

Hastings Catholic Schools - Strategic Plan Project List - 2020-2025							
Pillar	What:	Who:	When:	Estimated Costs:	Budget \$	Start Date	Complete Date
AR-1	Assist/support administration with finding speech coach(es) as needed	Administration & Robin Lauder	If needed, before speech season starts	No new costs			
AR-2	Review and publish current music programs and effectively communicate with HCS community	Administration & Robin Lauder	Yearly and as needed	None-utilize HCS website and newsletters			
AR-3	Consider hiring a part-time vocal teacher for HS if enrollment were to increase	Administration & Robin Lauder	When enrollment increases to offset cost	Part-time teacher salary \$20K	TBD		
AR-4	Formation of a music/fine arts booster club to further support fine arts financially and with support needed by teachers/coaches. Could assist HS music teacher with administrative tasks.	Administration & Robin Lauder	Fall 2020	None-would utilize this to further support fine arts costs			
AR-5	Collaborate with AD and coaches to prioritize important/key fine arts rehearsals/practices over sports practices	Administration & Robin Lauder	As needed	None			
AR-6	Assist with further pursuing implementation of Career & Technical Education (CTE) assessing student interest, costs and academic scheduling. (Vocational/Ag education/FFA).	Administration, Matt Greenquist & Ryan Week	Start planning 2020, possibly implement in 2021-2022	\$40K to \$70K per year with benefits & program costs, offset by grants/private funding for 3-5 years	TBD-\$50K after 3 yrs of grants		
AR-7	Collaborate with administration to reach out to Aquinas/Neumann HS to discuss implementation and academic scheduling of CTE program.	Administration & Matt Greenquist & Ryan Weeks	Start planning 2020, possibly implement in 2021-2022	None			
AR-8	Assist with securing funding for an exceptional teacher to implement CTE (vocational/ag ed) at HCS.	Administration & Matt Greenquist & Ryan Weeks	Start planning 2020, possibly implement in 2021-2023	Team to work to secure grants for Ag/Ed - No Cost			
AR-9	Requests for 7 new apple TVs & Ipads for STM.	Carol Brouillette, Monica Munter	When funding available	\$150 each X 7 = \$1,050 - in budget			
AR-10	Annually survey science labs/classrooms for needed equipment/supplies.	Robin Lauder & Administration	Yearly and as needed	None			
AR-11	Request larger screen computers & computer speakers for STC teachers that are in need.	Administration & Ellen Thomas	When funding available	Check Tech Office Refresh -in budget \$100/\$150 each			
AR-12	Purchase a portable microphone to use at the high school- hawk walk- all school events	Administration & Ellen Thomas	When funding available	\$150, included in budget			
AR-13	Utilize resources from Institute for Catholic Liberal Education/University of Dallas/Barney Charter schools to assess, consistency of our mission across our course work and pedagogies,and identify areas of improvement.	Administration & Robin Lauder	Ongoing	As individual areas are identified as needs and when funding is available, may be offset by private donations			
AR-14	Have a "fill the shelves" fundraiser to increase volume of classic literature for school libraries	Chelsey Mangers, Robin Lauder	Yearly	None			
AR-15	Create a book list, utilize resources such as the Page One book list, of literature to be promoted and encouraged among Catholic students to promote increased literacy, Catholic worldview, culture and identity. Find ways to promote increased use of literature among families of HCS.	Chelsey Mangers, Robin Lauder	Ongoing	None			

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AR-16	Increase communication regarding course offerings and dual credit to HCS community	Jalaene Choquette/Current School Counselor/Sr. Christa Marie	Annually at time of student registration	No cost - utilize existing communication venues			
AR-17	Implement a plan that all high school students meet yearly with a staff member to create/discuss/revamp their 4 year plan for their education at STC.	Jalaene Choquette/Current School Counselor	Ongoing	No Cost			
AR-18	Add a page to the LINKS that allows for a tutorial/communication on one particular faith-based activity; new activity topic each issue.	Sister Christa Marie + Marketing (use high school students that are interested)	TBD	Possible Printing Cost of additional page in LINKS			
AR-19	Add a section to the webpage titled "Faith-based Activities" Let the drop down menu say View All View St. Michael Elementary View St. Cecilia Middle School View St. Cecilia High School Then keep adding a topic page under each file that speaks to the event – emphasizes faith in action – and can be kept there as a library that gets built with each new addition.	Sister Christa Marie (and Danielle)	Begin Summer 2020 and on-going	No cost			
AR-20	Consider development of a program that would link a high school student with a middle school student in order to foster the concept of One in the Faith; would make middle schoolers feel a part of a bigger picture. Could be modeled after the Big Brother/Big Sister concept.	Administration & volunteer Robin Lauder	Ongoing	No cost			
AR-21	Monitor our math scores from ITBS testing in our elementary and middle school to see the effect of this new curriculum and and share these numbers with parents that are interested.	Administration & volunteer Amy Clark	After ITBS every year	No cost			
AR-22	Monitor so we don't fall behind in traditional benchmark skills in elementary and middle school. (What are those benchmarks and do parents need to know them?)	Administration & volunteer Amy Clark	After benchmark testing every year	No cost			
AR-23	Monitor the 8th grade Algebra rate and success in our school. (Perhaps the middle and high school teachers could recommend a goal. This year 58% of our 8th graders are in Algebra I. Having parents know this information.)	Administration & volunteer Amy Clark	Ongoing	No cost			
AR-24	Continue to monitor trends in ACT scores of our seniors.	Sister Christa Marie	Ongoing	No cost			
AR-25	Emphasize the importance of math beginning in early grades. Asking parents to become stronger partners with the teachers and school. (It should have the same emphasis as our sports programs.)	Amy Clark, School Improvement Team	Ongoing all year long	No cost			
AR-26	What resources do our teachers need to help students falling behind in our school. (High School students tutoring younger kids/middle school kids, Volunteer parents from stay at home-List compiled)	Administration & volunteer Amy Clark	Ongoing all year long	No cost			
AR-27	More opportunity for parents to become involved when changes in the curriculum are being considered.	Administration & volunteer Amy Clark	When purchasing curriculum	No cost			
AR-28	Investigate the interest in implementation of after school clubs. (survey students and parents to find interest), Ex. Invention Convention- ESU9 2nd-6th, Future Problem Solvers- ESU9 4th, STM Chess Club, etc.	Monica Munter/Chelsey Mangers	Beginning of the year	Possible cost of paying teacher for an extra curricular, Maybe from HSA funds for elementary			

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AR-29	Investigate Air Conditioning in the South wing. Ellen is meeting with Rutts and Precision Heating for Air Conditioning.	Administration & Ellen Thomas	Currently	No cost for investigation			
AR-30	Investigate hiring a float para (seperate from the SPED para) Float Para could sub when there are no subs available	Administration & Ellen Thomas	Before 2020 school year	\$18,000 per year	\$18,000		
AR-31	Parent driven monthly love for the teachers similar to HSA at St. Michael's. Goal would be to show appreciation for staff.	Ellen Thomas/Chelsey Mangers	Ongoing	No cost			
AR-32	Provide a process for teachers to have an input on an annual basis for professional development for the following year. Use Title 2A Grant and ESU9.	Monica Munter/Carrie Rasmussen	Ongoing	No cost on creating process			
AR-33	Curriculum evaluation of current reading, science and social studies to make sure the programs are aligned with the new state standards. This request was made based on the teacher survey.	Monica Munter/Carrie Rasmussen	Ongoing	No initial cost to investigation; pursuing a new program would			
CIC-1	Formation of Student Cohorts/Cenacles/House System (grades 6-12, 9-10 per group), with faculty leader/facilitator, for the purposes of expanding, strengthening, and diversifying stakeholder relationships within the student body. Cohorts would be selected by school's administration, campus ministry, guidance counselor, and teaching staff to ensure that each group is: diverse in it's membership (does not include current self selected groups, clubs, friendship groups, etc.), is balanced in it's grade, gender, and interests of members in as much as possible. Current programming will be reconfigured to promote the growth of cohort cohesiveness (e.g. hawk block's organized by cohort, cohort attend mass together) and the spiritual, intellectual, and social effectiveness and well-being of it's members. New programming will be devised to promote the growth and strength of the cohorts, along with the improved communications, participation, and inclusion of family's, fellow parishioners, and the greater community of Hastings.	Brian Redinger in conjunction with - Student Body 6-12, Administration, Guidance Counselor, Campus Ministry, Teaching Staff, Parents.	Fall 2020	Paid Staff Time to organize groups, and plan year 1 programming (\$250 to \$1,000-Activity Sponsor Stipend), Programming Uncertain. Current programming should be sufficient to realize the community building potential of the cohorts. In budget.			
CIC-2	VBRD (Virtue-based restorative discipline) Process Promotion. VBRD already in place, but may not be used consistently or to its fullest extent. This would attempt to: 1) more consistently get students who are not fully living a catholic identity the help needed to improve, 2) give teachers better access to resources to help each student involved, 3) attempt to get the family of each student involved a better opportunity to be part of the solution, 4)expand the focus of healing efforts, from focusing mainly on the offending student, to include those students who were impacted in a negative manner by the inciting event.	Lead - Logan Pritchard, Rob Hrnchir, Fr. Sughroue, Sr. Maria Consuela - along with Administration, Fr. Sughroue, ? Fr. Hazuka at StM, Mrs. Shaw, HCS teachers, Teacher volunteers, Families of students involved	2020-21 school year.	Additional monetary costs should be minimal if any. This should not require any additional staff/personnel. Volunteer time would be difficult to estimate.			
CIC-3	Student Bible/Book Study - Providing a group Bible study for interested High School students to participate in. This would operate similar to an extra-curricular club. This would provide a faith based avenue for students to lead their peers. Possibility of expanding to other grade levels if successful.	Sr. Teresa Maria	2020-2021 school year	The only cost would be if a program was chosen that required a fee, may be offset by parents donations.			

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CIC-4	Unbound Prayer Incorporation. Students are introduced the prayer associated with the <i>Unbound</i> series. This introduction currently occurs in 4th grade and continuing to prompt students to process life through this style of prayer will foster an atmosphere of regular prayer in small groups and entrusting all to God asking for the release of small and big blocks to peace and grace in the lives of students. Currently implemented in 4th and 5th grades. Intent would be to start with Students in 4th - 6th grades, and expanding into later grades as able.	Marg Nocker, Sr. Teresa Maria, Logan P., HCS teachers	2020-2021 school year	This does not require any funding.			
CIC-5	Faculty/Staff Bible Study - Make a specific invitation at opening faculty meetings for staff to meet regularly to study Scripture together. This project will strive to provide an opportunity for the leaders of our school system to build relationships with one another and come to know Christ through the Word. Intended to start in StC and move to StM if successful.	Sr. Teresa Maria and HCS Teachers for Middle School and High School.	2020-2021 school year	This does not require any funding.			
CIC-6	Saying the school mission statement at the beginning of every school day at both STC and STM.	Sr. Maria Conseula lead on the project. Consider a process for a student leader from each school. An individual would lead the first few words on the morning announcements.	Beginning August 2020 - reoccurring every day	None - except maybe to create a laminated poster with the mission statement to be posted in every classroom			
CIC-7	Teaching Masses that are age appropriate for K-5 and 6-12 buildings. For the sake of time, the parts of the Mass could be split up and covered over the course of many Masses.	Fr. Sughroue	Beginning in 2020-2021 school year... Possibly reoccurring yearly?	None			
CIC-8	Family Prayer Group (Students and Parents) possibly once a month after school at STM. This would help build up the family unit as the domestic church and help parents feel more comfortable praying with their children.	Marg Noecker and Sr. Maria Consuela	Beginning in 2020-2021 school year or whenever a more detailed plan is organized	None			
CIC-9	Some sort of demerit card at STC that would track uniform infractions and tardies. With this system, maybe 3 infractions or tardies would lead to a detention instead of only one uniform infraction leading to a detention? Also, verbal warnings are often given regarding uniforms so a demerit card would help keep track of the warnings so that they would be remembered. This would also help increase fairness with enforcing the school rules.	Fr. Daro and Volunteer Lay Teacher lead. Administration and STC Teachers	Beginning in 2020-2021 school year or whenever a more detailed plan is organized	None			
CIC-10	Adjust MS/HS Mass Schedule: Have a different Friday Mass schedule. Instead of inserting Mass in Hawkblock, shorten all periods during the day so that Mass can be had at the beginning of the day (without taking away Hawkblock). This would help improve student attitudes toward Mass since it would not be taking away something valuable and would in fact make Friday classes shorter. (See column G and H for Current and Proposed schedules) Consider additional All School Masses during this process.	Fr. Daro, Fr. Sughroue lead.	Fall 2020	None			

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CIC-11	Promoting Family Faith Formation Biannual faith-night for parents and students in which a priest (or other competent theological speaker) gives a talk geared towards the faith-formation of both parents and students (topics should be carefully selected to have greatest effectiveness). Provide snacks and drinks (including adult drinks?) to make the experience enjoyable. Have no other school-related activities scheduled for that night. Accompany talk by a discussion/writing assignment to be completed at home as a family which can then be discussed in theology class during the next weeks. Possibly K-12 implemented over time	Head of Theology Department	Fall and Spring 2020-2021	\$1000 (food and drinks) in budget			
CIC-12	Allow and encourage any and all STC High School Students to go on the Washington D.C. Pro-Life March in January, every year, to consider scheduling no games or practice during the week of the trip.	Rob Hrnchir lead. School Principal, Superintendent, Athletic Director, Campus Minister	Week of January 20th every year. Applied the next time a schedule change would be possible.	Offer scholarships for students unable to afford the trip. (Scholarship \$ already available)			
CIC-13	Discipling individuals and families to help grow in relationship with Christ and involving in parish life....invite to Thursday night 7:00 -8:00pm holy hour.	Any parent/parishioner	Throughout the school year	Time and willingness.			
CIC-14	Unbound Ministry guided book study for parishes. A similar weekly group study has already taken place at each parish, and another is already scheduled for StC in the fall. Suggest that each parish adopt an alternating Fall/Spring schedule for each parish to host the Unbound event one a year.	Marg Noecker, Logan Pritchard lead. Unbound group, Fr. Kubat, Fr. Hazuka.	Twice per year, once at each parish	Volunteer time, minimal cost of food/beverages, possible donations for books/materials.			
CIC-15	Identify and reach out to families who are registered but inactive in parish life, especially those who do not attend Sunday Mass. Invite families to return to Mass (perhaps with some sort of social aspect). Educate families about parish contributions of parishes towards tuition reduction.	Fr. Daro and Pastors of St. Cecilia and St. Michael	Fall 2020	None			
CIC-16	Placeholder for additional project regarding mission work. Establish and fund for mission trips/scholarship. (Idea from Wahoo Neuman, where missionaries give testimony to groups who donate to this fund, also have missionaries work at events hosted by groups, to earn money towards his/her scholarship)	Likely will need to form a small committee, likely with Campus Ministry and several lay volunteers	Research to start Fall 2020				
CIC-17	Spiritual Conferences/Speakers: A study of resources available to Catholic Schools for enhancing the faith formation of our students will be conducted with a goal to invite leaders who currently have a mission to evangelize within the Church. In order to evangelize to the world, Catholic youth and adults must first be evangelized into deeper conviction in our faith so that we have strength and commitment to go out and tell the Good News. Reach out to well-known Catholic leaders and discuss the possibility of coming to our school for a conference/talk/retreat. Some of those being considered are: Neal Lozano, founder of Unbound Ministry, members of his team (Pennsylvania) Fr. Mathias Thelen, Encounter Ministries and members of his team. (Michigan) Fr. Michael Voithoffer, Ablaze Praise and Worship, (Omaha) The above persons are not only holy Catholic leaders who bring a powerful message, they provide a pathway to attainment of deep faith and preservation of our Catholic identity as well as how to be the light of Christ in the world.	Marg Noecker, Patricia Hrnchir	No timeline set at this point	Further research will be required to determine the cost of individual speakers. The feasibility of each speaker will be at least partially be determined based on speaking fees.			
SLE-1	To consider a Mentorship Program for Grades 6-12 to connect students in Middle School with High Schoolers, for prayer, mass, leadership, spiritual direction, etc. Combine with CIC-1	Megan Fago	Meet Weekly/Monthly during Hawk Block	None			

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SLE-2	To add to the current Mission Trips by exploring Local, Statewide, and additional National trips, can be as short as one day, to include more students in MS through HS.	Dana Fanning	possibly during the school day, weekends/summer	variable			
SLE-3	To implement a Club Day where numerous clubs, i.e. FBLA, National Honor Society, etc. meet and try to focus on making sure all students are in a club or feel	Megan Fago	Meet monthly during Hawk Block	None			
SLE-4	To create a Mentorship & Outreach Program for New Families and those coming to STC from STM that focuses on nurturing current and new families, as well as those who may be considering departure	Kristi Weeks	Biannually and as needed for new families; current families	None - nominal stamps, etc			
SLE-5	To explore the option to create School Directories - sorted by class, with a privacy notice, so it is easier for parents, faculty and others to connect.	Cheryl Schneider	Yearly	Cost of copies - digital?			
SLE-6	To consider adding Community Service Field Trips to the middle school and elementary school, in addition to the existing field trips	Megan Fago		Free			
SLE-7	To implement Hawk Dad Festivities such as school greeters, serving breakfast, prayer leadership, etc.	Joe Fanning - will form group	2-3 times/year	variable			
SLE-8	To promote STC Organizations and Community Partnerships to enhance what we have: Pro-Life w/ Wellspring; K of C w/Freshman boys; FBLA w/STC business owners, Leadership Hastings, Hastings young Professionals, etc.	Principal to club leaders - WHO?	Beginning of the school year	none			
SLE-9	To consider In-school "real-life" learning opportunities for High School students, such as running a Coffee Shop in school (fundraiser), packaged food store, art sale, etc.	Gary Lehn	Next 2-4 years	variable			
SLE-10	To form Youth Sports Leadership Committee that creates guidelines and communication to all families pre-K through 12 for clubs and non-NSAA sanctioned sports.	Cheryl & Gary	Yearly or Seasonally	none			
SLE-11	Informative Open House with displays for the different school organizations and encourage personal invitations from existing group members to join.	Cheryl Schneider	Yearly-prior to school starting also tie this in to Mentorship & Outreach for New Families	none			
SLE-12	Consider new club organizations for HS, MS and GS such as financial investing, cooking, robotics, music, art, archery etc.	Megan Fago					
SLE-13	Inclusion of Middle School and Elementary Students in Homecoming Festivities (not necessarily the same ones as High School, but something fun to BeOne!)	Megan Fago	Annually	none			
SLE-14	To explore the Inclusion of Middle School Students in assemblies at HSC and/or to host some assemblies for the Middle School.	Megan Fago	Annually	none			
SLE-15	Student Section Spirit Leaders - in the high school, possibly welcoming grade school/middle school students in a section, as well.	Spirit Squad Leader - Maggie Zeckser AD	Seasonally	none			
CD-1	Development - To develop a comprehensive, multi-year communications and development plan that will provide direction for Hastings Catholic Schools' funding, enrollment enhancement marketing and development, with a focus on alumni, benefactor and community relationships, focused on leveraging social media, frequent communications and personal meetings.	Hauli with Volunteers	Ongoing				

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CD-2	Communications - To review and develop the communications and marketing plan, identify target markets, procedures for data collection and annual goals for reaching out to different constituents, including parents, alumni, past parents, supporters, benefactors and students.	Danielle	Ongoing				
CD-3	Enrollment - Continue to Increase Pre-K and Kindergarten enrollment to 45-50 children each year, by developing and implementing specific recruitment, admissions and retention activities to attract and retain students who of all nationalities and faiths.	Danielle & Volunteers	Ongoing				
CD-4	Marketing Materials – Continue to create branded marketing materials and electronic messaging for use in development, communications and enrollment activities.	Danielle	Ongoing				
CD-5	Distribute Children's Missals in Deanery Churches	Carrie, Karess, Mary	Spring 2020	50 (ask Tami Hentzen about book cost)			
CD-6	Formalize communication/information sharing process with parish offices to receive current and new member listing (including newly born/baptized/CCD) on a quarterly basis.	Fr. Brouillette, Fr. Kubat, Fr. Hazuka & Markeing/Foundation Offices					
CD-7	Schedule bi-annual class time with CCD students where principals and CAO would be able to visit with CCD students about HCS and answer questions.	STM, STC Principals, Fr. Brouillette, Fr. Hazuka, Karyn Scott	2020-2021				
CD-8	Revamp current 5th grade visit days and open house events, to include include invites to CCD students, non-student parishioners, and community-wide age group.	STM, STC Principals, Danielle	Fall 2020				
CD-9	To consider hosting events, such as a St. Nicholas community event, singing club, etc. Invite CCD and community children.	Dana Fanning?, Fr. Kubat, Fr. Hazuka, Karyn Scott	Summer 2020				
CD-10	To renew the Spanish translation of LINKS newsletter submissions for stuffing in parish bulletins and work toward translating email communications sending to Hispanic email list and possibly offer monthly video updates that could be emailed out to Hispanic Outreach email list.	Fr. Daro, Danielle, Mikayla Niederklein	Fall 2020				
CD-11	To create new website with simplified menus, faith-focused, self-promoting materials. Project Proposal and layout is already complete with focus on three areas: WE ARE HCS, HCS FAMILIES, HCS FRIENDS. See project proposal for details.	Danielle, Robin Lindauer	Fall 2020	\$10,000-in budget already			
CD-12	To research, purchase and install text messaging alert system and develop communications plan, how to enroll and usage guidelines.	Mary, Danielle, Carrie	Fall 2020	\$1,500/year (PS) in budget, consider new one if needed			
CD-13	Develop Style Guide for all promotional materials and work with AD and principals for HCS merch design and purchasing processes.	Danielle, Clint Head, STM, STC Principals, Lonna Rowse	Summer 2020				
CD-14	To consider forming an ambassador group to focus on parent outreach at the parishes, to increase enrollment. Work with pastors to obtain Baptism, 3 Yr. Old, CCD lists.	Fr. Brouillette, Fr. Kubat, Fr. Hazuka, Danielle	2020-2021				
CD-15	To stay in contact with recent graduates and alumni by updating database & consider communications such as sending cards to first year college students, email messages, gift packages for students, monthly cards (we're praying for you from volunteers/retired people), as well as Foundation email newsletter, etc.	Danielle, Lisa, Hauli	2020-2021				

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CD-16	Update database and request Email updates from list via survey biannually to support database accuracy, include parents & grandparents.	Danielle	2020-2021				
CD-17	Continue One Community publications and bulletin HCS News page inserts and work towards STC including the News page in full in bulletin, consider "The Catholic Community" calendar where all events from parishes and school are in one location.	Danielle, Fr. Kubat, Fr. Hazuka, Tammie, Ryan, Fr. Brouillette	2020-2021				
CD-18	To consider implementing Kid's Club (GICC model) to invite and entertain PK-5 non-HCS students at STC games, activities and events, with Annual calendars, Free admission, etc. Implement based on success of annual movie night event.	Home & School, Student Council	2021-2022				
CD-19	Develop one, consolidated recruitment packet that includes focused materials (using same model as proposed new website) for the entire HCS system. This is not an enrollment packet. Enrollment will be a separate process. This will include only information that highlights WE ARE HCS type information. Develop distribution list to include parish offices, Chamber, daycares, etc. Real estate families that are moving into town.	Danielle & Volunteers	2020-2021	\$1,000 to \$2,500 for printing, in budget already.			
CD-20	Develop liaison position with STM Home & School Association and Faith Committees to open lines of consistent communication and enhance marketing efforts, branding and activity promotion. Add Danielle to email lists for assistance.	Monica Munter	Fall 2020				
CD-21	Review of annual marketing, communications and development calendar/plan.	Danielle, Hauli, Subcommittee of parents, parishioners.	Fall 2020, annual				
CD-22	To build unity and connections between middle school students, a sense of place, importance, belonging and a responsibility to each other. Leadership and discussion curriculum for 6th, 7th and 8th grade students as a class during hawkblock/other times, add social activities.	STC, Clint Head, Lindsey Shaw, Campus Ministry, Middle School Teachers (Hauli via Rasmey Advocate Program)	Phased tiers each year adding to program				
CD-23	Establishing an STC Alumni Board of Directors to assist with marketing, development, etc., meet quarterly each year.	HCS Advancement, Foundation and Marketing, Alumni Volunteers	Starting in fall 2020, adding to phase more over the following years.				
CD-24	To increase to Annual Appeal each year, based on data, giving climate and market. Evaluated annually for set goal. Focus on increased alumni giving %, business community, past-parents and parishioners, top 50 businesses and school partners, provide Annual Report of Donors.	HCS Foundation and HCS Marketing	Starting with the 2020-21 fiscal year				
CD-25	HC Foundation, strategic marketing, education an outreach for planned/deferred giving, Marketing to attorneys, financial planners, agents, donors, nursing home residents with yearly events and outreach. Individual face to face meetings and working with our Bluehawks Forever campaign.	HCS Foundation and Marketing and Foundation Board of Directors	Starting 2020-21 School Year				
FF-1	To conduct a feasibility study on the amount that could be raised to fund teacher salary endowment fund & building project.	Hauli Sabatka	Summer 2020	Offset by private funding		4/1/2020	



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FF-2	To increase enrollment in the grade school and high school to 40-50 students per grade by 2025, by improving transitions from Pre-K to Kindergarten, 5th Grade to Middle School and 8th Grade to High School.	School Administration, Marketing & Enrollment	2020-2021 & Ongoing				
FF-3	To increase enrollment in the grade school and high school to 40-50 students per grade by 2025, by adding Before school care, summer Daycare and to consider adding a fulltime Daycare in the future.	Pastor, Principals, Unity Council	August 2020-Before School Care, Summer Care & then Daycare	TBD		4/1/2020	
FF-4	To consider reducing grade school classes to one teacher per grade, if enrollment goes below 30 in a grade, by replacing teachers who leave or retire with a para.	Pastor, Unity Council, Principals	Evaluation Annually	Only if necessary			
FF-5	To maximize Diocesan scholarships for low income families and to focus HCS Scholarships on assistance for middle income families.	Finance Pillar Team, Unity Council, Pastor	Ongoing			5/1/2020	
FF-6	To create and publish 5 year rolling budget annually to promote transparency and good stewardship in the parish and school system and host 2-3 Open Forum Meetings a year to review the budget and the Strategic Plan Project list results.	Finance Pillar Team, Unity Council, Pastor	June 2020 & Annually			5/1/2020	
FF-7	To continue to keep parish subsidies to the school to under 80% of weekly and holy day giving.	Finance Pillar Team, Unity Council, Pastor	Ongoing, Updated Annually			5/1/2020	
FF-8	To monitor teacher salaries and to stay within 85% to 90% of Hastings public schools and to review teacher benefit package as compared to local public schools.	Finance Pillar Team, Unity Council, Pastor	Ongoing, Updated Annually			5/1/2020	
FF-9	To establish a Stewardship Covenant program, with a document that explains the need for tithing and volunteerism within the parish and school to fund the subsidized tuition model in our parishes and schools, starting in 2020-2021.	Finance Pillar Team, Unity Council, Pastor	8/1/2020				
FF-10	To promote the Teacher Salary Endowment Fund in Phase 1 of the Capital Campaign, to increase the fund to \$3m to ensure fair teacher pay now and in the future.	Hauli Sabatka, Pastor, Unity Council	Fall 2020				
FF-11	To increase HCS endowment to \$7m and the HCS Teacher Salary Endowment to \$3m by 2025.	Development Department	Fall 2020 & Ongoing				
FF-12	To finalize future building plans for Phase 2 of the campaign, based on the success of the capital campaign.	Unity Council & Pastor	Summer 2021				
FF-13	To determine Phase 3 of the campaign, based on the success of Phase 1 and Phase 2.	Unity Council & Pastor	Summer 2022				
					<b>Total Budgeted</b>	<b>Total Started</b>	<b>Total Complete</b>
103	<b>Total Projects &amp; Estimated Costs</b>				<b>\$18,000</b>	<b>6</b>	<b>0</b>