

***Catholic Schools Office  
Annual Goal Planning Document***

**Spiritual Leadership**

<b>Goal</b>	<b>Measure of Success</b>	<b>Results</b>
To raise awareness of social justice issues connected with the Corporal Works of Mercy	<p>To provide professional development opportunities for administrators related to social justice issues</p> <p>To provide reading/reflection resources related to social justice issues</p>	

**Mission Leadership**

<b>Goal</b>	<b>Measure of Success</b>	<b>Results</b>
To promote the CSO mission for stakeholders	To incorporate the CSO mission statement in verbal and print communications	
To demonstrate that CSO planning and decisions flow from the CSO mission	To align activities of the CSO with the four objectives of the CSO mission statement	

**Pastoral/Interpersonal Leadership**

<b>Goal</b>	<b>Measure of Success</b>	<b>Results</b>
To expand Catholic school leadership	To identify and utilize a cadre of teachers for leadership opportunities	
To respond to current changes in the Diocese and society	To support the transition of a new Bishop in the Diocese of Wilmington  To collaborate with schools to resolve challenges in the pandemic environment	

**Educational Leadership**

<b>Goal</b>	<b>Measure of Success</b>	<b>Results</b>
To update purpose and process for reporting student progress at the elementary school level	To revise primary level reports cards  To revise intermediate level report cards  To revise middle school reports cards	
To introduce benchmark assessment at the high school level	To initiate Renaissance Star in Grades 9-11	

**Operational and Visionary Leadership**

<b>Goal</b>	<b>Measure of Success</b>	<b>Results</b>
To improve electronic communication venues	<p>To regularly review and update CDOW Schools website</p> <p>To regularly review and update CSO Intranet</p> <p>To assess effectiveness of virtual meetings</p>	
To streamline personnel documentation	To update administrator and teacher applications, memoranda of understanding, and the nurse agreement	
To begin the process of revision of the Policy/Principal Handbook	To establish a structure and timeline for review and updating of the Policy/Principal Handbook	
To broaden support for Catholic school education	To engage the Board of Catholic Schools in the creation of a business leaders' network to raise friends for Catholic schools	

**Professional Leadership**

<b>Goal</b>	<b>Measure of Success</b>	<b>Results</b>
To provide professional growth opportunities for Catholic Schools Office Staff	To provide for each CSO staff member to participate in at least one professional development opportunity outside of diocesan programs	
To support principal annual goals	To meet with principals twice during the year to assess ways to support annual goals	
To attain fully-credentialed teachers in every school	To increase the percentage of fully-credentialed teachers	