

(OBJECTIVE 1) Bethlehem Academy will maintain an environment which nurtures a personal and communal commitment to following Jesus Christ through academic, liturgical and reflective prayer experiences.

(STRATEGY 1) Bethlehem Academy will increase the number of prayer opportunities while promoting greater student participation.

	Timeline	Responsibility	Progress Report
(Action Step 1) BA will develop prayer services throughout the year based on the liturgical cycles to strengthen students' appreciation of the Church year.	Advent 2020	Mission coordinators, religion teachers	
(Action Step 2) BA will provide prayerful commemorations of Founder's Day (Samuel Mazzuchelli), patron St. Joseph.	Fall 2020	Mission coordinators, religion teachers	
(Action Step 3) BA students will regularly visit the Adoration chapel for prayer and reflection.	Fall 2020	Religion teachers	

(STRATEGY 2) Bethlehem Academy will study and explore Christian service opportunities to be incorporated into the curriculum as part of the Dominican pillar of Service.

	Timeline	Responsibility	Progress Report
(Action Step 1) BA will be alert to the needs of the local community as service opportunities become available and will respond accordingly.	Fall 2020	Total staff	
(Action Step 2) BA students will be encouraged to respond to service opportunities when appropriate.	2020-21	Total staff	
(Action Step 3) The BA community will continue to participate in "Jesus Food" program or other school-wide service activity as part of Catholic Schools Week.	Winter 2021	Student Council	
(Action Step 4) BA will contact other schools and area institutions to explore on-going service	Summer 2021	Principal, Team Leaders	

opportunities for possible incorporation into the regular curriculum.			
(Action Step 5) BA will initiate additional service opportunities throughout the year across all disciplines.	Winter 2022	All faculty	
(STRATEGY 3) Bethlehem Academy will become a school community in which all interactions and behavior respect the dignity of every student and staff member.			
	Timeline	Responsibility	Progress Report
(Action Step 1) BA will review current behavioral expectations and modify as necessary before informing all faculty and students of policy expectations.	Summer 2020	Principal & Team Leaders	
(Action Step 2) All BA students will be held accountable in a consistent manner for behavior that does not reach expectations.	Fall 2020	Principal, teachers	
(Action Step 3) BA will limit access to social media by students during the school day.	Fall 2020	All staff; tech coordinator	
(Action Step 4) BA will incorporate discussions regarding proper use of the internet into classes throughout the year.	Spring 2021	All staff; tech coordinator	
(Action Step 5) BA administrators will monitor the climate of social interactions and enforce consistent expectations for faculty and students.	2020-21	Administrators	
(OBJECTIVE 2) Bethlehem Academy will foster academic excellence.			
(STRATEGY 1) BA will monitor student academic success using a variety of assessments.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Students needing academic assistance will be identified and modifications or other arrangements made.	Fall 2020	Administration Counselor Faculty	
(Action Step 2) Testing company professionals will train BA teachers on the proper interpretation of test data.	January 2021	Principal, counselor	

(Action Step 3) BA will review student test data to identify gaps and successes for individual students and the class as a whole.	February 2021	Principal, counselor, teachers	
(Action Step 4) BA will initiate regular vertical conversations regarding curricular expectations with Divine Mercy Catholic School (gr 5-6) and between middle school and high school.	Spring 2021	Principal, Involved faculty	
(Action Step 5) BA will adjust and modify curriculum to meet the changing needs of students.	2021-22	Principal, counselor, faculty	
(STRATEGY 2) BA will implement curriculum that challenges students to reach their highest potential.			
	Timeline	Responsibility	Progress Report
(Action Step 1) BA will research the possibility of expanding AP and CIS courses based on student interest and faculty expertise.	Spring 2021	Principal, counselor, appropriate faculty	
(Action Step 2) BA will offer additional on-site AP courses.	Fall 2021	Principal, counselor, Team Leaders	
(Action Step 3) BA will explore the need to expand academic support services to high school students as well as inherent budget implications.	Fall 2022	Administration, Board of Directors	
(Action Step 4) BA will expand learning center opportunities to meet the needs of high school students.	Fall 2023	Administration, Board of Directors	
(STRATEGY 3) As part of a global society Bethlehem Academy will expand cultural experiences for all students.			
	Timeline	Responsibility	Progress Report
(Action Step 1) Bethlehem Academy will promote international student exchange programs for both foreign students and BA students going abroad.	2021	Admissions Director, faculty	
(Action Step 2) Bethlehem Academy will develop and encourage cultural study opportunities within	2022	Faculty	

the curriculum in keeping with Dominican social justice charism.			
(OBJECTIVE 3) Bethlehem Academy will empower qualified teachers to enable all students to reach their highest potential.			
(STRATEGY 1) BA will establish a mentorship program for all new teachers.			
	Timeline	Responsibility	Progress Report
(Action Step 1) BA will review and edit the mentorship booklet/guide.	Summer 2020	Administrator Team leaders	
(Action Step 2) BA will establish clear expectations for the mentor and hold quarterly sharing sessions.	Fall 2020	Administrators	
(Action Step 3) BA will assign each new teacher to an experienced BA colleague.	Fall 2020	Administration	
(Action Step 4) BA will establish a monthly meeting calendar for new personnel.	Fall 2020	Mentor, administration	
(STRATEGY 2) Bethlehem Academy will enable teacher to continually strive for professional growth to develop innovative practices in their respective areas of expertise.			
	Timeline	Responsibility	Progress Report
(Action Step 1) BA will develop and implement a cyclic plan for professional development based on total faculty needs and MN licensure requirements.	Fall 2020	Administrators	
(Action Step 2) BA will provide individualized opportunities based on each teacher's individual annual growth plan.	Fall 2021	Principal, faculty	
(Action Step 3) BA will expand the budget for professional development opportunities that reflect current best practices.	Spring 2022	BOD	

(OBJECTIVE 4) Bethlehem Academy will provide a technology rich environment.

(STRATEGY 1) Bethlehem Academy curriculum will enable all students to maximize their use of technology.

	Timeline	Responsibility	Progress Report
(Action Step 1) BA will revise the middle school curriculum to include basics of keyboarding and programs installed on MACs.	Summer 2020	Administrator tech teacher	
(Action Step 2) BA will implement new middle school curriculum for all grade 6 students.	Fall 2020	Technology teacher	
(Action Step 3) An intense introduction to the MAC and PowerSchool will be presented for new students and families within one month of enrollment.	Fall 2020	Tech coordinator & student helpers	
(Action Step 4) The BA technology handbook will be revised and posted online.	Fall 2021	Tech coordinator	
(Action Step 5) BA will establish a student technology club to provide assistance to students and faculty.	Winter 2021	Tech coordinator	

(STRATEGY 2) Bethlehem Academy will encourage and provide professional growth opportunities furthering technology integration within the curriculum.

	Timeline	Responsibility	Progress Report
(Action Step 1) BA will create a process to ensure all faculty understand new PowerSchool updates.	Summer 2020	Tech coordinator	
(Action Step 2) Individual sessions for teachers needing assistance with technology will be held.	Fall 2020	Tech coordinator	
(Action Step 3) BA teachers will be made aware of and encouraged to attend off-site professional development seminars focused on technology integration.	Winter 2021	Administrator teachers	

(Action Step 4) BA will encourage exploration and creative use of technology by faculty within their classes.	Winter 2021	Principal, Tech coordinator	
(OBJECTIVE 5) Bethlehem Academy will thrive, attracting and retaining students and staff by enhancing institutional advancement.			
(STRATEGY 1) BA will strengthen and maintain a strong financial basis.			
	Timeline	Responsibility	Progress Report
(Action Step 1) The BA Board will maintain a balanced budget that supports short and long-term operations.	Spring 2020	Board of Directors	
(Action Step 2) BA will pursue additional revenue streams to supplement and stabilize tuition costs.	Winter 2021	BOD, administration, faculty	
(Action Step 3) BA will establish a committee to explore needs-based tuition assistance programs.	Fall 2022	BOD	
(Action Step 4) BA will develop and implement a needs-based tuition assistance program.	Spring 2023	BOD	
(STRATEGY 2) Bethlehem Academy will develop a comprehensive fundraising program.			
	Timeline	Responsibility	Progress Report
(Action Step 1) BA will analyze data from current events considering costs, income, and time commitments for all personnel .	Fall 2020	BOD Advancement committee	
(Action Step 2) Based on the analysis BA will determine the continuation/revision/termination of individual events.	Winter 2020	BOD Advancement committee	
(Action Step 3) BA will establish an Investment Advisory committee to guide investment decisions.	Spring 2022	BOD, administrator	

(OBJECTIVE 6) Bethlehem Academy will strengthen and maintain strong leadership.

(STRATEGY 1) BA will expand and broaden the Board of Directors.

	Timeline	Responsibility	Progress Report
(Action Step 1) BA will invite and select candidates based on expertise and experience to balance membership.	Spring 2021	BOD governance committee	
(Action Step 2) BA will provide initial orientation for new Directors.	Fall 2020	Sponsorship Council/BOD	
(Action Step 3) Regular in-service opportunities will be provided to Directors to deepen understanding of the Dominican charisms and role of the Board.	Winter 2021	Sponsors Council/BOD	
(Action Step 4) Directors will be encouraged to participate in off-site development opportunities.	Fall 2022	BOD chair, administration	
(Action Step 5) The BA Board will maintain strategic vision and planning to support long-term sustainability of the school.	Fall 2022	BOD committees as appropriate	

(STRATEGY 2) BA will empower administrators to guide the school into a vigorous vibrant future.

	Timeline	Responsibility	Progress Report
(Action Step 1) BA will create clear job descriptions that establish areas of responsibility for the efficient running of the school.	Spring 2020	BOD, Administration	
(Action Step 2) BA administrators will maintain regular strong communication with all stakeholders.	Fall 2020	BOD, Administration, faculty/staff	