



# Our Lady Star of the Sea School

**Strategic Plan  
2026-2030**

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# Introduction



Our Lady Star of the Sea School is committed to reinforcing our mission through a comprehensive strategic plan that structures our growth and development around four priority pillars: Catholic Identity, Governance and Leadership, Academic Excellence, and Operational Vitality. These pillars not only reflect our core values, but also guide our endeavors as we strive to meet the needs of our students, staff, and community stakeholders.

# Priority Pillars



## Catholic Identity

*Foster the spiritual development of our students and school community by developing ways to live our and better understand Gospel values.*



## Governance & Leadership

*Enhance decision-making structures and leadership capabilities by nurturing a culture of collaboration focused on student support.*



## Academic Excellence

*Enhance the current education experience and foundation in order to foster an environment where students can excel.*



## Operational Vitality

*Support and maintain the steady growth of our school community and further develop our infrastructure.*

# Pillar 1: Catholic Identity

**Goal: Increase service efforts withing the local community**

## **Action Item: Empower student leadership groups to formulate annual service projects**



*Our Student Council and National Junior Honor Society will work together to research and develop a community service project each school year. Mentorship and guidance from faculty advisors will be provided to ensure project feasibility and impact.*

## **Action Item: Establishment of an annual Fr. Alexander Day**



*To honor our first pastor, Fr. Alexander, students will be challenged with performing an act of service in the community. Coordination and support from faculty and staff of the school will allow for implementation of this project at each grade level.*



# Pillar 1: Catholic Identity

**Goal: Strengthen the Parish/School partnership**

## Action Item: Establish a school booth at the OLSS Parish Ministry Fair



*We will utilize student leaders as well as our staff Catholic Identity committee to set up and run the booth.*

## Action Item: Conduct a student led Mass on a monthly bases



*Students will serve as lectors, altar servers, greeters, gift barres, as well the chorus.*

## Action Item: Promote and further develop co-hosted Parish/School events.



*Our Student Council and National Junior Honor Society will assist at the annual Parish/School picnic. We will also work in coordination with the Parish office to promote events such as the Fr. Alexander Gala.*



# Pillar 2: Governance & Leadership

**Goal: Expand the administrative team at OLSSS**

## Action Item: Restructure the Assistant Principal position



*In order to allow for more administrative duties, the position of Assistant Principal will be restructured to allow for a half-day of teaching rather than a full day.*

## Action Item: Establish additional administrative positions of department chairs.



*Positions of lower elementary, upper elementary, and middle school department chairs will be established from within the current staff. These positions will become team leads within their specialty.*

**Goal: Expand our Student Assistance Team**

## Action Item: Recruit, hire, and retain a qualified School Counselor



*The qualified School Counselor will join our Student Assistance Team to support student needs.*

# Pillar 3: Academic Excellence

**Goal: Continue to offer ability based math placement for our 5th - 8th grade students**

**Action Item: Hire and retain qualified math instructors**



*Math instructors will continue to provide quality education to students with additional support staff hired/placed where needed.*

**Action Item: Restructure classroom use to support math class sizes**



*Using our 5th-8<sup>th</sup> grade classrooms, Providence room, and library, classes will be placed in the rooms that best support their needs and size.*

**Goal: Improve resource services to meet a variety of academic needs**

**Action Item: Expand the Resource Team**



*With the hiring of one additional special education paraeducator our Resource Team will be available for more push in/pull out services to support student needs.*

**Action Item: Utilize recruitment resources**



*By using ADW and local resources for teacher/staff recruitment we will have access to a wider pool of candidates.*



# Pillar 4: Operational Vitality

**Goal: Maintain grounds and buildings to peak operations**

## **Action Item: Complete a rebuild of our PreK**



*After completing a collection campaign in coordination with the Parish, ground will be broken for the new building in the spring of 2026.*

**Goal: Replace outdated technology to support student needs**

## **Action Item: Install new interactive white boards in each classroom**



*SMART Boards will replace the current interactive white boards in each room. Teacher/staff professional development on the new boards will be provided as well.*

## **Action Item: Increase IT Specialist visits**



*Visits will increase to twice a month with open communication with the specialist as needed.*





# Pillar 4: Operational Vitality

**Goal: Maintain enrollment numbers in our Elementary School**

## **Action Item: Schedule regular Open Houses**

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*In addition to scheduling our regular Open Houses, they will be promoted via Social Media and on our school website. Included on the website will be the ability for prospective families to send inquiries directly to the Admissions team.*

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**Goal: Expand our PreK 3 and PreK 4 Program**

## **Action Item: Split our current PreK 3 and 4 year olds into two classes**

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*After the rebuilding of the PreK building, the program will be split into a PreK3 and PreK4 class, allowing for the enrollment of more students. Additional staff will be hired to support the needs to two PreK classes.*

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# Pillar 4: Operational Vitality

## Goal: Increase Middle School Enrollment

### Action Item: Create and distribute informational brochures highlighting our Middle School

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*The brochures will be made available in digital format on the school website, as well as physical copies available for distribution in the lobby of the Parish Church. Included with the brochures will be student and parent testimonials as well as alumni highlights.*

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### Action Item: Plan and host a 4th-6th grade social in the spring of each school year

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*In partnership with the Parish, invitations to the event will be sent to families. This event will take place in the Providence room and include games and activities run by school staff and student leaders. Administration will be on hand to offer school tours during the event as well.*

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### Action Item: Organize a Middle School Specific Open House/Information Night

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*This event will take place in early May and will be for current/prospective 5<sup>th</sup> grade parents as well as prospective 6<sup>th</sup>-8<sup>th</sup> grade families.*

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# Conclusion



Our Lady Star of the Sea School's strategic plan reflects our core values and objectives that align with our mission. Through this plan we reaffirm our commitment to academic excellence while supporting our students in their spiritual growth. We are committed to regularly reviewing our progress and making necessary adjustments in order to best meet the needs of students, staff, and community stakeholders.