

Catholic Diocese of Memphis 5 Year School System Improvement Plan (2019-2024)

Goal #1: Develop and implement a comprehensive enrollment management plan for all schools in the system.

Rationale: In a competitive climate, which includes other private schools, charter, municipal, and Shelby County Schools, our Catholic Schools are competing for students in an area with a Catholic population of 4%.

Action Step(s) Improve (results and sustainability)	Person Responsible	Approximate Cost/Funding Source	How Action Step Will Be Measured/ Evaluated
1. Research best practices in the area of recruitment and retention of students.	Superintendent, School and Parish Leadership, School Development, Diocesan Development Director	No Cost	Principal Meeting Minutes, Minutes from development meetings
2. Provide professional development on enrollment management.	Superintendent	\$50,000	Enrollment and retention data
3. Utilize Social Media.	Principals/Development Directors	\$100	Number of posts, likes, and shares

Goal #2: Increase average student growth in language arts and math overall in the system by 1 NCE per year.

Rationale: Currently, several schools in the system are experiencing declining growth longitudinally on ITBS average scores in both math and/or language arts as students move from 1st to 8th grade. Although it is a natural occurrence that growth should reduce in the older grades, our reduction in growth should not be negative.

Action Step(s) Improve (results and sustainability)	Person Responsible	Approximate Cost/Funding Source	How Action Step Will Be Measured/ Evaluated
1. A diocesan committee comprised of leadership from each school will outline the curriculum for all diocesan schools, specifically in the areas of language arts and math. This committee will analyze the tools and textbooks that are used at schools producing best results at the elementary levels.	School Principals and Teachers	No Cost	Committee Meeting Minutes submitted to the Superintendent.
2. Professional Development will be provided specifically to address 3rd-8th grade reading and math instruction	3rd through 8th grade reading and math Teachers and Administration	\$20,000	Professional Development Logs, PLC minutes, Lesson Plans
3. Continue Collaboration with both diocesan and private High School and Elementary School leadership on standardized and benchmark testing over the next five years.	Superintendent, High School and Elementary School Principals	No cost	Minutes from meetings

Goal #3: Increase student engagement throughout the curriculum.

Rationale: Survey data indicated that students' enthusiasm for learning seems to decline from elementary school to middle school. For example, when asked how they "feel" at school, 3rd-5th grade students' top four answers were: happy, challenged, excited, and tired while middle school students' top four answers were: challenged, bored, tired, and happy. While both groups of students agree that they feel happy, challenged, and tired, middle and high school students feel bored instead of excited.

Action Step(s) Improve (results and sustainability)	Person Responsible	Approximate Cost/Funding Source	How Action Step Will Be Measured/ Evaluated
1. Increase the implementation of STEM across the curriculum.	Teachers and Administration	\$10,000.00 School Budget/Title IV	Lesson plans, STEM unit plans, observations, STEM Certification Indicator Assessment, Project Based Assessments
2. Professional Development on Student Engagement and Project Based learning/ assessment.	Administration	\$5000.00 School Budget/Title II	PD logs, PLC minutes, Faculty meeting minutes, observations, lesson plans
3. Teachers research best practices on strategies for increasing student engagement.	Teachers	No Cost	PLC and faculty meeting minutes, lesson plans, student and parent Engagement Surveys
4. Increase professional development for teachers in the area of STEM implementation through local and regional workshops,	Principals	\$4,000.00/Title Funds	Increased engagement of Students in project-based collaborative learning.

