



Ad Astra Per Aspera

Vermilion Catholic High School

Vision for the Future

2010-2015

Vision for the Future

Goals

- *Promote Catholic Identity and the Hallmarks of a Catholic School as central to the mission of Vermilion Catholic.*
- *Continue to provide quality programs and service within Vermilion Catholic High School.*
- *Develop a five-year budgetary plan for the Vermilion Catholic High School.*
- *Create a curriculum for the Vermilion Catholic High School that meets the needs of a wide diversity of students and is challenging, relevant, and progressive.*
- *Seek to work with St Mary Magdalen Parish to provide facilities that meet the emerging and changing needs of our school.*
- *Improve the salary and benefits of Vermilion Catholic employees.*
- *Increase enrollment in our school.*
- *Insure that the implementation and application of technology is relevant and current in the Vermilion Catholic High School.*
- *Create an academic environment that is reflective of a school with Blue Ribbon Status and is responsive to the ever changing needs of a dynamic and evolving school.*
- *Create an environment that supports the professional growth and development of a faculty at Vermilion Catholic that is reflective of a school with Blue Ribbon Status.*

Vision for the Future

Objectives

- Promote the importance of Prayer and Worship as part of the faith life of Students and Faculty.
- Proclaim the Gospel Message and Catholic Traditions in all parts of the curriculum.
- Promote vocations by regular interaction of clergy and religious with students.
- Ensure that Catholic Identity Standards are addressed in all parts of the curriculum.
- Encourage the development of new programs and services.
- Periodically review the effectiveness of current programs and services.
- Expand the extra-curricular program for VCHS.
- Meet the needs of the employees to increase salaries.
- Meet the needs of the parents to add programs and services.
- Meet the Capital Improvement needs of the system.
- Keep Vermilion Catholic High School affordable and accessible.
- Develop a curriculum that is strong in Catholic values in all subjects.
- Develop a curriculum that promotes the principles of Social Justice.
- Develop a curriculum that is flexible and dynamic.
- Establish standards for care and upkeep of our schools.
- Develop a long-term plan for capital improvements in our facilities.
- Provide input from employees on the benefits program offered by VCHS.
- Raise awareness of the Board and community on the social justice issues as they pertain to our employees.
- Increase enrollment by 42% over the next five years.
- Identify and understand reasons for retention losses.
- Develop In-service opportunities for faculty and staff to increase their computer skills.
- Develop Technology curriculum linked to Louisiana State Standards.
- Develop and interactive computer-based course with at least one of our partner institutions.
- Develop and implement system-wide software systems to handle typical school data management.
- Improve students test taking skills in the classroom and on standardized test.
- Increase critical think and problem solving skills though the curriculum.
- Integrate differentiated instruction to address multiple learning styles.
- Promote the consistent use of multiple assessments in all areas of the curricula.
- Use technology as a tool of learning.
- Increase teacher involvement in professional development activities.
- Increase the effectiveness of teacher evaluation.
- Promote teacher meta-evaluation.
- Create curriculum goals from data.

Time Line

Vision for the Future

Annual

1. Annually for the Clergy/Religious Interaction/ Visitation Schedule
2. Annually plan for the Annual Liturgy Schedule
3. Annually plan for the CSW Week in conjunction with the Administrative Team, Development and the Elementary Team.
4. Annually review the programs and services provided by the school and work to continue their effectiveness.
5. Gather input on an annual basis from various focus groups on the relevance and use of programs and services.
6. Annually provide opportunities for faculty and staff to be in-serviced on new programs and services.
7. Review and revise each year the Parent Handbook to reflect current programs and services.
8. Annually publish to parents the results of each years curriculum work.
9. Publish annually a Report of School Growth and Performance.
10. Annually provide Teacher/Staff In –Service on new curriculum.
11. Annually review the Facility Rental agreements and usage.
12. Annually develop Curb Appeal Projects for each building.
13. Annually, work with the Booster Association to review , approve and oversee development and upkeep of the athletic properties.
14. Annually review the health insurance benefits program provided by VCHS.
15. Annually review the salary schedule for contracted employees.
16. Annually provide opportunities for employees to become stakeholders in our school.
17. Annually develop a Recruiting Plan for the next school year
18. Annually provide In-Service opportunities for faculty and staff to increase their computer skills.
19. Annually, disaggregate all test data and present individual test grades to teachers during an ACT workshop.
20. Create workshops to instruct teacher on how to increase rigor of their classes by incorporating higher order thinking skills.
21. Create workshop opportunities for teacher to learn, experience, and integrate various teaching methodologies for differentiated instruction.
22. Create workshop opportunities for teachers to learn, experience, and integrate multiple assessment techniques.
23. Promote the integration of technology in the classroom through the use of the Teacher portfolio and the *Professional Development Assessment* instrument.
24. Promote the integration of social justice principals into the classroom through the use of the Teacher portfolio and the *Professional Development Assessment* instrument.
25. Promote the integration of Catholic Identity into the classroom through the use of the Teacher portfolio and the *Professional Development Assessment* instrument.
26. Annually, teacher evaluation will be through the use of assessment checklist.
27. Annually, fulfill required professional development time in order to meet CLU goals.
28. Annually, create teacher portfolio providing artifacts of best teacher practices.
29. Annually, disaggregate all test data and present individual test grades to teachers during an ACT workshop.

2010

1. By Spring 2010 develop and implement an Annual Service Learning Day
2. By Spring 2010, create a five-year plan for capital improvement for major renovations at Vermilion Catholic school buildings and facilities.
3. By spring of 2010, develop and implement a new salary schedule for teachers.
4. By Spring 2010, develop a five-year Marketing Program.
5. By Spring 2010 the Administrative Team will conduct exit interviews with departing parents and students to identify areas of improvement.
6. By Spring of 2010 complete review of computer inventory and present a 5-year replacement plan.
7. By Spring 2010, institute an ACT Prep course on campus using VC personnel.
8. By Fall of 2010, implement a Freshman Study Skills Program.
9. By Fall of 2010, create a five year plan for facility renewal these are Interior WOW projects in public areas such as library, chapel, gym, offices, computer rooms, corridors, mall & student commons.
10. By Fall of 2010, create an Annual Upkeep Plan to address the renovation of one-fifth of the classroom areas per year.
11. By 2010, create a Dual Enrollment Algebra program with Mt Carmel Elementary.
12. By 2010, Develop the three-year budget plan using available data, review the plan on an annual basis and update with new data and expand the budget plan for year 4 & 5.
13. By the end of May 2010 the faculty will have determined professional development needs through surveys and reflection.
14. By June 2010 next year's goals will be made through data taken from surveys, observations, and student report cards

2011

1. By Spring 2011, develop a Curriculum Development Template to be followed with all subjects.
2. By Spring 2011 create Distance Learning programs to address a wide range of student needs.
3. By Spring 2011 develop specific plans to generate revenue to support the budget plan for years 2012-2015. .
4. By Spring 2011, create and implement Routine Maintenance Protocols and Standards for the school.
5. By spring of 2011, develop and implement a salary schedule for administrators.
6. By Spring 2011, develop in a program to interact with young couples with children by working with the parish Baptismal program.
7. By Spring of 2011 review the Curriculum goals and competencies for the High School to insure linkage to State Standards and Diocesan guidelines.
8. By Fall of 2011 Plan for Continuous or On-Going Service Projects
9. By 2011 institute a Choir program as a co-curricular.
10. By 2011 increase the number of Drama Productions to two per calendar year.
11. By 2011 Develop, in coordination with the Diocese of Lafayette, a cycle of subjects for Curriculum Development.
12. By Fall 2011 develop and implement a **Computer per Student Plan** for the school.

2012

1. By Spring 2012, expand the Tuition Assistance and Guardian Angel programs to offset the rising cost of tuition.
2. By spring of 2012, develop and implement a pay scale for non-contracted employees.
3. By Spring 2012, the Recruiting & Retention Team will develop a program to counter retention losses between the Eighth Grade and High School.
4. By Spring of 2012 develop and implement an interactive computer experience with at least one of our partner institutions.
5. By 2012 Plan for the Baptism Program
6. By 2012 institute an Art program on campus.
7. By 2012, investigate the expansion of the Dual Enrollment Algebra program to include students from the Maltrait campus.
8. By 2012, implement another form of standardized testing to the freshman class and add a grade per year until all are being assessed.

2013

1. By spring of 2013, investigate options for retirement programs with the Diocese of Lafayette and VCHS.
2. By Spring of 2013 coordinate a review of data management systems for VCHS with the Administrative team and with Executive and Finance Committees.
3. The Vermilion Catholic School will build a partnership with Lourdes Catholic Hospital, and a Catholic College by Spring 2013.
4. By 2013 develop a plan for the Parish Interaction Project
5. By 2013 Implement a Dual Enrollment Calculus Class at VC.
6. By 2013 institute a Band program as a co-curricular.
7. By 2013 create an Endowment Fund for Tuition Scholarship based on need.

2014

1. By Spring 2014, Implement an Assessment Menu for each teacher's portfolio.
2. By 2014 Investigate the need, logistics, and implementation of a Vocational Agriculture program.
3. By 2014 Investigate the need, logistics and implementation of a Vocational Arts Program.

2015

1. Investigate additional of other extra-curricular activities such as soccer and FFA by 2015.

Faith-In-Action

Goal

Promote Catholic Identity and the Hallmarks of a Catholic School as central to the mission of Vermilion Catholic.

Objectives

- Promote the importance of Prayer and Worship as part of the faith life of Students and Faculty.
- Proclaim the Gospel Message and Catholic Traditions in all parts of the curriculum.
- Promote vocations by regular interaction of clergy and religious with students.
- Ensure that Catholic Identity Standards are addressed in all parts of the curriculum.

Strategies

The Catholic Identity Committee will

1. Annually for the Clergy/Religious Interaction/ Visitation Schedule
2. Annually plan for the Annual Liturgy Schedule
3. By Spring 2010 develop and implement an Annual Service Learning Day
4. By Fall of 2011 Plan for Continuous or On-Going Service Projects
5. By 2012 Plan for the Baptism Program
6. Annually plan for the CSW Week in conjunction with the Administrative Team, Development and the Elementary Team.
7. By 2013 develop a plan for the Parish Interaction Project
8. Annually each teacher will incorporate one new activity in each course they teach to address one of the Catholic Principles of Social Justice.

Programs & Services

Goal

Continue to provide quality programs and service within Vermilion Catholic High school.

Objectives

- Encourage the development of new programs and services.
- Periodically review the effectiveness of current programs and services.
- Expand the extra-curricular program for VCHS.

Strategies

The Administrative Team will

1. *Annually review the programs and services provided by the school and work to continue their effectiveness.*
2. *Gather input on an annual basis from various focus groups on the relevance and use of programs and services.*
3. *Annually provide opportunities for faculty and staff to be in-serviced on new programs and services.*
4. *Review and revise each year the Parent Handbook to reflect current programs and services.*
5. *By Spring 2010, institute an ACT Prep Program on campus.*
6. *By 2010, create a Dual Enrollment Algebra program with Mt Carmel Elementary.*
7. *By 2011 institute a Choir program as a co-curricular.*
8. *By 2011 increase the number of Drama Productions to two per calendar year.*
9. *By Spring 2011 create Distance Learning programs to address a wide range of student needs.*
10. *By 2012 institute an Art program on campus.*
11. *By 2012, investigate the expansion of the Dual Enrollment Algebra program to include students from the Maltrait campus.*
12. *By 2013 Implement a Dual Enrollment Calculus Class at VC.*
13. *By 2013 institute a Band program as a co-curricular.*
14. *By 2014 Investigate the need, logistics, and implementation of a Vocational Agriculture program.*
15. *By 2014 Investigate the need, logistics and implementation of a Vocational Arts Program.*
16. *Investigate additional of other extra-curricular activities such as soccer and FFA by 2015.*

Finance

Goal

Develop a five-year budgetary plan for the Vermilion Catholic High School.

Objectives

- Meet the needs of the employees to increase salaries.
- Meet the needs of the parents to add programs and services.
- Meet the Capital Improvement needs of the system.
- Keep Vermilion Catholic High School affordable and accessible.

Strategies

The Finance Committee will

1. *By 2010, Develop the three-year budget plan using available data, review the plan on an annual basis and update with new data and expand the budget plan for year 4 & 5.*
2. *By spring of 2010, develop and implement a new salary schedule for teachers.*
3. *By Spring 2011 develop specific plans to generate revenue to support the budget plan for years 2012-2015.*
4. *By Spring 2012, expand the Tuition Assistance and Guardian Angel programs to offset the rising cost of tuition.*
5. *By 2013 create an Endowment Fund for Tuition Scholarship based on need.*

Curriculum

Goal

Create a curriculum for the Vermilion Catholic High School that meets the needs of a wide diversity of students and is challenging, relevant, integrates technology, and is progressive.

Objectives

- Develop a curriculum that is strong in Catholic values in all subjects.
- Develop a curriculum that promotes the principles of Social Justice.
- Develop a curriculum that addresses the *Job Skills for the 21st Century*.
- Develop a curriculum that is flexible and dynamic.

Strategies

The Curriculum Committee will

1. *By 2011, develop, in coordination with the Diocese of Lafayette, a cycle of subjects for Curriculum Development.*
2. *By Spring 2011, develop a Curriculum Development Template to be followed with all subjects.*
3. *Annually publish to parents the results of each years curriculum work.*
4. *Publish annually a Report of School Growth and Performance.*
5. *Annually provide Teacher/Staff In -Service on new curriculum.*
6. *Implement a curriculum that teaches the following 21st Century Job Skills: Technology Fluency, Communication Skills, Team Work, Leadership, Creativity, and Problem-Solving.*

Facilities

Goal

Seek to work with St Mary Magdalen Parish to provide facilities that meet the emerging and changing needs of our school.

Objectives

- Establish standards for care and upkeep of our school.
- Develop a long-term plan for capital improvements in our facilities.
- Develop a plan for regular renewal and updating of school facilities.

Strategies

The Facilities Committee will

1. *By Spring 2010, create a five-year plan for capital improvement for major renovations at Vermilion Catholic school buildings and facilities.*
2. *By Spring 2011, create and implement Routine Maintenance Protocols and Standards for the school.*
3. *Annually review the Facility Rental agreements and usage.*
4. *Annually develop Curb Appeal Projects for each building.*
5. *By Fall of 2010, create a five year plan for facility renewal these are Interior WOW projects in public areas such as library, chapel, gym, offices, computer rooms, corridors, mall & student commons.*
6. *By Fall of 2010, create an Annual Upkeep Plan to address the renovation of one-fifth of the classroom areas per year.*
7. *Annually, work with the Booster Association to review , approve and oversee development and upkeep of the athletic properties.*

Personnel

Goal

Improve the salary and benefits of Vermilion Catholic employees.

Objectives

- Provide input from employees on the benefits program offered by VCHS.
- Raise awareness of the Board and community on the social justice issues as they pertain to our employees.

Strategies

The Executive Committee will

1. *By spring of 2010, develop and implement a new salary schedule for teachers.*
2. *By spring of 2011, develop and implement a salary schedule for administrators.*
3. *By spring of 2012, develop and implement a pay scale for non-contracted employees.*
4. *By spring of 2013, investigate options for retirement programs with the Diocese of Lafayette and VCHS.*
5. *Annually review the health insurance benefits program provided by VCHS.*
6. *Annually review the salary schedule for contracted employees.*
7. *By Spring 2014, Implement an Assessment Menu for each teacher's portfolio.*
8. *Annually provide opportunities for employees to become stakeholders in our school.*

Recruiting and Retention

Goal

Increase enrollment in our school.

Objectives

- Increase enrollment by 42% over the next five years.
- Identify and understand reasons for retention losses.

Strategies

The Development Committee will

1. *Annually develop a Recruiting Plan for the next school year.*
2. *By Spring 2010, develop a five-year Marketing Program.*
3. *By Spring 2011, develop in a program to interact with young couples with children by working with the parish Baptismal program.*
4. *By Spring 2012, the Recruiting & Retention Team will develop a program to counter retention losses between the Eighth Grade and High School.*
5. *The Vermilion Catholic School will build a partnership with Lourdes Catholic Hospital, and a Catholic College by Spring 2013.*
6. *By Spring 2010 the Administrative Team will conduct exit interviews with departing parents and students to identify areas of improvement.*

Technology

Goals

Insure that the implementation and application of technology is relevant and current in the Vermilion Catholic High School.

Objectives

- Develop In-service opportunities for faculty and staff to increase their technology skills.
- Develop Technology curriculum linked to Louisiana State Standards.
- Develop and interactive computer-based course with at least one of our partner institutions.
- Evaluate and implement system-wide software systems to handle typical school data management.

Strategies

The Technology Committee will

1. *By Spring of 2010 complete review of computer inventory and present a 5-year replacement plan.*
2. *By Fall 2011 develop and implement a **Computer per Student Plan** for the school.*
3. *By Spring of 2011 review the Curriculum goals and competencies for the High School to insure linkage to State Standards and Diocesan guidelines.*
4. *By Spring of 2012 develop and implement an interactive computer experience with at least one of our partner institutions.*
5. *By Spring of 2013 coordinate a review of data management systems for VCHS with the Administrative team and with Executive and Finance Committees.*
6. *Annually provide In-Service opportunities for faculty and staff to increase their computer skills.*

Academic Improvement Plan

Goal

Create an academic environment that is reflective of a school with Blue Ribbon Status and is responsive to the ever changing needs of a dynamic and evolving school.

Objectives

- Improve students test taking skills in the classroom and on standardized test.
- Increase critical thinking and problem solving skills through the curriculum.
- Integrate differentiated instruction to address multiple learning styles.
- Promote the consistent use of multiple assessments in all areas of the curricula.
- Use technology as a tool of learning.
- Promote the concepts of social justice in all areas of the curriculum.
- Promote Catholic Identity in all areas of the curriculum.

Strategies

The Academic Improvement Team will:

1. By Spring 2010, institute an ACT Prep course on campus using VC personnel.
2. By Fall of 2010, implement a Freshman Study Skills Program.
3. Annually, disaggregate all test data and present individual test grades to teachers during an ACT workshop.
4. By 2012, implement another form of standardized testing to the freshman class and add a grade per year until all are being assessed.
5. Create workshops to instruct teacher on how to increase rigor of their classes by incorporating higher order thinking skills.
6. Create workshop opportunities for teacher to learn, experience, and integrate various teaching methodologies for differentiated instruction.
7. Create workshop opportunities for teachers to learn, experience, and integrate multiple assessment techniques.
8. Promote the integration of technology in the classroom through the use of the Teacher portfolio and the *Professional Development Assessment* instrument.
9. Promote the integration of social justice principals into the classroom through the use of the Teacher portfolio and the *Professional Development Assessment* instrument.
10. Promote the integration of Catholic Identity into the classroom through the use of the Teacher portfolio and the *Professional Development Assessment* instrument.

Professional Development Plan

Goal

Create an environment that supports the professional growth and development of a faculty at Vermilion Catholic that is reflective of a school with Blue Ribbon Status.

Objectives

- Increase teacher involvement in professional development activities.
- Increase the effectiveness of teacher evaluation.
- Promote teacher meta-evaluation.
- Create curriculum goals from data.

Strategies

The administration, faculty, and staff will:

1. By the end of May 2010 the faculty will have determined professional development needs through surveys and reflection.
2. Annually, teacher evaluation will be through the use of assessment checklist.
3. By June 2010 next year's goals will be made through data taken from surveys, observations, and student report cards.
4. Annually, fulfill required professional development time in order to meet CLU goals.
5. Annually, create teacher portfolio providing artifacts of best teacher practices.