



# LONG-RANGE STRATEGIC PLAN WITH MISSION SUSTAINABILITY STANDARDS 2008-2013

## MISSION STATEMENT

St. Anne Catholic School provides quality Catholic education and develops responsible, Christian young adults with an emphasis on moral and religious values of faith, community, and service.



**Completed**



**Ongoing**



**Not Completed**

# The Long Range Plan with Mission Sustainability Standards

## Catholic Identity

**Goal:** The school will promulgate the philosophy and mission statements of the school.

**Objective 1:** To ensure integration of Catholic teaching throughout all areas of curriculum.

Standard/Improvement Strategy	Timeline	Responsibility	Measurement	Cost
a. The mission statement will be included in all publications and promotional materials of the school.*	On-going	Principal	Publications, promotional materials	Variable
b. Investigate and select new Religion textbooks/workbooks.	February, 2009	Religion teachers	Textbooks are purchased	to be determined
c. Utilize new Religion textbooks/workbooks.	On-going through 2017	Faculty and staff	Lesson plans, Student behavior, class work	
d. Provide more “age-appropriate” readings for the younger students to substitute for more difficult ones for weekly Mass participation	Through August 2013	Principal/religion coordinator working with Pastor and religion teachers	Students are able to read/listen with understanding and read in mass without errors	None
e. Conduct retreats for junior high-age students	Twice yearly through 2013	Principal, Religion coordinator and religion teachers	Retreats will be evaluated by participants, presenters, and teachers	\$250

**Objective 2:** To develop a closer relationship with clergy and parishes.

Standard/Improvement Strategy	Timeline	Responsibility	Measurement	Cost
a. Each classroom will select a priest and/or deacon and work to develop a relationship	By September of each school year	Religion teachers	List reporting classroom “adoptions” and end of the year report showing invitations, activities and responses by clergy	-0-
b. Students write letters/cards of encouragement to seminarians and deaconate candidates	Two times a year	Classroom teachers	Cards/letters are mailed with samples submitted in report.	Approximately \$100
c. “Adopted” clergy members are invited to school events like Open House, grade level programs, and or special events such as luncheons and service award banquets	A minimum of twice a year	Classroom teachers	Copies of invitations are extended with copy sent to the office for file and in report	-0-
d. Various members of the clergy (especially those “adopted) are asked to come say weekly Mass or homily	Throughout the year, minimum twice	Religion teachers with Pastor	When “adopted” clergy are at Mass	-0-

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## Ownership/ Governance

**Goal:** The school will have a committed school board led by a dynamic executive committee guided by the principal and superintendent that meet diocesan standards while utilizing active committees to further the mission of the school.

**Objective 1:** To provide qualified and dedicated school board membership

Standard/Improvement Strategy	Timeline	Responsibility	Measurement	Cost
a. Provide a discernment meeting for candidates to ensure all <i>meet eligibility/qualification requirements</i> *	July - June	Chairperson	Sign-in/meeting minutes/qualified candidates are discerned	\$100 for refreshments
b. Provide an orientation session to clarify duties and expectations and remind new members about meeting so that all will <i>attend orientation</i> *	Date to be determined by superintendent	Chairperson/ Individual members	Evidenced in committee work and attainability of goals	-0-
c. Provide reminders to encourage all members to <i>attend meetings</i> *	July - June	Chairperson/ Individual members	Evidenced in committee work and attainability of goals	-0-
d. Provide on-going board in-service and invite members to <i>attend on-going board in-service</i> *	Date to be determined by superintendent	Chairperson/ Individual members	Evidenced in committee work and attainability of goals	-0-
e. Provide materials and support to ensure that all members <i>know/supports school, board, and diocesan policies</i> *	Ongoing	Chairperson/ Individual members	Reflected in committee work	-0-

**Objective 2:** To provide organization and structure to meetings so that members will be present and prepared.

Standard/Improvement Strategy	Timeline	Responsibility	Measurement	Cost
a. Post attendance to remind members that <i>meetings are responsibility of members</i> *	Monthly, July - June of each year	Chairperson/ Individual members	Meeting minutes reflecting attendance	-0-
b. Have <i>committees provide reports at each meeting</i> *	Monthly, July - June of each year	Chairperson/ Individual members	Meeting minutes reflecting committee action	-0-
c. Provide <i>meeting minutes and committee reports in advance so that all are prepared for meetings</i> *	Monthly, July - June of each year	Individual board members	Meeting minutes reflecting committee action	-0-
d. Provide <i>evaluations to measure meeting effectiveness</i> *	Yearly	Principal, Chairperson, Individual members	Evaluation completed and shared with board	-0-
e. <i>Review the Long Range Plan with Mission Sustainability Standards regularly</i> *	Yearly by March meeting	Chairperson	Report by principal and targets determined by board/faculty/staff	-0-

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**Ownership/ Governance - continued**

**Objective 3: To utilize the strengths of all members through committee work.**

<b>Standard/Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>
a. Ensure that <i>committees are manageable with 3-5 members</i> *	Monthly, July - June of each year	Committee chairpersons	Active committees evidenced by monthly reports
b. Provide leadership from the chairperson to ensure that <i>committees have a clear, concise charge</i> *	Monthly, July - June of each year	Chairperson and Full board in collaboration with principal	Active committees evidenced by monthly reports
c. <i>Recruit non-board members to serve on the committees based on experience related to task</i> *	Monthly, July - June of each year	Committee chairpersons in collaboration with principal and stake holders	Active committees evidenced by monthly reports
e. <i>Select a chairperson from the board membership who acts with board directives, facilitate committee work and report to the full board.</i> *	Monthly, July - June of each year	Chairperson in collaboration with principal and full board	Active committees evidenced by monthly reports
f. <i>Present reports from each committee to the board at least quarterly.</i> *	Monthly, July – June of each year	Committee chairpersons	Active committees evidenced by monthly reports

**Objective 4: To demonstrate accountability to the school’s stakeholders through communication.**

a. Provide a quarterly report for the parents and pastor.*	Quarterly each year	Chairperson and the board	Articles published in newsletters/Edline	-0-
b. Communicate goals and objectives to stake holders (pastor, faculty, parents, parishioners)*	Ongoing	Chairperson and the board	Parent meetings/ newsletters/Edline	-0-
c. Publish meeting minutes to board members after each meeting.*	Ongoing	Board Recorder/Sect.	Minutes provided in timely manner	-0-
a. Provide a quarterly report for the parents and pastor.*	Quarterly each year	Chairperson and the board	Articles published in newsletters/Edline	-0-
b. Communicate goals and objectives to stake holders (pastor, faculty, parents, parishioners)*	Ongoing	Chairperson and the board	Parent meetings/ newsletters/Edline	-0-

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## Finance

**Goal: Address the Mission Sustainability Measures as developed by the Diocesan School Board and approved by Bishop Guillory.**

**Objective 1: Establish and collect tuition and fees.**

<b>Standard/Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Achieve true cost tuition*	Yearly	Finance Committee in collaboration with principal	Determined by budget	Undetermined \$5,529.88
b. Provide a tuition scale based on income*	Yearly by Spring enrollment	Bookkeeper	A list will be provided for principal indicating number of students at each income level according to tuition scale	Dependent on enrollment and income level of students enrolled
c. Collect 100% of tuition *	Yearly	Bookkeeper and Principal	100% collection	\$3,188
d. Provide significant financial aid (grade school: 10% / high school 5-7% of annual budget)*	Yearly	Principal	Number of students on tuition levels level 5 or lower	Determined and reflected by Annual Giving
e. Use 5 year enrollment history to establish tuition rates (see School Budget Procedures manual)*	Yearly, by April Board Meeting	Principal	Presentation of enrollment history	-0-
f. Meet minimum diocesan salary scale requirements*	Yearly, by April Board Meeting	Board President and Principal	Teacher salary scale	To be determined yearly
g. Establish a focus group to study means to increase salaries without significant increase in tuition.	On-going	School board; principal	Increased salaries without significant increase to tuition	-0-

**Objective 2: Establish means for additional fundraising (15% of budget).**

<b>Standard/Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Utilize fundraising *	On-going	Principal; Home and School; Board	Fundraising to equal 15% of budget	-0-
b. Seek grants*	On-going	Administration and board	Grants acquired that offset costs	-0-
c. Collect subsidies from parishes*	On-going	Pastor	Amount of subsidies added to budget	-0-

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**Finance - continued**

**Objective 3: Generate revenue through Annual Appeal (between 5% and 7% of budget).**

<b>Standard/Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Prepare an Annual Appeal Plan with strategies and milestone dates for meeting performance goals*	July through June yearly	Board; Principal; Development Coordinator	Annual Appeal goal is met	-0-
b. Continue to educate parents on benefits of tax-deductible gifts vs. increased tuition	On-going	Director of Development	General understanding is evident by increased gift	-0-
c. Garner 100% School Board membership in donor base	Yearly	Director of Development	100% of Board contributes	-0-
d. Garner 100% participation by faculty in donor base	Yearly	Director of Development	100% of faculty contributes	-0-
e. Increase number of donors by 1%	Yearly	Director of Development	One-percent increase in the number of donors	-0-

**Objective 4: Ensure efficiency of operations**

<b>Standard/Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Increase enrollment to meet student to teacher ratios of 22:1 in PK – 4 and 25:1 in 5 - 8 *	On-going	Principal	Enrollment data compared to 674	\$4,000 in publicity efforts
b. Develop yearly budget based on historical revenues and expenses	By May yearly	Principal; Pastor	“Balanced Budget”	-0-

**Objective 5: Provide for reserve funds and capital improvements.**

<b>Standard/Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Allocate 2% of budget for technology* (This would equate to \$59,400 in 2008-09 and due to a large gift in the previous year, this number is above that which was allocated in the budget. Therefore, less than 0.4% was allocated in 2008-09)	Yearly	Principal, Board; Development Coordinator; and Director of Maintenance and Facilities	Grants and gifts	Note comment in strategy Off by \$23,000
b. Allocate 5% of budget for capital improvements* (This would equate to \$148,550 in 2008-09 and most large projects were completed in 2007-2008 leaving only about 2% allocated in 2008-09.)	Yearly	Principal; Board; Pastor; Director of Maintenance and Facilities	Capital dollars spent yearly to maintain and improve facility	Note comment in strategy Increased by \$55,000 2010-2011
c. Four months operating cash in reserve*	Yearly	Principal; Board liaison	Report by board member monthly	-0-
d. Absence of debt*	Yearly	Principal; pastor	“Balanced budget”	-0-

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**Finance - continued**

**Objective 6: Provide for future funding through endowments.**

<b>Standard/Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Contribute to endowments- Contribution Goal: 5% (not investment return but new contributions)* Distribution Goal: 5% of previous 3 year average *	July through June yearly	Principal; board	Increase of endowment	\$9,6000
b. Develop endowed scholarship program and establish scholarships.	One per year through 2013	Director of Development	Scholarship is established; donor honored	\$100
c. Develop publicity piece to advertise endowment gift- giving opportunities and legacy gifts to alumni and parishioners.	Yearly	Director of Development	Publication and endowment results	\$2500

**Marketing/Pastoral Relations/Enrollment**

**Goal: The school will have a comprehensive marketing plan that garners support from the pastor and results in high campus enrollment.**

**Objective 1: Develop and implement a marketing plan.**

<b>Standard/Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. A formal written plan will be developed, implemented and updated annually.*	Yearly	Principal; Director of Development	Increased enrollment and revenue	-0-
b. A Marketing Committee will be responsible for implementation of the plan.*	Yearly	Board Chairperson	Increased enrollment and revenue	To be determined
c. The plan will be communicated to the board, faculty, alumni, and parishes annually.*	On-going	Principal; Director of Development	Reports, articles in newsletters and increased revenue	-0-
d. Marketing will be included as a line item in the budget.*	Yearly	Principal	Budgeted item	-0-

**Objective 2: Communicate plan to the community-at-large.**

<b>Standard/Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Marketing materials, both internal and external, including web site, brochures, registration packets, etc.*	On-going	Principal; Director of Development	Increased enrollment and revenue	\$4000
b. Surveys (Parents/Students/Teachers)*	On-going	Principal; Director of Development	Analysis of data and presentation to board	\$100
c. Exit Interviews (Teachers/Parents)*	On-going	Principal	Analysis of data and presentation to board	-0-
d. Advertise appropriately in local media to maintain public contact	Quarterly	Director of Development	Advertisements and generated responses	\$10,000
e. Publish Wildcatter magazine	Bi-annually (January and July)	Director of Development	Publication is printed and mailed; added to website	\$10,000
f. Increase use of website and Ed-line for communicating school information	On-going	Director of Development	Increase in Website/Ed-line visits	\$2,000

**Objective 3: Analyze Marketing Documents Annually.**

<b>Standard/Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Marketing materials, both internal and external, including web site, brochures, registration packets, etc.*	On-going	Principal; Director of Development	Increased enrollment and revenue	\$4000
b. Surveys (Parents/Students/Teachers)*	On-going	Principal; Director of Development	Analysis of data and presentation to board	\$100
c. Exit Interviews (Teachers/Parents)*	On-going	Principal	Analysis of data and presentation to board	-0-

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**Marketing/Pastoral Relations/Enrollment - continued**

**Objective 4: Garner support from pastors.**

<b>Standard/Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Keep pastors informed of school goals*	On-going	Principal	Pastor involvement with school	-0-
b. Include pastors in marketing efforts*	On-going	Principal; Director of Development	Pastor involvement with school; increased enrollment and financial support	-0-
c. Identify opportunities to involve pastors in life of school* SEE CATHOLIC IDENTITY OBJECTIVE 2	-----	-----	-----	-----

**Objective 5: Increase enrollment to building capacity.**

<b>Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Compile and analyze statistical data yearly*	Monthly	Principal; Director of Development	Report to board	-0-
b. Update Four Year Projections	Yearly	Principal; Director of Development	Projected increased enrollment	-0-
c. Administer “satisfaction surveys” to students and parents annually.	Yearly	Principal; Director of Development		-0-
d. Conduct exit surveys.	Within seven days of student’s withdrawal from the school.	Principal; Director of Development	Report analyzing causes for student withdrawals	-0-
e. Identify families with prospective students at all grade levels with an emphasis on pre-kindergarten and kindergarten	Ongoing	Administrative Assistant/Director of Development	Prospective student and waiting list established	-0-
f. Actively recruit children 0- 4 years.	Ongoing	Administrative Assistant/Director of Development	Enrollment of those recruited	To be determined
g. To communicate with the parish communities in order to foster a positive word-of-mouth campaign.	Ongoing	Administrative Assistant/Director of Development	Information is published in church bulletins	none
h. Conduct annual Open House during Catholic Schools Week.	Yearly	Administrative Assistant/Director of Development	Event is held and well-attended.	\$100

**\*Mission Sustainability Standards**

## Instructional Program

**Goal: St. Anne Catholic School will fulfill the mission of providing quality education.**

**Objective 1: To provide and utilize technology effectively in daily instruction.**

<b>Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Provide a table and 3 working computers as a student learning center in every classroom at each grade level.	May 2010	Director of Technology and Facilities	Computers are installed and utilized daily by students	\$3,000 per classroom
b. Equip all classrooms with a document camera and projector	May 2009	Director of Technology and Facilities	Teacher daily use of equipment	\$1500 per classroom
c. Equip classrooms at each grade level with interactive white board and projector	May 2011	Director of Technology and Facilities	Lessons are implemented daily utilizing the board in each classroom	\$3,000 per classroom
d. Provide a resource computer lab available by reservation	May 2012	Director of Technology and Facilities	Teachers implement whole-class lessons using lab	To be determined
e. Update computer lab and science lab equipment with state-of-the-art technology	May 2013	Director of Technology and Facilities	Teachers implement whole-class lessons using lab	To be determined

**Objective 2: Update curriculum guides and resources to correlate with state textbook adoption cycle, TEKS and TCCED standards.**

<b>Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Review and select textbooks and teaching materials for Math adoption	April-May 2008	Math Teachers; Assistant Principal; Principal	Textbooks from multiple publishers are reviewed	\$25,000
b. Update pre-kindergarten curriculum to support a full- day program	August 2009	Principal and Pre-K teachers/staff	Pre-K is full day of studies and activities	\$5,000
c. Review and select textbooks and teaching materials for Religion adoption	May 2009	Principal; Assistant Principal; Religion teachers	Students demonstrate teacher use of new textbooks are utilized in 2009-10	\$10,000
d. Review and select textbooks and teaching materials for English/Language Arts K-1; Reading 2-5; and Literature 6-8 adoption	May 2010	Principal; Assistant Principal; Language Arts teachers	Students demonstrate teacher use of new textbooks are utilized in 2010-11	\$10,000
e. Review and select textbooks and teaching materials for English/Language Arts 2-8; Speech 6-8; Pre-Kindergarten systems; Spelling 1-6; Handwriting 1-3 adoption	May 2011	Principal; Assistant Principal; teachers	Students demonstrate teacher use of new textbooks are utilized in 2011-12	\$10,000

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**Instructional Program –continued**

<b>Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
f. Review and select textbooks and teaching materials for Science K-8 adoption	May 2012	Principal; Assistant Principal; Science teachers	Students demonstrate teacher use of new textbooks are utilized in 2012-13	\$10,000
g. Review and select textbooks and teaching materials for Social Studies K-8 adoption	May 2013	Principal; Assistant Principal; Social Studies teachers	Students demonstrate teacher use of new textbooks are utilized in 2013-14	\$10,000

**Objective 3: Enhance opportunities for student entrance into advanced coursework and expanded electives.**

<b>Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Review and vertically align math, science, and religion curricular scope and sequence.	August 2009	Teachers; Assistant Principal; Principal; SAS faculty; MKCHS staff	Scope and sequence is developed and followed at all grade levels	-0-
b. Refine criteria for placement in advanced math coursework	December 2008	Principal; Assistant Principal; Math teachers	Students pass Algebra placement testing for High School.	-0-
c. Make changes in the schedule to offer electives on a year-round basis rather than quarterly for grades.	August 2008	Principal; faculty	Overall student elective time is increased	Cost of ½ day electives teacher

**Objective 4: Provide staff development to increase professional knowledge and skills base of faculty and staff.**

<b>Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Provide teacher training on instructional techniques to meet the needs of various learning styles	August 2013	Principal and Assistant Principal; classroom teachers	100% of faculty will complete Gifted and Talented certification and lessons reflecting differentiated instruction.  Professional growth hours in differentiation of instruction is provided.	-0-
b. Retrain teachers in use of Accelerated Math and Accelerated Reading	August 2009	Principal	Student achievement of AM and AR goals	-0-
c. Provide training in the utilization of new technology equipment	On-going	Technology facilitator	Students products utilizing technology	-0-

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## Technology

**Goal : The school will use Edline and maintain minimum standards as established by the diocesan Office of Catholic School**

**Objective 1: Utilize Ed-line as a tool for teachers to communicate with parents.**

<b>Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Update Ed-line	Weekly	Teachers	Ed-line will be up-to-date	-0-
b. Post lesson plans on Ed-line	Weekly	Teachers	Ed-line will be up-to-date	-0-

**Objective 2: See Instructional Program, Objective 1 for imbedded Technology objectives and strategies**

**\* Mission Sustainability Standards**

**Community**  
(Communication and Public Relations)

**Goal: St. Anne Catholic School will provide a positive image through communication with faculty, families, the St. Anne community and our publics.**

**Objective 1: Improve communication between faculty and parents.**

<b>Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Add newsletter and general information to website	Immediately	Webmaster	Information is on website	-0-
b. Install an electronic message board visible from all areas of carpool lines	August 2009	Administrative Assistant/Director of Development	Message board is in place and used	Sponsorship dependent
c. Attain 100% activation of Edline by parents	September 2008	Classroom teachers; Administrative Assistant	Edline master listing reflects all parents are activated	-0-
d. Add Parent-Teacher-Student Handbook to Edline and website	April 2008	Administrative Assistant/Director of Development	Handbook is posted	-0-
e. Encourage increased parental use of the website by sending them emails to make reference to it and noting website in newsletters	Minimum of once a month	Administrative Assistant/Director of Development	Parents frequent and use the website for information and communication	-0-
f. Update Edline weekly to provide parent access to current assignments and grades	Weekly	Teachers	Weekly update attached to lesson plans	-0-

**Objective 2: Share students' activities and achievements with the community-at-large.**

<b>Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Submit information about curricular and liturgical activities to office	On-going	Teachers; Director of Development	Information published regularly in local media, website, and newsletters	-0-
b. Provide and share information about student achievements with the office on a regular basis for use in publications.	On-going	Teachers; Administrative Assistant	Monthly newsletters posted on website and mailed to grandparents telling of student achievements	\$500

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## Buildings, Grounds, and Maintenance

**Goal : St. Anne Catholic School will provide safe, attractive, and accessible school facilities.**

**Objective 1: Provide safe facilities.**

<b>Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Monitor quality of drinking water	On-going	Director of Maintenance	Water is determined to be safe and palatable by the city and SAS users.	-0-
b. Update the alarm system between the buildings for increased warning timing during times of emergency	August 2008	Director of Maintenance	System works simultaneously in all campus facilities	\$25,000
c. Investigate and make changes to security of Primary building during the school day	August 2009	Principal; Pastor; Dir. of Tech. & Maint.	Access to the building is restricted to only authorized personnel	To be determined
d. Install security system at the Secondary building so that all visitors are screened before gaining entry.	August 2010	Director of Maintenance	System in activated and used daily.	To be determined
e. Install security cameras throughout parking lots and buildings	August 2011	Director of Maintenance	System in activated and used daily.	To be determined
f. Conduct feasibility study of need and cost of building an early-childhood center	August 2012	Board; Principal; Pastor; Dir. of Tech. & Maint.	Feasibility study presented to board	To be determined
g. Remodel kitchen area of the cafeteria	August 2013	Board; Principal; Pastor; Dir. of Tech. & Maint.	Project completed	To be determined

**Objective 2: Improve the aesthetics and use of the facilities.**

<b>Improvement Strategy</b>	<b>Timeline</b>	<b>Responsibility</b>	<b>Measurement</b>	<b>Cost</b>
a. Paint exteriors of all peeling paint and molded areas and replace windows	August 2008	Director of Maintenance with Pastor	Facilities are painted	\$50,000
b. Repaint every classroom in the secondary building	August 2009	Director of Maintenance and staff	Rooms are painted	\$1000
c. Complete re-carpeting goals in primary building	August 2010	Director of Maintenance	Rooms re-carpeted	\$3500
d. Add/rework greenery on the front and sides of the school (the 11 <sup>th</sup> street side)	August 2011	Director of Maintenance with Scouts or ExxonMobil employees	Plants are planted and maintained	\$500
e. Re-surface the remainder of the parking lot.	August 2012	Board; Principal; Pastor	Parking lot/carpool line is repaired	\$125,000
f. Add band and drama classrooms to secondary building	August 2013	Board; Principal; Pastor; Dir. of Tech. & Maint.	New classrooms	To be determined

**\* Mission Sustainability Standard**