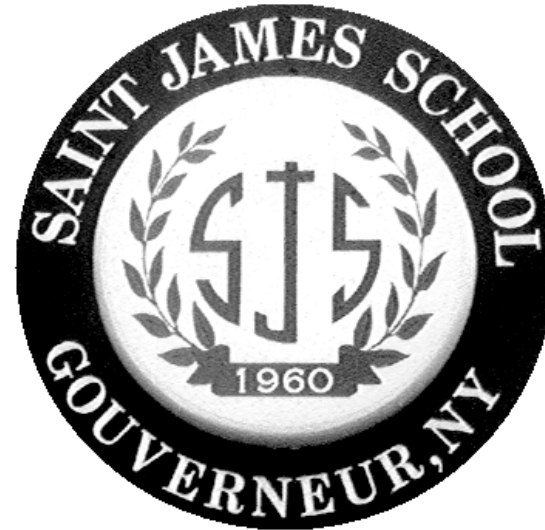


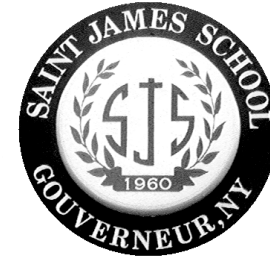
**2015-
2019**

Principal
Clara Cummings



ST. JAMES SCHOOL, GOUVERNEUR STRATEGIC PLAN

The mission of St. James Parish School is to provide a quality Catholic education for students to grow spiritually, academically, socially, and physically, in partnership with families and in harmony with the specific gifts given by God to each student.



On behalf of the St. James Catholic School, we are pleased to present our school's 2015 Five-Year Strategic Plan. This plan presents a forward-looking vision for the school while it affirms the fundamental principles, assumptions, and values that serve as the foundation of the school. This strategic plan provides the framework for enhancing the excellence that has characterized our school since it was established in 1960.

We want to offer our sincere appreciation to those dedicated people from our parish, school, community, and all those who contributed in any way to the development of this document. This strategic plan will be a living document that will shape the course of our school for the next five years and beyond.

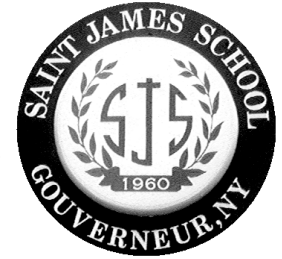
St. James School continues to be blessed by the many members of our community who give so generously of themselves. We hope each of you will read this plan and identify areas where you can give of your time, talent, and treasure to our school. We all share an obligation to give of ourselves to help achieve the many goals we set forth in this strategic plan. *May we continue to work together to provide a quality education where our students can grow spiritually, academically, socially, and physically in partnership with families and in harmony with the specific gifts given by God to each student.*

Sincerely in Christ,

Bridgette LaPierre
Advancement Committee
Advancement Director

Jeanne Sweeney
Advancement Committee
Parish Secretary

Clara Cummings
Advancement Committee
Principal



VISION STATEMENT

St. James School is to be regarded as the most desirable choice in education in our community. To ensure that this happens, we must build and enhance our relationships with constituents to secure sustainable resources to allow for a superior education; one that is accountable, accessible, vibrant, and relevant to the next generation of leaders.

Executive Summary

The development of the Strategic Plan began with a meeting of members of the St. James School community: principal, director of advancement, pastor, faculty, staff, alumni, parents, parishioners, and community members. At the meeting, participants were given an overview of the strategic plan process and tasks to be completed. Subcommittees were formed to address the areas of focus for our school. The areas included: Academics, Advancement, Catholic Identity, Facilities, Finance, and Student Life. Each subcommittee was asked to write 3-5 survey questions.

The results of the surveys completed by St. James parents were shared and reviewed by the sub committees. The sub committees considered the strengths, weaknesses, traditions and critical issues facing the school. They developed action plans in each of their areas to provide continued growth and strengthening of our school.

Strategic Planning Committees

Academics

Clara Cummings*, Charity Billings, Rebbekah Billings, Ian Fawcett, Jeanette Perry, Debbie Reddick, Kelly Sternisha, and Justin Terpstra

Advancement

Bridgette LaPierre*, Ashley Barr, Laurel Bartholomew, Dianne Calvani, Joe Laurenza, Penny Matice, Brandy Parshley and Jeanne Sweeney

Catholic Identity

Henry and Dayna Leader*, Amanda Chase, MaryBeth Friot, Michelle Fuller, Diane Girard, Brandy Parshley

Facilities

John and Betsy Cronk*, Mike Bush, Joel LaPierre, Kayla Merchant, Diane Monroe, Harold Simmons, and Jeanne Sweeney

Finance

Clara Cummings and Father Rocker*, Dale Bush, Albert Desormeaux, Diane Easton, Jim Girard, Bridgette LaPierre, Laurie Weekes

Student Life

Melissa Terpstra*, Connie Hartle, Kristy Kulp, Teresa Minckler, Tim Mulder, Mike Shinski, and Lisa Stowell

**Subcommittee chairs*

ACADEMICS

Main Goals

1. St. James School will provide technology that will meet the needs of the students, teachers, administration, support staff and parents
2. St. James School will strive to provide consistent, rigorous and relevant instruction, enabling student standards to successfully transition into middle school and become positive contributors to society.
3. St. James School will commit to ongoing assessment, evaluation and modification of our academic program in an atmosphere of ongoing improvement.

Key Objectives

1. Provide classroom technology that is appropriate and desired by teachers and staff
2. Enhance internet connection and access to Microsoft Software
3. Enhance parents' access to the technological resources available
4. Work towards becoming more student directed than teacher directed

Key Objective 1: SJS will provide classroom technology that is appropriate and desired by teachers and staff.

Strategy	When	Person responsible	Evaluation measure	Budget
1. Contact other schools to see if they would collaborate to purchase technology at a group/bulk rate. (GCS, BOCES, IHC, Carthage, Canton, Massena)	Year 1	Principal	Phone call log with notes	\$0
2. Document cameras will be purchased for every classroom (2 per year)	Year 1-5	Principal/Teachers/IT	Classroom visit/Technology Report/Requisitions	\$4,000 (Possible NYS Funds)
3. Professional development provided on how to use document cameras	Year 1-5	Principal/Experienced trainer/Teachers/IT	PD Log	\$0
4. Purchase tablets for all students in 6 th grade and a cart of 20 (Year 1) 4b. Add tablets as needed and as money allows each year to replace damaged and add to more classrooms/carts	Year 1-5	Principal/Teachers/IT	Classroom technology report & Requisitions	\$2,000(NYS Funds)
5. Contact BOCES / Building Trades program to have a tablet cart built to store all tablets	Year 1	Principal	Cart completed	\$50

Key Objective 2: *SJS will enhance internet connection and access to Microsoft Software.*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Wireless internet capable of running all technology installed for entire school (gym and classrooms)	Year 1	Principal/IT	Confirm with staff all technology is able to access the wireless internet	TBD
2. Create 50 student and staff accounts per year of Microsoft Office 365	Year 1-5	Principal/IT/Teachers	Check username and	\$0

			password log sheet to confirm there are 50 accounts set up each year.	
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Key Objective 3: SJS will enhance parents' access to the technological resources available.

Strategy	When	Person responsible	Evaluation measure	Budget
1. Open the parent portal of the My Student Progress Report card/attendance database	Year 2	Secretary/Teachers/Principal	Verify on My Student Progress Database	\$0
2. Provide training to parents on how to access the parent portal on My Student Progress	Year 2	Secretary/Teachers/Principal	Training scheduled in calendar	\$0
3. Link school calendar to hand held devices, such as parents' phones	Year 1	Principal/IT	Verify on parents' phones	\$0

Key Objective 4: Classrooms will work towards becoming more student directed than teacher directed.

Strategy	When	Person responsible	Evaluation measure	Budget
1. SJS teachers visit best practices classrooms to gain Constructivist knowledge and ideas to use in their own classrooms	Yearly	Principal/Teachers	PD log	\$600 (Substitute cost at \$60 per day x 9 staff + mileage)
2. SJS will provide access to local professional development workshops and teachers will	Yearly	Principal/Teachers/ Presenters	PD log	\$1,000 in Title funds

participate in at least 1 x per year beyond what the Diocese offers.				
3. Teachers will execute active learning. Ex. Students will create a play about molecules	Year 2-5	Principal/Teachers	Teacher evaluation	\$0

Key Objective 5: *Develop, deliver, and assess professional development on NYS Standards including the Common Core Math, ELA, & Social Studies, the Next Generation Science Standards, and the Diocese of Ogdensburg's religion standards.*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Teachers will have access to appropriate materials and supplies needed to enhance the CC aligned curriculum	Year 2-5	Teachers/Principal	Requisitions	\$3,000 per year in Title funds
2. Teachers will attend workshops on new standards as they are developed	Yearly	Asst. Supt./Principal	PD log	\$1,000 in Title funds

Key Objective 6: *Evaluate the needs of students and provide support.*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Hire a part time AIS teacher to provide AIS services to students	Yearly	Principal/Teachers	Teacher Contract	TBD at Title money is available
2. Each teacher should create a written statement of 2-3 goals for the year and then the administrator and staff member should check on the goals 2 times per year.	Yearly	Principal/Teachers	Written documentation of goals set with dates of follow up	\$0
3. Peer evaluations completed one per year	Yearly	Teachers	Document	\$0

			give to principal of who, what, and when	
4. Principal formal evaluation completed one per year	Yearly	Principal	Observation documents in employee files	\$0
5. Weekly plan check, every teacher at least once a month	Yearly	Principal	Notes and initials in weekly plan books	\$0

ADVANCEMENT

Main Goals

1. Increase enrollment
2. Establish an effective Enrollment Team
3. Establish an effective Advancement Team
4. Establish an effective Annual Fund
5. Reconstruct the Education Council

Key Objectives

1 Increase enrollment of parish families
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2 Recruit 9 new students annually in K-6 and 6 new students in preschool
3 Create an effective PR plan
4 Study and track the local demographics
5 Increase the annual fund to 10% of the yearly budget
6 Follow the PIM (Partners in Mission) model for the Education Council

Key Objective 1: Increase enrollment of parish families

Strategy	When	Person responsible	Evaluation measure	Budget
1 Invite 6 th grade students to read a SJS message in our church.	Yearly (March)	Admissions Office with School Leadership	Completed visit schedule	\$0
2 Create and provide a State of the School Address in SJ parish	Yearly (May/June)	Principal and Director of Adv.	Address given	\$0

Key Objective 2: Recruit 9 new students annually in grades K-6 and 6 new students in preschool.

Strategy	When	Person responsible	Evaluation measure	Budget
1 Improve our website for marketing purposes (Include academic syllabus)	Year 1	Advancement Team, principal, IT	Survey question on registration – improved awareness	\$0

2 Improve Parent to Parent Outreach (For ex. A parent visits Gingerbread preschool to talk to parents)	Year 1-5	FAITH Group, Principal, Advancement Team	More parent referrals	\$0
3 Track local demographics to send letters to Kindergarten eligible students prior to registration	Year 1-5	Advancement team, Principal	Letters sent in February	\$60.00
4 Provide real estate agents with welcome packets for new families moving into the area with school age children	Year 1	Advancement team	Packets distributed	\$50.00
5 Review the real estate section of the paper and send welcome letters from church and school to new community members	Year 1	Advancement team, Pastor	Letters sent weekly	\$50.00
6 Visit other churches to promote the school and invite visitors	Year 1-5	Advancement Director, Principal	Visits made to churches once yearly	\$0

Key Objective 3: *Create an effective PR plan*

Strategy	When	Person responsible	Evaluation measure	Budget
1 Create a monthly plan for PR activities	Year 1	Advancement Team	Plan written	\$0
2 Create a video to "sell the school"	Yearly	Advancement Team, IT	Video completed and uploaded	
3 Create an informational brochure	Year 1,3	Advancement Team	Brochure Completed	\$200
4 Hold a public Open House	Year 1-5	Principal, Advancement team, Staff	Open House held	\$20
5 Establish a positive, constructive relationship with the media. (North Country Now)	Year 1-5	Advancement Team	More media coverage viewed	\$0

Key Objective 4: Increase the annual fund (St. James Fund) to 10% of the yearly budget.

Strategy	When	Person responsible	Evaluation measure	Budget
1 Establish a trackable database	Year 1	Advancement Team	Database purchased and being utilized	\$200 yearly
2 Provide segmentation of mailing	Year 2-5	Advancement Team	Segmented mailings done	\$750 each mailing
3 Update database addresses	Year 1-5	Advancement Team	Updates made 2 times yearly	\$0
4 Research potential donors	Year 1-5	Advancement Team	Research conducted	\$0
5 Conduct a phone – a – thon	Year 5	Advancement Team	Phone calls made	\$0
6 Host an annual Alumni event to build constituent relationships	Year 2-5	Advancement Team, Principal	Event held	\$200

Key Objective 5: Follow the PIM model for the Education Council

Strategy	When	Person responsible	Evaluation measure	Budget
1 Appoint Education Council members willing to chair subcommittees	Year 1	Advancement Team, Principal, Pastor	Education council members appointed	\$0
2 Identify subcommittees based on strategic plan	Year 1	Advancement Director,	Subcommittees identified	\$0

		Principal		
3 Populate the subcommittees	Year 1	Advancement Director, Principal, Pastor	Subcommittees populated	\$0
4 Conduct Education Council meetings with chairs giving updates from committee work	Year 1-5	Principal, Pastor	5 meetings held yearly	\$0

CATHOLIC IDENTITY

Main Goals

1. To continue God's Blessing on St. James School.
2. To increase and promote Catholic Identity within and without St. James School through the proclamation and practice of our Catholic Faith
3. To make the Catholic Faith more important to those families whose children attend St. James School

Key Objectives

1. Celebrate Mass for the school community more often
2. Create an ongoing Theology Department/Catholic Identity Committee to evaluate and assist the faculty in maintaining correct Church teaching and joyful evangelization
3. Emphasize Vocations

4. Create and set aside a prayerful space
5. Evangelize and strengthen families

Key Objective 1: Celebrate Mass for the school community more often

Strategy	When	Person responsible	Evaluation measure	Budget
1. Create a mass schedule conducive to the school day that allows for classes to attend mass weekly	Year 1	Pastor/Principal/Staff	75% or 30/40 weeks due to other conflicts	\$0
2. Have school students attend mass weekly in addition to the monthly school mass	Year 1	Pastor/Principal/Staff	75% or 30/40 weeks dues to other conflicts	\$0

Key Objective 2: Create an ongoing Theology Department/Catholic Identity Committee to evaluate and assist the faculty in maintaining correct Church teaching and joyful evangelization.

Strategy	When	Person responsible	Evaluation measure	Budget
1. Create a group (Catholic Identify Committee)to assist in researching and developing an interactive religious education curriculum	Year 1	The committee chosen by Pastor/Principal/ Ed council	Work with the diocese	\$0 not including the possible cost of some materials
2. Assist in giving presentations and aid so that religion is not sacrificed because of lack of time	Year 1	Committee/pastor/principal/Ed Council	Committee in place/presentation held	\$0

3. Periodically monitor by survey or otherwise that Catholic Identity remains a priority	Year 2-5	Parents/Principal/Pastor	Periodically as well as annually	\$0
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Key Objective 3: *Emphasize Vocations*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Invite speakers in to speak about vocations. **we could partner with a diocesan department and obtain grants (Christopher West was to come here that way)	Yearly	Principal or her designee	2 per year if possible	\$0 or stipend unless a renowned speaker **
2. Take students to relevant places ie. St. Joseph's Mother House in Watertown **We may not know for some years whether religious vocations resulted	Yearly	The principal or her designee	Attempt 3 trips per school year**	\$0 unless public transportation

Key Objective 4: *Create and set aside a prayerful space*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Build a small chapel; set aside a quiet place;	Year 1	Parish priest school principal	Is it used by students and staff	unknown
2. place a cross on the exterior of the school facing main street/prayer garden	Year 1	Ed Council	Can you see the cross from Main Street	\$100

Key Objective 5: *Evangelize and strengthen families.*

Strategy	When	Person responsible	Evaluation measure	Budget
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1. Hold family retreats. Similar to confirmation but for the entire family	Yearly	Deacon or priest or retreat master	2 per year fall and spring	\$100
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FACILITIES

Main Goals

1. Replace the roof
2. Work towards windows replacement
3. Make Kitchen Improvements
4. Make improvements and updates to bathrooms
5. Declutter the school

Key Objectives

1. Replace lower roof (warranty expires 2016 - higher roof in 8-10 yrs.)
2. Replace windows to sliders for escape and heating purposes - Phase 1(Parking lot side)
3. Purchase and install new kitchen appliances and investigate a possible expansion

4. Make improvements to the hall bathrooms by replacing stalls, toilets, and sinks

Key Objective 1: *Replace lower roof*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Obtain quote (RSI)	<i>Year 1</i>	<i>John Cronk</i>	<i>Complete</i>	<i>105,000</i>
2. Work with the Finance Team to address the cost and create a payment plan	Year 1-2	Advancement/Finance team/Pastor	A payment plan is in place	\$0
3. Begin construction of the lower roof	Year 3-4	Maintenance/Pastor/Principal	Construction underway	TBD

Key Objective 2: *Replace windows to sliders for escape and heating purposes – Phase 1(Parking lot side)*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Obtain quote (Northern Glass)		Maintenance	Complete	55,310
2. Obtain additional quotes (Lance Whitton)	Year 3-5	Maintenance	Quotes reviewed	TBD
3 Obtain info about block walls around windows (Ivan Shampine)	Year 3-5	Maintenance	Quotes reviewed	TBD
4.Work with Finance Committee to secure funds	Year 3-5	Maintenance/Pastor/Advancement Director/Finance Committee	Payment plan in place	TBD
5.Begin window replacement	Year 4-5	Maintenance	Windows replaced	TBD

Key Objective 3: *Kitchen (appliances and possible expansion)*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Design and layout	Year 2-	Maintenance/ Kitchen	Sketches	\$0

	4	Staff/Parishioner (Joe Pistolesi)	Drawn	
2. Obtain quotes	Year 2-4	Maintenance	Quotes Completed	Refrigerator \$3,290 Dishwasher \$14,000 including installation
3. Purchase updated appliances	Year 2-4	Maintenance/Principal/Pastor	Appliances Purchased	TBD
4. Work with Finance Committee to secure funds	Year 2-4	Advancement Team/Finance Committee/Pastor	Payment plan in place	TBD

Key Objective 4: Bathroom (stalls, sinks, toilets)

Strategy	When	Person responsible	Evaluation measure	Budget
1. Design and layout (colors, stall panels, sinks, toilets etc...)	Year 1	Maintenance	Plan complete	\$0
2. Replace sinks with a 3 sink station/Replace toilets	Year 1	Maintenance	Replacements installed	TBD
3. First and fourth stall larger or changing area	Year 1	Maintenance	Construction complete	TDB
4. Obtain quotes for materials	Year 1	John Cronk/Kayla Merchant/Diane Monroe	complete	

FINANCE

Main Goals

1. Increase revenue
2. Educate constituents about their best option for giving
3. Support the growth of the Advancement Office
4. Implement consistent recording and reporting of the budget

Key Objectives

1 Provide parishioners with information about their best option for giving
2 Increase the grant revenue
3 Investigate the lunch program and address the deficit concerns
4 Improve the effectiveness of the golf tournament
5 Conduct an increased giving campaign
6 Create a plan for increasing tuition

Key Objective 1: *Provide parishioners with information about their best option for giving*

Strategy	When	Person responsible	Evaluation measure	Budget
1 Create a brochure explaining the giving options	Year 1	Director of Advancement, Pastor	Brochure is printed and distributed	\$100
2 Host a planned giving workshop	Year 2	Director of Advancement, Pastor, Diocesan office	Workshop held	\$0

3 Place reminders in the bulletin regarding giving options	Year 1-5	Director of Advancement, Parish secretary	Reminders in bulletin 3-6 times each year	\$0
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Key Objective 2: *Increase the grant revenue*

Strategy	When	Person responsible	Evaluation measure	Budget
1 Identify a person and commit to a salary	Year 1	Advancement team, Pastor, Principal	Person appointed	TBD
2. Investigate possible grants	Year 2-5	Grant Coordinator	Data gathered	
3. Increase the number of grants applied for	Yearly	Grant Coordinator	Grants increased	\$0
4. Collaborate with other Catholic Schools to submit grants	Year 4-5	Grant Coordinator	Collaborative Grants submitted	TBA

Key Objective 3: *Investigate the lunch program and address deficit concern*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Investigate lunch delivery by public school	Year 1	Principal and Cafeteria manager	Information gathered, reviewed and shared with Ed. Council	\$0
2. Increase student lunch price to match public school	Year 1	Cafeteria manager	Price is consistent	\$0

3. Investigate food purchasing practices (Ex. Bundle with public school, BOCES)	Year 1	Cafeteria manager, Principal	Practices investigated and reviewed	\$0
4. Investigate employee benefits	Year 1	Pastor	Benefit responsibilities are known	\$0

Key Objective 4: *Improve the effectiveness of the golf tournament*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Formulate a more diverse planning committee	Year 1	Director of Advancement	New members added to committee	\$0
2. Investigate best practices of local golf tournaments	Year 1-3	Committee	Best practices shared with committee	\$0
3. Increase the registration to reflect consistency of other local golf tournaments	Yearly	Committee	Cost increased	\$0
4. Improve the publicity of event	Yearly	Committee	More publicity is evident	\$150

Key Objective 5: *Conduct an increased giving campaign*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Participate in the Diocesan wide increased giving campaign	By year 5	Pastor, Diocese	Participation is evident	TBD
2. Improve stewardship practices of parish	Yearly	Pastor	Speech given during mass	\$0
3. Make contact (thank you) with top 20% of our	Yearly	Advancement	Contact is	\$20

weekly envelope donors. (ex. Card, mailing, phone call, etc.)		Committee	made	
4. Make contact (thank you) with all parishioners	Yearly	Advancement Committee, SJS students/staff	Thank you cards in pews once a year	\$0

Key Objective 6: *Create a plan for increasing tuition*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Increase 1 student by \$100.00	Yearly	Principal, Advancement Director	Tuition contract	\$0
2. Increase 2 students to 50%	Year 5	Principal, Advancement Director	Tuition contract	\$0
3. Increase 3 or more students to 30%	Year 5	Principal, Advancement Director	Tuition contract	\$0
4. Educate parents/parishioners of the actual cost per pupil	Yearly	Principal, Advancement Director	Stated in tuition contract	\$0

STUDENT LIFE

Main Goals

1. Enhance student exposure to music
2. Enhance awareness of student life
3. Create student access to supplies and engage students in money handling
4. Encourage student participation in service projects outside of the school day
5. Encourage creativity through problem solving in afterschool activities
6. Increase child/parent involvement in activities outside of the school day
7. Increase students culinary knowledge outside of the school day

Key Objectives

1. Incorporate music instruction/instrument lessons into SJS.
2. Have a quarterly newspaper at SJS created by students
3. Create student access to supplies and engage students in money handling
4. Start an Odyssey of the Mind Club to engage students in hands on problem solving
5. Encourage more male student participation

Key Objective 1: *Incorporate music instruction/instrument lessons into SJS.*

Strategy	When	Person responsible	Evaluation measure	Budget
1. Organize the addition of lessons at SJS.	Year 1	Student Life Committee	Committee in place	\$0
2. Identify who will be giving lessons (student teachers, HS students, etc.)	Year 2	Student Life Committee/Principal	"Lesson teachers" in place	TBD
3. Begin lessons	Year 2	Committee/music	Students	TBD

		teacher	receiving lessons	
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Key Objective 2: Have a quarterly newspaper at SJS created by students

Strategy	When	Person responsible	Evaluation measure	Budget
1. Identify a teacher or advisor to direct students on the project	Year 1	Principal	Advisor in place	\$0
2. Identify which grade/students would participate	Year 1	Staff/advisor	Students identified	\$0
3. Students meet to create the newspaper	Year 2-5	Advisor/Newspaper "staff"	Students work in progress	\$0
4. Print and distribute the newspaper	Quarterly Year 2-5	Advisor/Newspaper "staff" / FAITH group sponsored	Newspapers printed	\$50 (yearly printing cost)

Key Objective 3: Create student access to supplies and engage students in money handling

Strategy	When	Person responsible	Evaluation measure	Budget
1. Re-introduce a Student Store and choose an advisor	Year 1	Principal/Advisor	Advisor/grade appointed	\$0
2. Identify which grades will be responsible for the store	Year 1	Principal/Advisor/Staff	Grade appointed	\$0
3. Acquire items to stock the store (purchased and donated)	Year 1	Advisor/ Students/ FAITH group	Stocked store	\$75
4. Student Store Open	Year 2-5	Advisor/students	Store is open	\$0

Key Objective 4: Offer a knitting club at SJS

Strategy	When	Person responsible	Evaluation	Budget
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			measure	
1. Identify an advisor to organize the knitting club	Year 1	FAITH Group/Student Life Committee	Chairperson identified	\$0
2. Identify volunteers to instruct children (grandparents/parents, etc.)	Year 1	FAITH Group/Chairperson	Volunteers in place	\$0
3. Identify projects for students, for example: hats for those in need	Year 1	Chairperson	Projects identified	\$0
4. Acquire resources (knitting needles/yarn, etc.) through donations and purchase	Year 1	Chairperson/FAITH Group	Resources acquired	\$75
5. Hold club meetings to complete projects	Year 1-5	Chairperson/students	Projects completed	\$0

Key Objective 5: Start an Odyssey of the Mind Club to engage students in hands on problem solving

Strategy	When	Person responsible	Evaluation measure	Budget
1. Identify a chairperson to coordinate the registration	Year 1	Principal	Chairperson appointed	\$0
2. Register St. James School	Year 1	Principal/Chairperson	SJS registered	\$50
3. Identify volunteers to advise students and attend competitions	Yearly	Chairperson	Volunteers	\$0
4. Establish teams and budgets	Yearly	Chairperson/staff/FAITH Group/Principal	Teams established	\$50
5. Teams meet and compete	Yearly	Chairperson/students	Teams competing	\$0

Key Objective 6: Encourage more male student participation in clubs/activities

Strategy	When	Person responsible	Evaluation measure	Budget
1. Investigate which activities/clubs involve male participants	Year 1	Student Life Committee/FAITH group	Activities identified	\$0
2. Conduct interviews with male students to identify activities/clubs they would be interested in (Open Gym Club, Cooking Club?)	Year 1	Student Life Committee/FAITH Group/Staff	List created	\$50

3. Introduce at least one activity/club from the identified list	Yearly	Student Life Committee/FAITH Group/Staff	Activity created	\$0
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