



## Goal 4: Wise Stewardship

**To increase our stewardship to the parish and school.**

**Action 1:** To raise awareness and understanding of the importance of parish stewardship.

**Action 2:** To improve the financial stability of the school.

**To continue to work with and seek out organizations and means for alternative funding.**

**Action 1:** To strengthen our partnership with the Fulcrum Foundation.

**Action 2:** To pursue grant opportunities through a development committee.

**Action 3:** To improve fundraising and giving initiatives, ensuring that we are reaching our school, alumni and local community.

**To build effective strategies to ensure sustainable systems of marketing and development.**

**Action 1:** To continue to utilize parents as school ambassadors at school events and within the local community.

**Action 2:** To expand online and social media presence.

**Action 3:** To pursue new opportunities for development including hiring a development director.

**To create sustainable business practices to ensure fiscal responsibility.**

**Action 1:** To ensure that policies are understood and continually reviewed.

**Action 2:** To collaborate financially with the parish to ensure a financial plan.



**Mission Statement:** *Holy Family Bilingual Catholic School provides diverse families a faith-filled, two-way immersion education rooted in academic excellence where students are productive global citizens.*

This Strategic Plan, *Visión para el Futuro*, was created to integrate the four pillars of Catholic Identity, Academic Excellence, Accessibility and Affordability in alignment with the Strategic Plan for the Archdiocese of Seattle. It was a collaborative effort guided by the Holy Family School Commission during the 2017-2018 school year to direct our initiatives for growth, change and advancement of our school community.



## Holy Family Bilingual Catholic School

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# *Visión para el Futuro: Strategic Plan*

**2018-2023**



*One family, diverse in backgrounds and united in faith.*

*Una familia, de diversas culturas, unida por nuestra fé.*



### Goal 1: Catholic Identity

**For the entire Holy Family community to strive to model Catholic faith and Catholic virtues.**

**Action 1:** To continue more in-depth focus on Catholic values we would like our children to embody.

**Action 2:** To recruit, hire and retain faculty and staff who emphasize Catholic faith and model Catholic values in their teaching.

**To continue to value community service while promoting social justice throughout the curriculum.**

**Action 1:** To ensure clear understanding that Catholic values promote positive citizens of the world.

**Action 2:** To create community service opportunities to teach social justice at all grade levels.

**Action 3:** To ensure understanding of love in action to the marginalized and less fortunate in our school and local community.

**To provide each child with a strong, academic, Catholic foundation guided by the Archdiocesan Religion Curriculum Standards.**

**Action 1:** To support teachers in their catechetical certification along with the religion standards through ongoing retreats and professional development.

**Action 2:** To continue to work with teachers on curriculum maps that reflect the Archdiocesan religion standards.

**Action 3:** To adopt the ACRE evaluation tool to effectively measure the teaching of religion.

**To strengthen collaboration and communication with Holy Family Parish to further unite as one ministry.**

**Action 1:** To increase communication between parish and school staff including the pastor and principal.

**Action 2:** To collaborate on joint events and activities.

**Action 3:** To bring school families to the church and having parish families enroll at Holy Family Bilingual Catholic School.



### Goal 2: Academics

**To continue to grow a challenging and developmentally appropriate Two-Way Immersion Program for preschool through eighth grade.**

**Action 1:** To align Holy Family's curriculum with Washington State and Common Core Standards.

**Action 2:** To identify and support students who struggle academically so they can succeed.

**Action 3:** To properly integrate technology in all areas in order to foster the 21st Century student.

**To utilize purposeful assessment procedures and strategies to enhance student learning and growth.**

**Action 1:** To inform instruction through the development and use of proper testing.

**Action 2:** To construct benchmarks for the Two-Way Immersion Program.

**Action 3:** To use formative, longitudinal assessments to measure growth.

**To cultivate and retain highly capable professionals.**

**Action 1:** To develop a comprehensive plan to retain our best teachers in a highly competitive school arena, including compensation.

**Action 2:** To increase professional development opportunities, especially in the area of Two-Way Immersion.

**Action 3:** To recruit professionals to Holy Family Bilingual Catholic School through increased networking.

**To continue to foster co-curricular programs that focus on the whole child.**

**Action 1:** To increase after school enrichment opportunities.

**Action 2:** To research and implement a social-emotional learning curriculum.



### Goal 3: Accessibility

**To sustain a Catholic education that is accessible to all students.**

**Action 1:** To increase enrollment in all grades from the parish and local community.

**Action 2:** To implement sustainable practices in tuition assistance distribution.

**To increase support of all learners in our diverse community.**

**Action 1:** To maximize federal funding to promote equity and inclusion.

**Action 2:** To increase technological opportunities that meet the needs of all students.

**To sustain an accessible facility that encourages a culture of learning.**

**Action 1:** To ensure a safe facility both physically and through comprehensive safety protocols.

**Action 2:** To create a plan to upgrade and maintain a facility that supports 21st century learners.

**Action 3:** To work with the parish to maintain proactive awareness of facility repairs.

**To foster family engagement to support students in their academic achievement.**

**Action 1:** To engage parents as leaders of the school.

**Action 2:** To create opportunities that increase parent participation.

**Action 3:** To establish systems to ensure continual engagement of new and existing families.

