

ST. THOMAS MORE PARISH SCHOOL



2015 LONG-RANGE STRATEGIC PLAN

St. Thomas More Parish School
5927 Wigton Dr.
Houston, Texas 77096

**Updated 09/2018*

EXECUTIVE SUMMARY

The Administration and members of the School Board revised the 2010 Long-Range Strategic Plan to provide a common roadmap to guide the future success of our school and community. The Strategic Plan identifies goals and objectives in each of the following areas: Catholic Identity; Enrollment; Marketing and Public Relations; Educational Programs; Staffing; Finances; Advancement; Facilities; Community Relations; and, Technology. The 2015 Plan is a living document that includes the school's Mission, Vision, Philosophy, and Goals, and can evolve to address and reflect our successes and our opportunities for growth.

Throughout the history of the school, by mission and by practice, the school has provided an environment of diligence and academic excellence within the framework of Catholic teachings. The goals related to Catholic identity, academics, and extracurricular activities seek to continue this tradition and open new portals of experience to further broaden and enrich the lives of our students.

This plan seeks to address critical areas we see currently and in the near future. Enrollment remains an area for growth. While several grade levels are currently at capacity, we continue to see underenrollment at some levels. When the school opened in 1965, students were from surrounding neighborhoods of primarily middle to upper middle class families. As time passed, more students commuted from a variety of zip codes around Houston, Pearland, and Sugar Land. Our marketing efforts must be spread more widely and we must constantly find ways to capture the attention of the public and make the school and its programs known. Additionally, the plan addresses the need for an updated cafeteria and kitchen for both school and parish use.

With this Strategic Plan, we endeavor to build on the work of our predecessors and to carry St. Thomas More Parish School successfully into the future.

MISSION STATEMENT

Alive with our Mission...We, the pastor, staff, and parents of St. Thomas More Parish School, are committed to developing the minds, hearts, and souls of our students. By planting faith-filled seeds of good habits, we open our students' minds to knowledge, their hearts to service, and their souls to the beauty of God's Creation.

PHILOSOPHY

The faculty, staff, and parents of St. Thomas More Parish School believe that through our combined efforts each child can be formed into a responsible individual with the ability to make right judgments based on Christian values. To this end, we strive to fulfill a shared goal—to build within each student a deep respect for God, self, and others. A safe, loving environment which encourages Christ-like love offers students the opportunity to practice kindness, offer moral support, and develop lasting friendships based upon God's Word. We believe that by providing a rigorous academic program within a learning environment which emphasizes the importance of self-confidence, self-discipline, respect, and responsibility, we will successfully guide our students to open their minds to knowledge, their hearts to service, and their souls to God's presence in creation.

VISION STATEMENT

Our vision for the future of St. Thomas More Parish School is to continue to offer an exceptional Catholic education. Academic excellence, quality extra-curricular programs, and a strong Catholic spiritual program remain the focus for the future of the school.

Our vision for the future is to further integrate technology into our academic programs, by purchasing and maintaining state-of-the-art equipment, and by incorporating the use of technology in core subjects. Our goal of keeping up with current trends in technology will further prepare our students to succeed academically after they leave St. Thomas More Parish School.

We seek to assure financial security for the school by significantly increasing our endowment fund. Our long-term goal is to grow our endowment to the point that the interest earned will allow us to maintain a tuition that is affordable as possible, and allow for a generous tuition assistance program.

Finally, we seek to maintain full enrollment in the school by continuing to provide an academically superior education in a nurturing, Catholic setting. We will further this goal by maintaining and enhancing our programs and facilities, and by continuing sound financial practices and marketing.

SCHOOL PROFILE AND HISTORY

Since St. Thomas More Parish School began educating students, the school has been faithful to its mission of providing educational excellence in a Christian atmosphere. The doors of St. Thomas More Parish School opened to the first student body, grades 1 through 8, with of a population of 513, on September 7, 1965. In 1965, the majority of the student body came from within a ten mile radius. With the growth of the Houston metropolitan area, students now come from a much wider geographic area including Harris, Fort Bend, and Brazoria counties. St. Thomas More Parish School consistently remains one of the larger Catholic elementary schools in the Houston area.

In 1981 kindergarten was first offered, increasing the student body by 60 students. In 1986, the school community responded to the needs of working/single parent families and the Extended Day program began. The following year, an Early Childhood Education Program was started with a class of sixteen Pre-K students. By the third year of operation, the enrollment in the preschool program exceeded 90 students.

In 1989, an Endowment was established for the school to ensure future financial viability. On October 6, 1994, St. Thomas More Parish School was honored in Washington, D.C. by the U.S. Department of Education as one of 276 schools designated as Blue Ribbon Schools. This award identified St. Thomas More Parish School as one of America's outstanding schools to which other schools and communities look to for ideas and inspiration.

Several improvements were made to the school campus in the 1990's. The parish hall became the school cafeteria. The entire property was fenced and an electronic key system was added to further secure the school facility. The primary playground gained a cover so that the younger students could play in the shade. A Science Lab was constructed in 1999 for use by students in grades 5 through 8. The sports field was sodded and a sprinkler system added. The second gym was dedicated in September of 2009 and the students began enjoying a newly renovated music room. Security was enhanced in 2014 with the installation of bullet-proof glass to the main building and a second door, also with bullet-proof glass, was added to the prekindergarten building. In addition, in 2014, STM was honored again in Washington D.C. by the U.S. Department of Education as a designated Blue Ribbon School.

The continuing commitment of the school community (administration, faculty, staff, parents, and the extended church membership) to academics makes St. Thomas More Parish School one of the most sought-after schools in the area. Over 75% of the students enrolled in kindergarten are expected to graduate from this institution, reflecting the stability of

the population. Sixty-four current students have parents who graduated from St. Thomas More School, and four of our students are 3rd generation families. We are also very proud of the fact that seven staff members are STM graduates.

The families who sacrifice to send their children to St. Thomas More Parish School fit within the broad socioeconomic spectrum of “middle class.” The student population is predominately Catholic, although several religions are represented in small numbers. The ethnic mix of the student population reflects the diversity of St. Thomas More Parish; we take pride in our rich heritage of inclusion of all and affordability for those who seek admission.

PROGRAM GOALS AND OBJECTIVES

CATHOLIC IDENTITY

St. Thomas More strives to nurture a strong, joyful Catholic identity among our students, faculty, and staff, and to share this with our families through an active faith formation program that engages both parents and children.

OBJECTIVE	GOALS	ANTICIPATED OUTCOME	ACTION TAKEN	COMPLETION DATE
<p>1. Continue to support a strong religion program that gives the students a solid foundation in the teachings of the Church and includes a family catechesis program that will nurture the faith life of the family.</p>	<p>Communicate the mission and vision to members of the school and parish communities.</p>	<p>Published in Family Handbook, on school website, and parish bulletin</p>	<p>Principal works with Technology Team and parish administrator to publish mission, vision, and philosophy.</p>	<p>Ongoing</p>
	<p>Promote active participation in daily school life for priests and religious.</p>	<p>Students will see the role of religious outside of Mass.</p>	<p>Religion Coordinator and team plan classroom visits and yearly vocations day.</p>	<p>Yearly</p>
	<p>Teach and encourage full participation of the school community in the liturgy.</p>	<p>Celebration of the Eucharist as a community</p>	<p>Religion Coordinator plans weekly all-school Masses, including full participation of students in readings, intentions, ushering, presentation of gifts, and altar serving.</p>	<p>Ongoing</p>

			Weekend Masses are planned throughout the school-year which include student and faculty participation. Student lectors in dress uniform.	Ongoing
	Provide opportunities for prayer throughout the day and increase exposure to real-life applications of our shared faith.	Children will develop habit of daily prayer and fully integrate their faith into their daily life.	School-wide prayer over P.A. in morning, beginning or end of every class, noon (Angelus) and dismissal.	Ongoing
	Provide opportunities for staff and student retreats.	Increased spiritual development through self-reflection	Administration will work with campus ministry to create an elective for students in 6th-8th grade with a focus on living their faith in the world today.	Implemented & Ongoing
	Support teachers in the catechist certification process.	Increased spiritual development and appreciation of the Catholic faith. Receive Catechist Certification	Administration will work with religion coordinator and campus ministry to plan age appropriate retreats and field trips for students and all staff retreats throughout the year.	Twice Yearly
			Religion Coordinator and Principal will guide teachers in selection of courses.	In Place & Ongoing
			Administration will work with the ARCHGH Office of Catechics and Evangelization to host content courses for STM	In Place

			teachers and others at a rate of 2 per year in order to ensure continued certification of all faculty members.	
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ENROLLMENT

St. Thomas More is committed to providing a quality Catholic education to any qualified applicant, regardless of finances, in classrooms at or below mandated levels.

OBJECTIVE	GOALS	ANTICIPATED OUTCOME	ACTION TAKEN	COMPLETION DATE
1. Enroll qualified candidates regardless of finances, within budgetary constraints.	Administration will work with the Admissions Committee to enroll qualified students; providing financial aid for those in need; with short-term help to families preferred.	Families will be able to afford a quality Catholic education for their children, school will have full classrooms	Administration will work with School Board to minimize tuition increases and increase amount of Financial Aid available. Administration will partner with ASE Scholarships to provide economically disadvantaged students the opportunity to attend STM.	Yearly In Place & Ongoing
2. Maintain a consistent instructor-student ratio.	Administration will maintain enrollment reflecting $\geq 93\%$ capacity.	Students will gain benefits of group learning, while maintaining individual attention.	Principal and Admissions Committee make enrollment decisions each year to maintain a stable class size.	Yearly
3. Provide the highest quality pre-kindergarten program.	Administration will seek qualified teacher candidates and provide ongoing professional development to	Top teachers will receive the support necessary to maintain the highest standards.	Teachers will attend a series of trainings on early literacy held at Neuhaus.	In PLace & Ongoing

<p>4. Increase enrollment over the next 5 years.</p>	<p>ensure best practices.</p> <p>Work with advancement committee to increase targeted marketing.</p>	<p>Pre-K students will enroll in kindergarten.</p> <p>Net retention rate of at least 95% for PK - 7th Grade.</p> <p>Increase enrollment by 5% over the next 5 years.</p>	<p>Work with Advancement Committee to increase targeted marketing.</p> <p>Obtain/retain data to assist Advancement Committee to create targeted campaigns.</p>	<p>Minimum 1 campaign per year.</p>
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MARKETING and PUBLIC RELATIONS

St. Thomas More is committed to fostering and maintaining meaningful relationships within our school and parish, and increasing our visibility in the community at large.

OBJECTIVE	GOALS	ANTICIPATED OUTCOME	ACTION TAKEN	COMPLETION DATE
<p>1. Increase the visibility of our school within the parish and the community at large in order to be recognized as a premier Catholic institution..</p>	<p>Continue to market to prospective families in local area and nearby ZIP codes.</p>	<p>Elevated awareness of STM in the community.</p>	<p>Director of Advancement will place advertisements/articles in local papers, relocation guides, and church bulletins.</p>	<p>Spring 2019</p>
	<p>Target marketing by grade level and groupings</p>	<p>Prospective families with children at all grade levels will be aware of STM and it's programs</p>	<p>Plase ads and employ social media to promote the school, including alumni high school and university statistics</p>	<p>Ongoing</p>
	<p>Highlight school academic, sport and community-effort successes in published literature of the school</p>	<p>Maintained exposure of student accomplishments and activities.</p>	<p>Administration will oversee all articles/publication to ensure all components of the school program are highlighted appropriately.</p>	<p>Ongoing</p>
	<p>Showcase graduates, both recent and successful alumni, as driver for potential enrollment</p>	<p>Events and accomplishments will be published in a timely manner.</p>		<p>In Place & Ongoing</p>

	<p>published literature of the school</p> <p>Design and maintain a user-friendly, inviting and reliable website.</p> <p>Create an official branding guide to ensure cohesive, consistently designed messages communicating our mission.</p> <p>Institute a referral program which would incentivize current families to bring new enrollment to STM.</p>	<p>The STM brand will be easily recognized by school and local community.</p> <p>More families will learn about the mission of STM.</p>	<p>Administration will oversee appropriate development and maintenance of site.</p> <p>Marketing Committee will work with special advisor to create a branding guide for use with all school publications, articles of clothing, and spirit items.</p> <p>Training/updates for all staff and PTO re brand.</p> <p>Marketing Committee will design business cards to better reflect the mission of the school.</p> <p>Administration will approve all communications and articles of clothing/spirit items to ensure they meet the guidelines outlined.</p>	<p>In Place & Ongoing</p> <p>In Place & Ongoing</p> <p>Completed 2017</p> <p>In Place & Ongoing</p>
2. Expand the use of social media for	Develop an annual targeted social media calendar that	STM will have a consistent presence in the social space	Marketing committee will work to develop a program which will	Fall 2018

<p>marketing and public relations efforts.</p>	<p>highlights students, faculty and faith in action. Use photos and videos to tell a story.</p> <p>Use electronic sign to boost enrollment -- tell the STM story of small classes, honors and on-grade academics, extensive extracurriculars; birthdays only 7:30-4.</p>	<p>and lead to optimized SEO rankings and more fan base traffic (likes, shares, comments)</p>	<p>appropriately encourage current families to promote STM.</p> <p>Marketing committee will work to develop a Social Media Plan</p> <p>The School Board will work with administration to develop ways to maintain and enhance messaging on the sign.</p> <p>Approved faculty and staff will schedule regular postings on social media, with a minimum number of posts per week.</p> <p>Work with Enrollment and Advancement Programs to develop targeted campaigns.</p>	<p>December 2018</p> <p>In Place & Ongoing</p> <p>Fall 2018</p> <p>Develop 1 (minimum) Enrollment Campaign per year.</p>
<p>3. Develop/Support campaigns to increase student enrollment.</p>	<p>Develop targeted campaigns.</p> <p>Support Enrollment Program objectives.</p>			

EDUCATIONAL PROGRAMS

St. Thomas More is committed to providing a strong academic program with enriching extracurricular activities, which challenges students and supports the school’s mission, vision, and philosophy.

OBJECTIVE	GOALS	ANTICIPATED OUTCOME	ACTION TAKEN	COMPLETION DATE
<p>1. Provide a comprehensive Catholic education, ensuring graduates have the ability to attend the high school of their choice.</p>	<p>Compare and confirm that academics are meeting and exceeding both Archdiocesan and state requirements.</p>	<p>Students challenged by learner-centered courses.</p>	<p>Administration, in partnership with the Catholic School Office Curriculum and Instruction specialists and school teachers, will review curriculum on an annual basis to ensure rigorous standards are maintained.</p>	<p>Ongoing</p>
	<p>STM graduates accepted into the high school of their choice.</p>	<p>Increased STM graduate participation in Advanced Placement and Honors programs in high school.</p>	<p>Administration will review/maintain data from recent STM graduates (grades, Advanced Placement, Honors classes, etc.) in high school to determine if curriculum is meeting goals.</p>	<p>Annually</p>
	<p>STM graduate participation in Advanced Placement and Honors programs in high school.</p> <p>Focus efforts to provide an exceptional STREAM (science, technology,</p>	<p>Students will be challenged and encouraged to meet</p>	<p>Science teachers, working with both math and ELA teachers, will integrate science fair into the intermediate and lower school.</p>	<p>In Place & Ongoing</p>

	<p>religion, engineering, arts, math) curriculum</p> <p>Continue and encourage participation in Archdiocesan and local academic competitions.</p> <p>Administer both formative and summative standardized testing.</p> <p>Research and provide professional development opportunities for teachers in the areas of instruction, classroom management, and best practices for students with learning differences.</p> <p>Continue to offer, and expand on,</p>	<p>and exceed their own personal best.</p> <p>Realistic snapshots of student abilities in relation to curriculum and instruction provided.</p> <p>Teachers will grow and enhance their skills, teaching methods, and best practices.</p> <p>Students will gain an increased</p>	<p>Increase scope of Robotics to include lower school.</p> <p>Continue to host Astronomy/STEM night for students and parents. Administration and teachers will provide opportunities for students to enter and compete in a variety of competitions.</p> <p>Teachers will administer testing and analyze results to help guide lessons, differentiate instruction for each student, and form yearly plans.</p> <p>Administration will work with HISD Title representatives and teachers to determine priorities and select opportunities for professional development courses.</p> <p>Administration will gauge interest from students and</p>	<p>Annually</p> <p>Ongoing</p> <p>Ongoing</p> <p>Annually</p>
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<p>2. Provide athletics program to complement academic program.</p>	<p>extracurricular clubs and activities which currently include: spanish, chess, art, Beta,Duke Tip, Latin, speech, Student Council, trivia, and Odyssey of the Mind, band.</p> <p>Continue to provide a nurturing environment in which students grow in their overall formation.</p> <p>Continue to strengthen after school athletic programs.</p> <p>Continue to improve communication regarding athletics programs.</p>	<p>competence in academic and related areas.</p> <p>Students will receive specialized coaching in their chosen area of athletics.</p>	<p>parents and work with faculty and staff to increase opportunities for our students, while maintaining current programs already running effectively.</p> <p>Faculty will provide an Arts Program including art show, band concert and choir concert.</p> <p>Faculty will continue study of Love & Logic techniques and philosophy.</p> <p>Athletic Director will work with the Archdiocese to ensure a comprehensive and inclusive athletics program for STM students.</p>	<p>Annually</p> <p>In Place & Ongoing</p> <p>In Place & Ongoing</p>
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STAFFING

St. Thomas More is committed to recruiting highly dedicated, effective, competitively compensated faculty and staff who are committed to Catholic education and to the particular mission of our school.

OBJECTIVE	GOALS	ANTICIPATED OUTCOME	ACTION TAKEN	COMPLETION DATE
<p>1. Recruit, train, and retain highly qualified and dedicated teachers committed to the mission, vision, and philosophy of the school.</p>	<p>Provide competitive salaries and benefits.</p> <p>Create an annual staff development program that is robust and inclusive of all academic, spiritual, and formative elements.</p> <p>Promote a culture where staff feels valued and included in the life of the school.</p>	<p>An educated staff who makes a difference and are satisfied with their chosen occupation and employment at STM</p>	<p>Staff members attend conferences annually and participate in professional development.</p> <p>Staff members will complete annual Letter of Intent indicating their desire to remain in their current position or explore other grade levels/subject areas.</p> <p>School Board members attend all training seminars offered by the Catholic School's Office.</p> <p>Increase the scope of the role of the Instructional Specialists to increase the level of communication between all faculty and staff and develop plan for teacher feedback..</p>	<p>Ongoing</p> <p>Annually</p> <p>Ongoing</p> <p>In Place & Ongoing</p>

			<p>Facitate teacher feedback meeting. (is there a method for teachers to provide feedback on issues within the school, ciriculum or otherwise).</p> <p>Conduct an exit inverview when teacher leaves.</p> <p>Create career development plan for each employee.</p> <p>Develop salary, benefit, tuition trend report.</p>	<p>Fall 2018</p> <p>In Place & Ongoing</p> <p>In Place & Ongoing</p> <p>In Place & Ongoing</p>
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FINANCES

St. Thomas More is committed to preserving the financial well-being of the school.

OBJECTIVE	GOALS	ANTICIPATED OUTCOME	ACTION TAKEN	COMPLETION DATE
<p>1. Provide sound financial practices to ensure the success of the school.</p> <p>2. Operate financially independently, with a surplus.</p>	<p>The Board, Business Manager and Principal will operate from a balanced budget every year, without the STM Church subsidy.</p> <p>Have 10% of budget placed into a “rainy day” fund.</p> <p>Have staff person(s) responsible for new areas of advancement, e.g., alum, grandparents, KOC, etc. (move to advancement)</p> <p>Maintain a tuition that is the major</p>	<p>STM will remain financially solvent from year to year.</p>	<p>School Board works with the Administration to develop annual budget every year.</p> <p>Develop proposal to operating income.</p> <p>Meet with STM Parish staff (Pastor) and Principal to discuss reducing parish support and growing “rainy day” fund surplus (timing).</p> <p>Explore, identify, and implement means to provide additional revenue growth.</p> <p>Explore the feasibility of a family fundraising commitment fee.</p>	<p>Yearly</p> <p>Ongoing</p> <p>Estimating 5 years depending on adoption of proposal.</p> <p>Ongoing</p>

	<p>component of the overall cost to attending school.</p> <p>Administration and School Board will maintain regular contributions to the Endowment Fund. (move to advancement)</p>	<p>Endowment Fund will continuously grow to keep tuition affordable.</p>	<p>Faculty and staff will work together to publicize student and school successes, hold regular open houses and tours, maintain school website and social media pages, and continue to provide a top academic, athletic, and spiritual education.</p> <p>Proceeds from annual Oktoberfest will continue to be put into the Endowment Fund. Other sources for funds will be explored by the board and Advancement Committee.</p>	<p>Ongoing</p> <p>Ongoing</p>
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ADVANCEMENT

St. Thomas More is committed to maintaining a development program centered around events that build the school and parish community.

OBJECTIVE	GOALS	ANTICIPATED OUTCOME	ACTION TAKEN	COMPLETION DATE
<p>1. To develop and maintain an Advancement Committee to promote the mission of the school; thereby creating a spirit of philanthropy to help our school grow and be vibrant and successful.</p> <p>Restructure various fundraising activities under the Advancement umbrella.</p> <p>Increase overall fundraising amount year to year.</p>	<p>Identify Advancement Office roles and write job descriptions for evolving needs.</p> <p>Identify and focus on the greatest need of school advancement.</p> <p>Monitor, manage, and adjust advancement time line and program as needed.</p> <p>Increase overall fundraising amount by 2% per year.</p>	<p>Advancement committee will include director, board member, administration, and parent volunteers.</p> <p>Continually increase the level of participation among school families in the fundraising process.</p> <p>Create and implement plan for selling signage to hang in the gym (Orthodontists,</p>	<p>Administration will select members for committee whose experiences will add to the efficiency of efforts.</p> <p>Committee will analyze monies spent vs. raised by each major fund-raiser.</p> <p>Develop a plan to organize all fundraising activities to minimize overlap in soliciting contributions. Promote company match giving program.</p> <p>Create targeted programs to fund specific activities or programs. (if someone wants to pay for religion books, create a way to do it.)</p>	<p>Committee will be developed in Fall 2015; ongoing meetings will take place to ensure continuation of goals and growth.</p> <p>Develop Plan by December 2018.</p> <p>Fall 2016</p>

	<p>Create targeted giving program.</p> <p>Develop a donor base to increase contributions, looking outside traditional channels.</p> <p>Launch yearly Annual Fund Campaign</p>	<p>doctors, parent-owned busiennses, etc.)</p> <p>Quality teachers, facilities, and faith-formation will be highlighted.</p>	<p>Advancement Committee will select a program for donor database and populate with current and past families/alumni.</p> <p>Advancement Committee will plan and implement an annual fund, approved by administration, under a unified tagline theme - <i>Together We Give. Together We Grow.</i></p> <p>Advancement Committee will creat print nad digital materials, including video testimonials.</p> <p>Fund will target students, parents, grandparents, and parishioners and will place an emphasis on estate planning and corporate match giving.</p>	<p>Fall 2018</p> <p>In Place & Ongoing</p>
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FACILITIES

St. Thomas More is committed to developing school facilities that support our enrollment goals and enable enriched academic opportunities for our students.

OBJECTIVE	GOALS	ANTICIPATED OUTCOME	ACTION TAKEN	COMPLETION DATE
1. STM will make the best use of the existing space available in the school facilities.	The administration, along with faculty members, will work with the parish to coordinate sharing of space with other parish ministries.	Cooperative relationship between all members of the STM community will ensure space is maximized.	Office staff will work with church office and office of religious education to coordinate schedules and events.	Ongoing
			Assess classroom needs based on current and future programs (art, religion, music, sports, clubs, math, science, etc.)	Ongoing
			Assess space availability for afterschool and summer programs.	Ongoing
2. STM will maintain an safe and attractive campus.	Continually assess safety of campus. Develop plan for facility enhancement and budgeting -- main playing field, cleaning	A safe environment will be provided for students and staff. Install irrigation system and landscaping around campus (specifically	Facilities manager will make regular checks of the school buildings and grounds and provide monthly facilities report.	Ongoing
			Develop campus landscaping action plan.	Fall 2018

<p>3. STM will become a more environmentally friendly campus.</p> <p>Develop Strategic Capital Maintenance and Improvement Plan.</p>	<p>and paint, signage, technology.</p> <p>Improve landscaping around campus.</p> <p>Develop plan to reduce carbon footprint.</p> <p>Reduce carbon footprint by _%.</p>	<p>around the electronic sign).</p>	<p>Develop facility usage inventory to identify use of space and propose optimal use of facility.</p> <p>Assess facility current carbon footprint and develop action plan to reduce carbon footprint.</p>	<p>Complete by March 2019.</p> <p>Fall 2018</p> <p>Spring 2019</p>
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COMMUNITY RELATIONS

St. Thomas More is committed to building a positive sense of community with our parish, neighborhood, Archdiocese, and extended Houston area.

OBJECTIVE	GOALS	ANTICIPATED OUTCOME	ACTION TAKEN	COMPLETION DATE
<p>STM will seek opportunities to build amicable relationships with the diverse religious and civic communities in the immediate area.</p>	<p>Administration will work with faculty, PTO, and parish to provide opportunities for the school to build community.</p> <p>School representatives will be involved in church activities to build relationships and possibilities for giving.</p>	<p>Deeper sense of community within the school community and as members of the larger community.</p>	<p>The school and parish will plan annual Oktoberfest celebration.</p> <p>Faculty and staff will participate in parish choir throughout the year.</p> <p>Advertize school events in church bulletin.</p> <p>Submit articles to local newspapers and magazines.</p> <p>Assist in the vitality of the SVDP Food Pantry by conducting several food drives throughout the school year.</p> <p>Send thank you notes to homes around the school impacted by Oktoberfest.</p> <p>Document student service hours performed.</p>	<p>Annually</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Annually</p> <p>In Place and Ongoing</p>

			Develop student run group to document/maintain/promote student community relations.	
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TECHNOLOGY

St. Thomas More is committed to seamlessly integrating technology throughout the curriculum in a way that is educationally sound and appropriate.

OBJECTIVE	GOALS	ANTICIPATED OUTCOME	ACTION TAKEN	COMPLETION DATE
<p>1. Ensure students and teachers have necessary technological tools and training, in the computer lab as well as other appropriate venues throughout the school.</p>	<p>Administration will continue to invest in technology as an additional resource tool in the classroom.</p>	<p>Graduates will be better prepared to enter technology-enriched high schools and beyond into the modern day workplace.</p> <p>Students will have better access to on-line textbooks and other programs that enrich their curriculum.</p>	<p>Touch-screen, interactive televisions will be placed in minimum of two classrooms per year.</p> <p>A classroom set of tablets will be placed in a charging station that can be shared with all PK3-4th grade students.</p> <p>All students in grades 4-8 will be provided with Google Chromebooks (replacing outdated Netbooks)</p>	<p>Fall 2016 initially, with additional four each school year.</p> <p>Fall 2016</p> <p>In Place & Ongoing</p>
	<p>Administration will work with School Board and IT Committee to enhance infrastructure and increase resources to</p>	<p>Increase wi-fi bandwidth and stability to all school facilities in order to provide a safe and secure network.</p>	<p>Administration will work with an IT consultant to conduct a system audit, including the communication network security, and proceed with updates to maintain network capacity.</p> <p>Audit</p>	<p>In Place & Ongoing</p>

	<p>support our technology program. Administration and technology director will work with faculty and ARCHGH technology group to explore options to use technology for innovative ways to enhance instruction.</p>	<p>Teachers will be kept abreast of the most current technology to enhance their instruction in the classroom.</p>	<p>will identify short-term and long-term network needs</p> <p>.</p> <p>Selected teachers will attend technology trainings each summer and follow-up as needed to train faculty on the latest in technology.</p> <p>Identify additional training classes for teachers/staff/students to attend training.</p>	<p>Annually</p> <p>Annually</p>
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