



# Strategic Plan Update

## From the Pastor's Desk

Dear Saint Teresa Parishioners,

During the 2018-19 school year, St Teresa School embarked on the process to create the Saint Teresa School Strategic Plan. Over 60 people from school families, parishioners, teachers, and volunteers joined together and were led through a process to create our Strategic Plan. This collaborative group defined one to two goals for each of the eight domains (Academics, Advancement, Enrollment, Finance, Facilities, Governance, Student Life, and Mission) and listed two to eight objectives to help achieve each goal.

Despite the great educational challenges caused by COVID, progress has been made or planned in these eight domains. The work of this multiyear process continues to be implemented in each domain. This document gives an update on the progress of the domain objectives.

A special thanks to all were and continue to be an important part of strategic planning.

Yours in Christ,  
Father Jamie Hottovy



## Domains

- Academic
- Governance
- Enrollment
- Advancement
- Mission
- Student Life
- Facilities
- Finance

## Academic

**Saint Teresa School will implement a professional development program to support teachers and staff in the use of best practices and resources to meet the changing needs of a diverse student population.**

- Classroom teachers have had at least two days this year to work on reviewing curriculum and curricular resources, and plan for the future.
- Quarterly webinars from the Institute of Catholic Liberal Education are made available to our teachers.
- A two-day workshop on Catholic Liberal Education was offered in February.
- A Teacher Endowment was started, in which 5% of the principle will be used for projects in the classroom.
- One teacher is currently in training for Catechesis of the Good Shepherd.
- Early Childhood Workshop for teachers with Jeremy Ekeler was offered in summer of 2021.

**Saint Teresa School will implement a rigorous academic curriculum to meet the intellectual, cultural, and physical needs of each student.**

- We are utilizing the technology curriculum set forth by the Diocese.
- We use technology more frequently than in the past. A few examples of this are: a virtual field trip to Rome, art links, "center" use, and education during the pandemic.
- We have increased the number of iPads available. We have 100 new iPads and two iPad carts for each grade level.
- We have hired a 5th-8th grade interventionist and a 5th –8th grade paraprofessional.
- We started MAPS testing in reading and math for assessing growth.
- Catechesis of the Good Shepherd is offered in pre-school, kindergarten, and 2nd grade.
- We are examining our entire curriculum and are moving to a Catholic Liberal Education.

*Saint Teresa School's Chief Administrative Officer and its Principal will transparently enact and maintain a plan for governance to ensure accountability and advancement of the mission to serve the school, parish, and greater community.*

Will begin in Fall 2022

## Enrollment

**Saint Teresa School will achieve and retain optimal enrollment by highlighting the unique identity of our school and the individual character of our students.**

- We have moved the visit of future kindergarteners to a new date: from Kindergarten Preview in February to a "Spring Shadow Day" in April or May.
- We have invited families to our school who do not have a parish school. For example: Sacred Heart, St. Mary, Cristo Rey, Immaculate Heart of Mary, and St. Andrew Dung Lac.
- Our students have been active and visible within the city and have performed for various community events.
- We will utilize the Good Shepherd Scholarship, parish scholarships, and THRIVE to keep tuition affordable for every family.







## Advancement

**Engage and unify our greater community around St. Teresa School's Mission**

- We have increased partnerships with universities within the city such as: practicum students and student teachers from Wesleyan and UNL, research projects with doctoral students at UNL, TAPP program at UNL, and student nurses from SCC help with health screening.
- Our participation in the TEAMMATES Program has increased from six in 2018 to ten in 2021.
- We began using School Messenger and Constant Contact for communication.

**Saint Teresa School will cultivate a culture of stewardship and engagement to provide diversified revenue streams that are growth-oriented and sustainable.**

- THRIVE has been established for tuition assistance in the present and future.
- We cultivate relationships with businesses and organizations who support our mission and advancement.
- We communicate with hundreds of our alumni who support our school spiritually and financially.

## Mission

**St. Teresa School will inspire, support, and challenge our school community to live as intentional disciples of Jesus Christ.**

- We have held fundraisers for those hit by natural disasters, for the people of the Ukraine, and for local charities such as CSS.
- We write letters to our homebound parishioners.
- We attend daily Mass and have increased the opportunities for Eucharistic Adoration.



## Student Life

**Saint Teresa School will create an environment during the school day and school sponsored activities where every student is able to develop his or her God-given gifts and feel safe, visible, and valued.**

BIST (Behavioral Interventions Support Team) strategies have been implemented and are supported by monthly visits from a consultant.

**Activities and Services available to our students are:**

- Chess Club, Robotics Club in-the-works
- Strings Music Program
- Archery & Lacrosse have been added in PE
- Golf & Bowling are now available sports
- Breakfast Program
- Extended Learning Center

## Facilities

**Saint Teresa School will provide a safe, sustainable, and inviting campus to ensure an effective learning environment for all generations.**

- New electrical outlets were added to classrooms.
- An air filtration system was added throughout the school.
- Multiple new security cameras were added inside and out.
- New handrails were installed.
- The school kitchen and cafeteria have been modernized.
- Energy-efficient windows were installed in the gym, stairwells, and bathrooms.
- By remodeling, we gained two faculty restrooms.
- The boiler system and its radiators were removed and replaced with a modern heating and cooling system.
- A large solar panel system was installed on the school's roof.
- The band room and music room were remodeled.
- Acoustic Panels were added to the gym ceiling.
- Asbestos removal, new flooring, and paint is planned for the gymnasium during summer 2022.
- Outdoor planters and benches were installed.
- An Outdoor Nature area and Tuckpointing of the school building are planned for the summer.

## Finance

**Saint Teresa School, in collaboration with the parish, will be self-sustaining and stable financially to ensure that we fulfill our mission for all generations.**

- The Finance Council continues to work toward competitive pay and benefits for the teachers and staff.
- The school was the recipient of a large Payment Protection Program grant and we continue to seek federal funds to help with COVID expenses.
- We apply for grants and seek many funding sources.



## Saint Teresa Catholic School

We are a compassionate, caring community for students in preschool through eighth grade that celebrates the gifts, academic growth, and especially spiritual growth of each child.

Our school offers academic excellence and strong Catholic values to our parish's students, to students attending other Lincoln parishes, especially those who do not have an elementary school, to non-Catholic students, and to students of different faiths.

All are welcome!



## Saint Teresa Catholic School

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