



CEDAR CATHOLIC JR. & SR. HIGH SCHOOL

78° v

*Developing Disciples
for the Future*

STRATEGIC PLAN

2024-2027

Mission Statement:	1
Belief Statements:	1
Exit Outcomes:	2
Objectives:	3
Strategies:	3
Action Plans:	6
Religious Education Program:	7
Core and Elective Education Programs:	8
Activity Programs:	9
Technology Programs:	10
Career Education and Guidance Programs:	11
Communications and Public Relations Programs:	12
Board, Administration and Finance Programs:	13
Support Programs:	14
Transportation, Buildings and Grounds Programs:	15
Development Office & CCC Board:	16
Completed Action Report:	18

Mission Statement

The loftiest aspiration of our organization.

Mission Statement: Empowered by our Catholic faith and the Holy Spirit, Cedar Catholic Jr.-Sr. High School develops disciples, scholars, and leaders for the future.

Beliefs

Fundamental values, ethical codes, and overriding convictions and principles.

Belief Statements: Cedar Catholic Jr.-Sr. High School believes that:

- • All students can learn and must develop a sense of responsibility for their learning and actions;
- • Learning takes place through individual and interactive activities;
- • All students deserve equitable and quality learning opportunities that provide for individual differences;
- • Family support and guidance is critical in the learning process;
- • The school must be a community whose Christian values are understood, communicated, and demonstrated;
- • Respect and acceptance are essential in the development of a student's dignity and self-worth;
- • The school must reach out and collaborate with local and parish communities, as visible witnesses of God's love and service in the Church;
- • Participation in group activities (both academic and extracurricular) is vital in assisting the student to develop responsibility, Christian attitudes, and leadership;
- • The school is committed to providing a safe and supportive environment to ensure student educational success;
- • It is the duty of the State to protect, through legislation, the right of the family to educate children in their religious beliefs.

Exit Outcomes

Established guidelines from which Cedar Catholic will operate.

Self-imposed regulations: Things Cedar Catholic graduates will demonstrate

1. **Exit Outcomes:** Graduates of Cedar Catholic Jr.-Sr. High School will be able to demonstrate:

- Catholic religious knowledge, virtue, and practices:
 - By their personal belief in God through their lifestyle; and
 - By their ability to display knowledge of moral and religious practices and obligations.

- Complex thinking skills:
 - By applying academic knowledge to logical problem-solving strategies;
 - By applying analytical and logical reasoning to everyday living; and
 - By displaying innovative and creative thought processes.

- Effective communication skills:
 - By using a variety of research skills and resources;
 - By expressing ideas clearly;
 - By effectively communicating for a variety of purposes;
 - By effectively communicating through a variety of mediums; and
 - By creating quality products.

- Effective social skills:
 - Through the ability to self-assess and monitor behaviors in a group;
 - By exhibiting community interaction; and
 - By developing relationships and fostering cooperation with all age groups and races.

- Independent learning skills:
 - By being self-motivated and self-directed;
 - By establishing clear goals and means for success; and
 - By seeking new challenges and considering choices before acting.

- A balance of spiritual, emotional, social, and physical practices for wellbeing:
 - Through an appreciation and acceptance of one's beliefs and culture;
 - Through an awareness of the effect of personal behavior on the greater community;
 - Through global awareness;
 - By pursuing personal standards of excellence; and
 - By making healthful choices in diet and exercise.

Objectives

Desired end results.

Objective 1: Cedar Catholic Jr.-Sr. High students will have the opportunity to excel academically, possess diverse coursework with strong rigor, a solid foundation of skills, and an opportunity to have a well-rounded Catholic education (both curricular and extra-curricular) consistent with Cedar Catholic Beliefs and Exit Outcomes to achieve their personal goals.

Objective 2: Cedar Catholic Jr.-Sr. High School will have the technology, facilities, transportation and program resources to meet the needs of 21st-century learning while enabling our school to support the interest and needs of students to pursue a career of their choice and success in a competitive workforce.

Objective 3: Cedar Catholic Jr.-Sr. High School will meet the needs of our community to attract, develop and retain a quality workforce, manage financial resources, grow enrollment, build relationships with other communities, and promote parent and community involvement and support of Cedar Catholic Jr.-Sr. High School.

Strategies

Strategies are intended to close the gap between our baseline data (where we are) and our mission (where we want to be). Desired and measurable end results.

Religious Education Programs

Strategy 1.1: Increase involvement, visibility and continuity of Priests and/or Religious in our schools and Parishes.

Strategy 1.2: Continue to schedule and increase access to Mass, Retreats, Rally's, Eucharistic Adoration, Campus Ministry and Discipleship, and Community Service Programs.

Strategy 1.3: Continue to explore and expand resources and materials used in Religious Education Classes.

Strategy 1.4: Increase opportunities for parents to be more involved in their child's faith formation and increased Vocations.

Core and Elective Education Programs

Strategy 2.1: Review/update curriculum, textbooks, and materials aligned to our Catholic Faith and Accreditation Standards (Language Arts, Math, Science, Social Studies)

Strategy 2.2: Review/update elective course options, curriculum, textbooks, and materials aligned to our Catholic Faith and Rule 10 Accreditation Standards.

Strategy 2.3: Promote and increase access and support for a competitive Visual and Performing Arts Curriculum, Schedule, and Extra-Curricular Programs.

Strategy 2.4: Recruit, develop, and retain teachers and administrators with the credentials, endorsements, and certification in their assigned areas.

Activity Programs

Strategy 3.1: Review practice schedules and adopt and implement guidelines to reduce conflict with other programs and Wednesday/Sunday Church Services.

Strategy 3.2: Review and promote increased student participation in athletic and performing arts extra-curricular programs, clubs, and community events.



Strategy 3.3: Research and implement programs to promote parent participation and support for students involved in extra-curricular programs.

Strategy 3.4: Recruit, develop, evaluate, and retain quality coaches, sponsors and directors for all extra-curricular activities and student clubs.

Strategy 3.5: Consider expanding options for students to earn physical education credits for summer and after/before school strength training programs.

Technology Programs

Strategy 4.1: Review IT service, support, hardware and software available to staff and students to ensure our students have access to state-of-the-art technology.

Strategy 4.2: Research programs and schedules to allow student access to programs in STEM, Robotics, Web Design, Coding, Programming, etc....

Strategy 4.3: Expand websites and communication systems to promote parent and community involvement and support for Cedar Catholic Jr.-Sr. High School.

Career Education and Guidance Programs

Strategy 5.1: Research programs to promote student awareness of workforce and college options in alignment with career interests and aptitudes.

Strategy 5.2: Research and increase Dual Credit and College Credit options for students interested in accessing early entrance post-secondary programs.

Strategy 5.3: Research and implement mental health and anti-bullying programs and support for students and staff.

Strategy 5.4: Continue support and implementation of a structured Work-based program focused on building career awareness and employability skills.

Strategy 5.5: Research and expand scholarship opportunities with the Development Office, Community, and College Programs.

Communications and Public Relations Programs

Strategy 6.1: Work with Parish Offices to promote Catholic School Programs in Weekly Bulletins.

Strategy 6.2: Expand communications, support, and cooperation between East and West Elementary, Holy Trinity, and Cedar Catholic Jr.-Sr. High School.

Strategy 6.3: Research, develop and implement programs to promote parent awareness of scheduled events, changes, and options for increased involvement.

Strategy 6.4: Research, develop and implement recruitment programs to encourage parents to consider the benefits of Catholic School for their children.

Strategy 6.5: Expand use of Websites, Social Media, video productions, etc.... to market the benefits of Catholic Education at Cedar Catholic Jr.-Sr. High School.

Board, Administration and Finance Programs

Strategy 7.1: Review current hiring practices to ensure the selection, hiring, development and retention of quality administration, teaching, and support staff.

Strategy 7.2: Research, develop, and implement an evaluation system to promote and support effective instruction and classroom management.

Strategy 7.3: Increase staff visibility in the community and continue posting administrative meeting and program information on the principal's website.

Strategy 7.4: Increase transparency and consistent reporting of all budget and finance expenditures and receipts including tuition, endowments, savings, etc....



Strategy 7.5: Conduct annual salary/benefit studies with Rural Catholic Schools and area public schools to ensure a competitive workforce compensation package.

Strategy 7.6: Continue posting board agendas, administrative reports, finance reports and meeting minutes on the school website.

Strategy 7.7: Review effectiveness of classroom management, discipline and student supervision in alignment with school handbook guidelines.

Support Programs

Strategy 8.1: Review current hiring practices to ensure the selection, hiring, development and retention of quality administration, teaching, and support staff.

Strategy 8.2: Review coop bus program with Hartington-Newcastle Public and East and West Elementary School relating to funding and efficiency of the coop program.

Strategy 8.3: Review student transportation systems and parking safety before and after school and parking availability around schools.

Strategy 8.4: Develop a schedule for vehicle replacement and establishment of a finance option through the Development Office in support of this program.

Strategy 8.5: Review current facility needs and implement a plan to finance and schedule needed facility improvements.

Transportation, Buildings and Grounds Programs

Strategy 9.1: Review behavior/discipline guidelines and communication systems to promote a safe and orderly transportation system.

Strategy 9.2: Research, develop, and implement an evaluation system to promote and support effective instruction and classroom management.

Strategy 9.3: Increase staff visibility in the community and continue posting administrative meeting and program information on the principal's website.

Strategy 9.4: Increase transparency and consistent reporting of all budget and finance expenditures and receipts including tuition, endowments, savings, etc....

Development Office & Cedar Catholic Jr. -Sr. High School Board:

Strategy 10.1: Research and develop a program to research grant opportunities and expand and promote individual gifts, events, endowment and estate planning.

Strategy 10.2: Continue program to recognize and appreciate the support of Blue-Ribbon Committee Members and develop a plan to expand membership.

Strategy 10.3: Review current annual events and schedule and research ideas for updating or expanding community/alumni fund raising programs.

Strategy 10.4: Reorganize the Cedar Catholic Jr.-Sr. High School Board, By-laws and Articles of Incorporation in directing activities of the Development Office, Blue Ribbon Committee.

Strategy 10.5: Hire a Lay President and develop the job description to include governance of Cedar Catholic and the Development Office.

Strategy 10.6: Develop a plan to create transparency, engage stake-holders, connect with supporters and alumni and promote Development Office Programs.

Strategy 10.7: Continue efforts to increase sources of revenue from the Development Office for ALL Catholic Schools, keeping tuition and subsidies affordable.

Strategy 10.8: Continue and expand the K-12 Tuition Assistance Program for any families needing support to enroll their children to our Catholic Schools.

Strategy 10.9: Research and develop programs to expand and promote individual gifts, grants, etc... in support of early childhood programs.

Action Plans

Action Plans are steps taken in order to accomplish the strategies listed as important. Action plans must be funded, have staffing resources, time committed to seeing the action plan through, and communication on what is to be done, and what is finished. The action plan must be measurable and evaluated annually.

Action Plans:

Religious Education Programs

Strategy 1.1: Increase involvement, visibility and continuity of Priests and/or Religious in our schools and Parishes.

- Continue to invite Priests and seminarians to visit Theology classes on a Monthly basis in order to have a presence with students, to get to know students, and to be available to answer questions.
- Invite retired and visiting Priests and Sisters to visit and meet with Cedar Catholic students.

Strategy 1.2: Continue to schedule and increase access to Mass, Retreats, Rally's, Eucharistic Adoration, Campus Ministry and Discipleship, and Community Service Programs.

- Continue to have students attend Mass weekly and on Holy Days.
- Continue to have each class participate in an off-campus retreat each year that is run by a priest and Campus Ministry members.
- Connect with Newman Centers of local universities/colleges; FOCUS missionaries; other high school Catholic schools for CCHS high school students for retreats, etc.
- Continue to have each class attend first Friday Mass, spends their theology time at church for Eucharistic Adoration, and participates in Benediction.
- Continue to coordinate a service day where students ring bells for the salvation army at various locations, students help decorate church, choir sings at nursing homes, etc.
- Continue to host the Large Youth rally every other year & ideas for mini-rallies and schedule and coordinate mini retreats in off years of the larger Rally. Sending students to our elementary schools to do religious activities with elementary kids.
- Continue to have each class go to Confession once a month - either during Theology class time or as a big group.

Strategy 1.3: Continue to explore and expand resources and materials used in Religious Education Classes.

- Continue to provide a Bible for students to use in and outside class.
- Continue to provide teachers the Hallow app for personal use and in their classroom.
- Coordinate with the Evangelism Institute (EI) to provide resources and professional development to meet the 26-hour Catholic Schools Archdiocese Program.

Strategy 1.4: Increase opportunities for parents to be more involved in their child's faith formation and increased Vocations.

- Continue recruiting parents, grandparents, and community volunteers and share their faith in Discipleship Groups.
- Invite parents to daily mass - use bulletins; send note at beginning of year Cedar Masses at 8am or 2:40; check Sycamore calendar
- Continue supporting CCHS staff that are parents/grandparents to invest in their child(ren)'s faith formation by being actively involved in church, school and activities by being teachers, support staff and coaches of various activities.
- Continue to focus prayers for Vocations in the classroom - Rosary for Vocations; use school chapel to offer adoration – and Invite FOCUS missionaries to share their journey of Faith to increase Vocations to the Priesthood or Religious life.



Core and Elective Education Programs

Strategy 2.1: Review/update curriculum, textbooks, and materials aligned to our Catholic Faith and Accreditation Standards (Language Arts, Math, Science, Social Studies)

- Align textbook selection and curricula to the Omaha Archdiocese Curriculum Standards.
- Provide time for teachers to meet to go through new standards and align with current teaching materials.
- Review/practice for students to prepare for the annual Archdiocese Assessment.
- Provide time for teachers to meet by department, with our elementary teachers, and resource teachers to continue to work on curriculum alignment.

Strategy 2.2: Review/update elective course options, curriculum, textbooks, and materials aligned to our Catholic Faith and Rule 10 Accreditation Standards.

- Continue to have teachers work individually, in departments, or as a whole staff to evaluate and update our lessons/unit materials to our Catholic traditions and beliefs and to Rule 10.
- Continue offering student counseling on options for registration for classes both from guidance counselors and classroom teachers.
- Annually review elective course offerings.
- Post online to school site, access to our class/course offerings.
- Expand health programs to include education on the harmful effects of alcohol/drug use/vaping, etc....

Strategy 2.3: Promote and increase access and support for a competitive Visual and Performing Arts Curriculum, Schedule, and Extra-Curricular Programs.

- Continue to promote and supports our fine arts extracurricular activities of band, pep band, jazz band, chorus, swing choir, One Act, and junior high and high school speech.
- Create a One-Act(1st semester)/Speech Competition (2nd semester) class option for high school.
- Continue to schedule JH sports during 8th period to allow all students the opportunity to participate and limit conflicts with facility conflicts.
- Expand One-Act Play schedule to allow our students opportunity to compete prior to Conference/District/State Contests.

Strategy 2.4: Recruit, develop, and retain teachers and administrators with the credentials, endorsements, and certification in their assigned areas.

- Conduct comparability study and update negotiated agreement annually.
- Expand efforts to recruit, develop, and retain quality, endorsed teachers, administrators, and support staff.
- Expand efforts to recruit, develop, and retain quality para educators, substitute teachers, custodial and maintenance, bus drivers, technology and office support staff.
- Research possible options for incentives to support teachers/staff interested in professional development, certification, and/or endorsements.
- Conduct observations, supervision and evaluation designed to develop staff and promote professional development and retention of a quality staff.



Activity Programs

Strategy 3.1: Review practice schedules and adopt and implement guidelines to reduce conflict with other programs and Wednesday/Sunday Church Services.

- Review and update practice schedule guidelines for Wednesday and Sunday programs in the handbook, on the school website and Flocknotes to promote communication with parents and coaches/sponsors in other programs.
- Develop, publicize and enforce a Master Schedule for all activities, outlining facilities and practice times to minimize conflicts between programs utilizing the same facilities and student participants.
- Review the application process for requesting exceptions for activities in conflict with Wednesday and Sunday guidelines.

Strategy 3.2: Review and promote increased student participation in athletic and performing arts extra-curricular programs, clubs, and community events.

- Host an activity awareness and promotion at the beginning of the school year to inform parents and students of the activities available during the upcoming school year.
- Continue and expand the program to award service hours to band students that perform at pep bands and other community events.
- Consider developing a program to provide financial assistance (scholarship, tuition discount, etc.) for students enrolled in both band and choir classes.
- Research and develop a C-Club Handbook to encourage and recognize student participation in all school activities.

Strategy 3.3: Research and implement programs to promote parent participation and support for students involved in extra-curricular programs.

- Continue to support Booster Club activities to promote parent involvement and support for our youth, Junior high, and high school extra-curricular programs.
- Continue to host seasonal parent/participant meetings to inform, promote and encourage communication and student participation in school activities.
- Continue the annual Booster Club Kickoff to encourage increased student participation in activities and membership in the Booster Club.

Strategy 3.4: Recruit, develop, evaluate, and retain quality coaches, sponsors and directors for all extra-curricular activities and student clubs.

- Research, develop and implement a supervision/evaluation instrument for all activity administrators, coaches, sponsors, and directors.
- Continue to require all coaches and activity supervisors to complete the necessary Archdiocese Safe Environment Workshop and NFHS Activity Certification Requirements.
- Research, develop and implement a website for coaches to be able to access handbooks, NSAA information, NFHS requirements/training, activity schedules, etc.

Strategy 3.5: Consider expanding options for students to earn credits/athletic letter for summer and after/before school strength training programs.

- Research, develop, and implement an option for students to earn athletic lettering for time in the weight room outside of school time (C-Club Member)
- Consider removing physical education as a graduation requirement. Physical education is required to be offered for accreditation, but may not be required for all students.
- Research and develop an incentive program that recognizes and rewards students who excel in the strength and conditioning program.
- Research and review Ag. Science curriculum as a possible option for a third year of science requirement.



Technology Programs

Strategy 4.1: Review IT service, support, hardware and software available to staff and students to ensure our students have access to state-of-the-art technology.

- Continue contracting with Hartelco for services to update student laptops/chrome books and teacher laptops. Create a direct line of communication with Hartelco and teachers for issues and fix-it tickets.
- Expand online educational resources and graphing calculators to promote high order problem solving.
- Continue to support and upgrade classroom smart boards and projection equipment in all classrooms. Research replacement options and create a replacement cycle for technology replacements/updates.
- Develop and budget for computer/technology replacement and software updates.
- Research and update to the next level of Google Educational software.
- Research and implement a program to monitor student computers in the classroom.
- Continue to filter e-games and non-education websites during the regular school hours.
- Give staff access to programs to fix issues in house.
- Schedule and provide technology training for staff.
- Provide school subscriptions to commonly used technology resources (such as Quizlet, Gimkit, etc.)
- Implement computer cart/technology audits and updates scheduled monthly.
- Research, develop and implement a consistent classroom technology and "AI" expectations.

Strategy 4.2: Research programs and schedules to allow student access to programs in STEM, Robotics, Web Design, Coding, Programming, etc....

- Continue to use the programming capabilities of graphing calculators to code in applications which can be written and used in mathematics classes.
- Have students code in programs on TI84 graphing calculators, computers, etc.
- Continue support for the Junior High and High School Robotics program.
- Add additional resources in the robotics lab to be used for other STEAM activities (3D printer, coding software etc.)
- Expand the use of local resources (UNL Extension office) to provide STEM activities at CCHS.
- Provide incentives to research the above.....in science class there are some STEM projects already done.
- Include STEM/STEAM in the Junior High Transitions classes.

Strategy 4.3: Expand websites and communication systems to promote parent and community involvement and support for Cedar Catholic Jr.-Sr. High School.

- Expand the development and use of Cedar Catholic Jr.-Sr. High School and Development Office websites.
- Continue using the text messaging, Facebook, Flocknotes and other social media programs to communicate schedules, activities, and promotions to students, parents, community and alumni.
- Create a running list of resources for students, staff, and parents.



Career Education and Guidance Programs

Strategy 5.1: Research programs to promote student awareness of workforce and college options in alignment with career interests and aptitudes.

- Continue to utilize the MyNextMove website for career planning for students (interest inventory, career clusters, job preparation)
- Continue to utilize the Pre-ACT and ACT Interest inventories for career planning for students.
- Continue to improve ways to make this career and college information available to parents and students throughout their JH and HS years.
- Implement the new junior high transitions plan and dedicate a quarter to career/education planning.
- Schedule and allow our students attend career fairs and have opportunities to job shadow.

Strategy 5.2: Research and increase Dual Credit and College Credit options for students interested in accessing early entrance post-secondary programs.

- Annually review dual/college credit eligibility and availability for all high school students.
- Continue working with Northeast Community College to expand options for dual/college credit classes.

Strategy 5.3: Research and implement mental health and anti-bullying programs and support for students and staff.

- Incorporate mental health and anti-bullying in JH Theology and PE/Health curriculum.

Strategy 5.4: Continue support and implementation of a structured Work-based program focused on building career awareness and employability skills.

- Oversee improvements of the coordination and implementation of the Work Study Program.
- Improve coordination and implementation of the CCHS work-study program.
- Bring in people from the community to talk about educational background needed for the jobs in our community.
- Organize a career fair that includes local businesses for the 2024-2025 year.
- In coordination with the Personal Finance class, organize a mock interview process for our juniors.
- Coordinate and schedule local businesses to conduct practice interviews and review resumes with students.

Strategy 5.5: Research and expand scholarship opportunities with the Development Office, Community, and College Programs.

- Contact (CCHS alumni) current college students and ask how our scholarship programs could improve.
- Continue posting scholarship opportunities on the website and on bulletin boards by junior and senior lockers.
- Continue to provide timely communication with parents on scholarship opportunities and application deadlines.
- Continue posting updated scholarship opportunities on our social media and website.



Communications and Public Relations Programs

Strategy 6.1: Work with Parish Offices to promote Catholic School Programs in Weekly Bulletins.

- Coordinate with the Parish Offices to include Catholic School information or inserts in the weekly Parish Bulletins.
- Add link to school calendar to Parish websites/social media.

Strategy 6.2: Expand communications, support, and cooperation between East and West Elementary, Holy Trinity, and Cedar Catholic Jr.-Sr. High School.

- Coordinate and schedule meetings, programs, and schedules with Cedar County Elementary Schools to improve communication and coordination of schedules and programs. In order for this to be successful, leadership has to be on the same page.
- Utilize the website and Flock notes (make sure parents' and students' correct email addresses are included in Flocknote).
- Schedule activities with C-Club, NHS, Campus Ministry as outreach to our feeder schools. Add Osmond in here as well.
- Continue to post school announcements to be reviewed by students/staff each morning.
- Continue to participate in special masses together as Catholic Schools Week, the Youth Rally and Homecoming Masses.
- Send invites to scheduled activities to the elementary schools.

Strategy 6.3: Research, develop and implement programs to promote parent awareness of scheduled events, changes, and options for increased involvement.

- Continue to post communication and schedule changes on the school text messaging system and sycamore app.
- Utilize the website and Flock notes. (make sure parents' and students' correct email addresses are included in Flocknote).
- Host a Home/School meeting in August where admin and teachers go through the handbook and parents can ask questions. Develop a Parents' Day at CCHS fair-style with resources, trainings (on Sycamore, Google, Lunch Accounts), forms, and gathering contact information.
- Create an informational portal where parents can search for specific topics, rules, forms, ect.

Strategy 6.4: Research, develop and implement recruitment programs to encourage parents to consider the benefits of Catholic School for their children.

- Utilize social media such as Facebook, Twitter, Instagram, Youtube, and Snapchat as positive promotion for CCHS.
- Research/Visit area Catholic schools to become more aware of recruitment program options.
- Host presentations during/near Mass to promote Catholic Education.
- Continue the 6th grade Orientation Program. (All-day event that ends with an activity i.e. a concert, game, or dance).
- Create physical and online promotional materials.

Strategy 6.5: Expand use of Websites, Social Media, video productions, etc.... to market the benefits of Catholic Education at Cedar Catholic Jr.-Sr. High School.

- Post a Daily Positive Promotion of our students and everyday activities on social media.
- Posting schedule on website/social media that includes events, classroom activities, monthly teacher highlight, etc.
- Have student-led posting from journalism classes, marketing classes, communication classes.
- Expand communication through coordination of media resources (Sycamore, Flocknote, Website, and Social Media).
- Consider expanding options for teachers to access Flocknotes to communicate with parents.



Board, Administration and Finance Programs

Strategy 7.1: Review current hiring practices to ensure the selection, hiring, development and retention of quality administration, teaching, and support staff.

- Expand advertising and recruitment of potential candidates for open positions.
- Work with area colleges and universities on recruiting potential teacher candidates (Career Fairs, Career Days, etc.)
- Review the selection and interview process to ensure candidates are the right fit and possess the necessary credentials.
- Research staff development programs and schedule time to update staff on new and/or changing education programs.
- Develop and implement an exit interview with staff prior to leaving employment.

Strategy 7.2: Research, develop, and implement an evaluation system to promote and support effective instruction and classroom management.

- Annually review handbooks and communicate expectations outlined in the student and teacher handbooks.
- Continue to provide support and guidance to teachers to improve student behavior and classroom management.
- Develop and implement a teacher/counselor evaluation instrument in alignment with Archdiocese Policies.
- Develop and implement an administrator evaluation instrument in alignment with Archdiocese Policies.

Strategy 7.3: Increase staff visibility in the community and continue posting administrative meeting and program information on the principal's website.

- Increase staff visibility in the community at school and community events.
- Continue posting administrative meetings and program information on the school's website.
- Continue to be involved in our parish guild groups, Catholic Daughters/Knights of Columbus, EMHC and/or lector at church.
- Continue posting information on the principal's website.

Strategy 7.4: Increase transparency and consistent reporting of all budget and finance expenditures and receipts including tuition, endowments, savings, etc....

- Research and implement a program for on-line giving/bill paying, etc....
- Continue to publish financial reports monthly.

Strategy 7.5: Conduct annual salary/benefit studies with Rural Catholic Schools and area public schools to ensure a competitive workforce compensation package.

- Continue to conduct annual salary/benefits comparability study (Rural Catholic Schools, Area Public Schools)
- Continue to meet with elementary school board representatives on salary/benefits schedule.

Strategy 7.6: Continue posting board agendas, administrative reports, finance reports and meeting minutes on the school website.

- Continue to post board agenda and meeting materials on the school board website.
- Organize a committee to review reorganization of Cedar Catholic Jr.-Sr. High School's structure, board make-up, and governing bylaws.
- Create a Lay President position and accompanying job description for Cedar Catholic Jr.-Sr. High School and Development Office to be operational for the 2024-2025 school year.

Strategy 7.7: Review effectiveness of classroom management, discipline and student supervision in alignment with school handbook guidelines.

- Annually review and update student and teacher handbooks (teachers & administration)
- Host a student assembly each month to review what has been good and what needs to be worked on.



Support Programs

Strategy 8.1: Continue providing a quality food service lunch program and options for parents to access menus, balance inquiry, pay on accounts, etc...

- Utilize the Sycamore App and the Cedar Catholic website to access lunch account balances and the lunch calendar.

Strategy 8.2: Continue providing staffing and support for students in alignment with accommodations outlined in their individual education or 504 Plan.

- Continue to use the process to develop SAT/MDT/IEP process to ensure teachers responsible for working with or implementing program modifications are included in the meeting.
- Schedule or set aside time and training for teachers to review the confidential report about students with IEP's, 504's, modifications and/or behavior prior to implementation of a new or changing program.

Strategy 8.3: Review current staffing and programs to ensure maintenance, cleaning and care of facilities on a daily, weekly, monthly, and annual basis.

- Recruit, develop, and retain a quality custodial/maintenance staff
- Develop a cleaning/maintenance plan to provide guidance for custodians to follow on a daily, weekly, monthly and annual basis.
- Share the custodial/maintenance cleaning plan and schedule with teachers to improve communication and allow teachers to know when (period/day) their room is scheduled for cleaning.
- Research and develop a custodial/maintenance supervision and evaluation instrument to provide feedback and support on a regular basis.



Transportation, Buildings and Grounds Programs

Strategy 9.1: Review behavior/discipline guidelines and communication systems to promote a safe and orderly transportation system.

- Review need and availability of vehicles and drivers for route and activity program needs.
- Include transportation guidelines in the student handbook and on the school website.
- Post safety/behavior guidelines on the bus and procedures for correcting student behavior on the bus.
- Continue to schedule and conduct annual transportation safety and bus evacuation drills (two times per year).

Strategy 9.2: Review coop bus program with Hartington-Newcastle Public and East and West Elementary School relating to funding and efficiency of the coop program.

- Meet with administration from Hartington-Newcastle to review the coop busing program.
- Continue to coordinate bus routes and schedules with Hartington-Newcastle Schools.
- Record and submit miles to Hartington-Newcastle to submit the NDE for reimbursement.
- Continue to recruit drivers and review bus driver salaries/benefits on an annual basis (Match Hartington-Newcastle)

Strategy 9.3: Review student transportation systems and parking safety before and after school and parking availability around schools.

- Research options for off-site parking for buses/school vehicles that would open limited student/staff parking.
- Update and enforce rules for student parking at MWAC and on-site school parking.
- Research cost and funding options for a hard surface parking lot on the north side of the Jr.-Sr High School building.

Strategy 9.4: Develop a schedule for vehicle replacement and establishment of a finance option through the Development Office in support of this program.

- Evaluate all school vehicles and develop a vehicle replacement plan.
- Create a finance plan to maintain and/or purchase school vehicles.

Strategy 9.5: Review current facility needs and implement a plan to finance and schedule needed facility improvements.

- Conduct a review (spring/fall) of buildings and grounds to determine areas in need of repair, replacement or upgrading. (roof, heating/cooling, sidewalks, doors/locks, windows, etc....)
- Create a facility plan to identify and schedule building repair/upgrades (Paint, carpet, projectors, lighting, etc....)
- Update stage to allow for Cedar to host one-act festivals and promote performing arts programs.



Development Office & Cedar Catholic Jr.-Sr. High School Board:

Strategy 10.1: Research and develop a program to research grant opportunities and expand and promote individual gifts, events, endowment and estate planning.

- Continue to support and expand the teacher endowment started with the support of the development office.
- Research, write, and submit grants to support projects and programs.
- Continue to support and expand fund raising events (Blitz, Gala, Truck Raffle, Blue Ribbon and Alumni Events)
- Continue to cultivate individual major gifts with focus in coming year on developing potential generosity via estate planning and endowment gifts.

Strategy 10.2: Continue program to recognize and appreciate the support of Blue-Ribbon Committee Members and develop a plan to expand membership.

- Expand Blue-Ribbon membership to include alumni and community supporters not familiar with need of Blue-Ribbon Committee.
- Continue to recognize and appreciate current Blue-Ribbon Members' value and increase opportunities for member input and suggestions on improving the organization.
- Research and develop options of Membership levels and support.

Strategy 10.3: Review current annual events and schedule and research ideas for updating or expanding community/alumni fund raising programs.

- Continue review and evaluation of current fund-raising programs, events and alumni activities.
- Research and expand new revenue programs and social events.

Strategy 10.4: Reorganize the Cedar Catholic Jr.-Sr. High School Board and By-laws in directing activities of the Development Office, Blue Ribbon Committee.

- Work with the Archdiocese of Omaha Catholic Schools Office to reorganize Cedar Catholic Jr.-Sr. High School to provide direction to the Catholic Schools in Cedar County and supporting organizations.

Strategy 10.5: Hire a Lay President and develop the job description to include governance of Cedar Catholic and the Development Office

- Research and develop the position of Lay President and job description outlining the responsibilities of this new position.
- Create the funding support for the Lay President position to serve Cedar Catholic Jr.-Sr. High School and the Development Office.

Strategy 10.6: Develop a plan to create transparency, engage stake-holders, connect with supporters and alumni and promote Development Office Programs.

- Research and expand communication to include mailings and promotions on various media outlets, websites, social media including twitter, Facebook, and Instagram.
- Update and expand alumni contact information data base to include mailing, phone numbers, email, cell phone, etc.... to allow expansion of social media communication.
- Create a Cedar Catholic Jr.-Sr. High School website/ Communication HUB that would promote events, activities for all Catholic Schools in Cedar County on one main platform.

Strategy 10.7: Continue efforts to increase sources of revenue from the Development Office for ALL Catholic Schools, keeping tuition and subsidies affordable.

- Research Cedar Catholic Jr.-Sr. High School needs and develop programs to expand support for Catholic education.
- Research revenue sources available to offset reliance on tuition and subsidies needed to support increased cost of staff and programs.



Strategy 10.8: Continue and expand the K-12 Tuition Assistance Program for any families needing support to enroll their children to our Catholic Schools.

- Work with the Archdiocese Catholic Schools Office to increase awareness of Tuition Assistance Programs available in the Diocese.
- Schedule meetings with families that could benefit from this program and walk through the application process.

Strategy 10.9: Research and develop programs to expand and promote individual gifts, grants, etc... in support of early childhood programs.

- Continue to research funding sources to support the early childhood program.



COMPLETED ACTION STEPS

July 1, 2024 Report

- **1.1** Rev. Owen Korte Celebrates weekly Masses, Reconciliation, Benediction, attends student functions, and currently serves as the President of Cedar Catholic High School.
- **1.1** Rev. Jim Keiter conducts Retreats for our students in addition to celebrating Masses, Reconciliation, and other Church functions.
- **1.1** Father Kevin Vogle Celebrates weekly Masses, Reconciliation, and Religion Classes at Cedar Catholic.
- **1.1** Mr. Thomas Metya, Seminarian, supported our Religion classes on a weekly basis along with his support of school Masses, Benedictions, Campus Ministry, etc....
- **1.1** Area and retired priests provide support and school Masses and Reconciliation.
- **1.2** Students attend Mass weekly and on Holy Days.
- **1.2** Each class participates in an off-campus retreat each year that is run by a priest and Campus Ministry members.
- **1.2** Each class attends first Friday Mass, spends their theology time at church for Eucharistic Adoration, and participates in Benediction.
- **1.2** Mr. Bengston organizes a community service day where students ring bells for the salvation army at various locations, students help decorate church, choir sings at nursing homes, etc.
- **1.2** Each class goes to Confession once a month - either during Theology class time or as a big group; Youth rally every other year & ideas for mini-rallies
- **1.3.** Each student was given a New Testament and Old Testament Bible that they can use in and outside class.
- **1.3** Teachers are provided the Hallow app for personal use and in their classroom.
- **1.3** Cedar Catholic Jr.-Sr. High School participates in the EI Institute to complete 26-hour Catholic Schools Archdiocese Program.
- **1.4** Parents, grandparents, and community volunteers currently participate and share their faith in Discipleship Groups.
- **1.4** Parents, grandparents, and parishioners are teachers/leaders in Family Formation, Jesus Night, and Confirmation preparation classes.
- **1.4** Many of our CCHS staff are parents/grandparents are invested in their child(ren)'s faith formation by being actively involved in church, school and activities by being teachers, support staff and coaches of various activities.
- **2.1** Sheila Jueden completed our current textbook inventory in preparation for the development of the creation of a textbook/curriculum cycle review process.
- **2.4** Hosted a meeting with Hartington-Newcastle Schools to negotiate a coordinated calendar to coordinate shared classes. (Vocational Ag., Art, and bus schedules).
- **2.4** Conducted a comparability study of rural Catholic schools in the Archdiocese and area public schools to guide discussions with the board of education and teacher representatives.
- **2.4** Hosted a meeting with the elementary school boards/administrators to review this information and set the salary/benefit schedules for the 2024-2025 school year.
- **2.4** Participated in the Wayne State College Career and Recruitment Fair to contact current and future educators and share information about Cedar Catholic as a possible future option for employment.
- **2.4.** Hired a certified Language Arts/Speech teacher for the 2024-2025 school year.
- **2.4** Hired a part-time FCS teacher to allow us to host those classes at Cedar Catholic
- **2.4** Hired a full-time substitute teacher to support Theology and Upper level Science Labs.
- **3.2** 2022-2023 NSAA Cup Award – Top Class C School “All-Activities” Champions.
- **3.2** CCHS ranked 2nd in Class “C” on NSAA website for Multi-Activity involvement. For the 2023-2024 school year, 76 out of 116 students are multi activity participants.



- **3.2 Conference:** Boys Basketball- Season Champion, Tournament Runner-up, Girls Track Runner-up
- **3.2 District:** Boys Basketball Champion, Boys Track Champion, Girls Track Champion
- **3.2 State:** Football Qualifier, Boys Cross Country Qualifier (1), Girls Cross Country Team Qualifier (3), Girls Golf (1) Boys Basketball-Qualifier, Boys Bowling Qualifiers, Boys Wrestling Qualifiers (6), Girls Wrestling (1) Speech Qualifiers (2), Boys and Girls Track Qualifiers (14). Band All-State (4).
- **3.2.** Pep Band students receive community service for performance at school athletic and community events.
- **3.3** Host parent meetings prior to the start of each season.
- **3.4 Coaches Honors:** Mr. Cattau selected to coach in the 2024 Shrine Bowl.
- **5.5** Mr. Bengston does a great to help our students research, complete applications, and receive scholarships each year.
- **7.2** Teachers and administrators established a social contract for the 2023-2024 school year outlining professional work expectations for the 2023-2024 school year.
- **7.2** Teachers and administration researched, developed, and implemented a teacher evaluation instrument in alignment Cedar Catholic Instruction Norms and Catholic Expectations. Evaluation instrument posted on the Principal's website.
- **7.2** Counselor and administration researched, developed, and implemented a counselor evaluation instrument in alignment Counseling and Catholic Expectations. Evaluation instrument posted on the Principal's website.
- **7.2** Teachers and administration researched, developed, and implemented an administrator evaluation instrument in alignment with Archdiocese Policies. Evaluation instrument posted on the Principal's website.
- **8.3** Developed and implemented a Custodial Cleaning and Maintenance Plan that outlines daily, weekly, monthly, and annual maintenance and cleaning standards. Plan posted on the Principal's website.
- **8.3** Hired two part-time cleaning staff to clean bathrooms and classrooms.
- **10.1** Jesse Hochstein established a Teacher Endowment Fund through the Archdiocese Catholic Futures Foundation.
- **10.1** The Alumni Association hosts the annual All-School Social and Breakfast.
- **10.1** The 2024 Gala reflected the generosity of the local, and regional communities, and alumni resulting in raising over \$400,000 for the third year in a row.
- **10.1** The truck raffle continued its success raising over \$150,000 for the second year in a row.
- **10.1** The Blitz continued its efforts to raise over \$20,000 to support student tuition scholarships.
- **10.2** The Blue-Ribbon Committee increased 19 new \$1,000 memberships-past 9 months.
- **10.5** Established a committee with representatives from each Cedar Catholic Jr.-Sr. High School Parish to research and develop the job description for the Lay President position for the 2024-2025 school year.
- **10.5** Reorganized the Bylaws for Cedar Catholic Jr.-Sr. High School under the direction of the Catholic Schools Office and Omaha Archdiocese Legal Counsel.
- **10.8** Cassie Gubbels and her mother host the annual scholarship luncheon to connect students with scholarship donors.
- **10.9** Holy Trinity has developed a daycare program to implement for 2024-2025 school year in the Congregational church basement.