	1 Financial Sustainability: To create a team of volunteers and school staff to build a maintenance plan and projection for each school. <b>*Combined with F-8.</b>	CAO's, SCS Advancement Committee	2022-2023			1/1/2023	3/1/2023

## Saunders Catholic Schools - Strategic Plan Project List - 2020-2025

Pillar	Code	What:	Who:	When:	Estimated Costs:	Budget \$	Start Date	Complete Date
Finance & Development	FF-7/8	1 Financial Sustainability: To create a Campaign and Building Committee within the SCS Advancement Board, to build a long range building plan (10 yrs.) for the schools and Capital Campaign needs to fund future projects. <b>Starting committee in spring 2023, Kevin Stuhr has volunteered to lead the committee, along with members of the SCS Advancement Committee and community members.</b>	CAO's, SCS Advancement Committee, Volunteers, Kevin Stuhr	2022-2023			1/1/2023	4/24/2024
Finance & Development	FF-9	1 Development: To create a communication strategy and report for Development and Enrollment activities, along with a calendar of events that can be distributed via the website, school news and at Open Forum meetings. <b>*Hired an Advancement Director who is managing this project, including new websites and FlockNotes for communications.</b>	Director of Advancement, CAO	2020-2021			10/30/2020	3/1/2023
Finance & Development	FF-10	1 Development: To provide marketing materials for parents to help increase enrollment, in addition to the current enrollment activities by the Enrollment Coordinator in our communities, Omaha and Lincoln. <b>*Eva, Jennifer Whitney and Barb Rezac working on new brochures. Combined with CF-8</b>	Director of Advancement & Jennifer Whitney	Spring 2022			10/1/2021	3/1/2023
Finance & Development	FF-11	1 Compensation: To review and compare teacher salary to local public schools in and around Wahoo, each year, to ensure that salaries are within 80%-90% of public school salaries. <b>(89% in 2020-2021)</b>	Principals, CAO's	Winter 2020 and Ongoing			10/1/2020	3/2/2022
Finance & Development	FF-12	1 Compensation: To review and compare teacher benefits to local public schools in and around Wahoo and to create an overall compensation review for teachers, including benefits such as half-price tuition, tuition reimbursement, etc. <b>*Started to review in 2020, will continue each year.</b>	Principals, CAO's	2020-2025			10/1/2020	3/2/2022
Finance & Development	FF-13	1 Compensation: To continue to work toward 80% of healthcare premium for single, single plus one and families, being paid by the schools. <b>(Currently 76% to 88%)</b>	Principals, CAO's, Jennifer Benes	2020-2025			10/1/2020	3/1/2023
Finance & Development	FF-14	1 To establish terms for the SCS Advancement Committee and to encourage new members from each parish to apply at the end of the terms. <b>*Discussing options as SCS Advancement Committee meeting, discussed two year terms that terms could be renewed. Have added new members as others have termed off the committee.</b>	Volunteers: Fr. Jirovsky	Spring 2021			10/1/2021	3/1/2023
Finance & Development	FF-15	1 Parishes: To continue to review parish financial support with a goal of trending to getting parish assessments to under 80% of weekly and Holy Day income. <b>*Reviewed in fall 2020 and 2021, will continue each year and report annually at Open Forum.</b>	SCS Advancement Committee	Set goals in 5 Year Budget			10/1/2020	3/2/2022
Finance & Development	FF-16	1 To explore the possibility of a Referral Program for current families who refer new families to the schools, such as a "partial tuition grant" for both families for one year. <b>*John K. and Eva F. developed a draft for the SCS Advancement committee to review, it was reviewed and discussed. Based on the lack of interest in a Referral Program that was funded by a Flavin Grant in 2017 &amp; 2018, the it was decided to forgo this project and work with the Nebraska Catholic Conference to support a Nebraska School Choice program.</b>	Eva Fujan; John Kreikemeier	Fall 2021			10/10/2021	1/31/2023
						<b>Total Budget Requests</b>	<b>Total Started</b>	<b>Total Complete</b>
	75	<b>Total Projects &amp; Estimated Costs</b>				<b>\$1,000</b>	<b>73</b>	<b>66</b>