Sample Goals and Strategies

e.g. **Goal #1:** By the end of 2016, St Scholastica’s will be a community where all staff are encouraged and have the opportunity to engage in spiritual formation on a regular basis so that they engage with students as authentic witnesses to the Christian story.

To accomplish this goal, we will (e.g.):

1. Use one professional learning day per year to provide a day of reflection and spiritual formation for all staff. (Accessing staff of ESF Team, Formation Network and people from within the founding charism of the school.)
2. Budget for and provide an optional live-in retreat experience for staff once per year.
3. Establish spiritual formation goals as part of individual annual goal setting for all staff.
4. Allocate school renewal funding for individual staff attendance of spiritual formation opportunities.
5. Regularly distribute/provide access to articles and short readings about spirituality, prayer, Catholic ethos, etc
6. Once per term, provide for an extended time of prayer, reflection and discussion within a staff meeting.
7. Make use of the Archdiocesan Lenten Resource each year to establish a Lenten Reflection Group amongst staff.

**e.g. Goal #2:** By June, 2015, we will have established a spirituality ‘reference group’ to work in collaboration with the Leadership Team to identify and respond to needs for staff spirituality and spiritual formation.

To accomplish this goal, we will (e.g.):

1. Identify 2 key staff to engage in the Spirit Fire formation program with the school APRE.
2. In June, 2014, we will gather all those staff who have commenced one of the Catching Fire programs (Spirit Fire, Keepers of the Flame, Guiding Lights) to share something of their experiences and discuss possible needs and strategies for growing the spiritual life of the staff.
3. Establish a regular gathering time for these Catching Fire participants.
4. As additional staff engage in the Keepers of the Flame and Guiding Lights programs in 2015, these staff will be invited to join in regular gatherings of Catching Fire participants.
5. Invite Catching Fire participants and any other interested staff to form a reference group that will continue to discuss the spiritual life of the school staff and generate ideas.

**e.g. Goal #3:** By the end of 2015, St Scholastica’s staff will be actively living the Formation Capacity of Prayer so that they might be nurtured and sustained by a personal and communal prayer life.

To accomplish this goal, we will (e.g.):

1. Schedule a three twilight inservices across 2014-2015 to provide staff with formation around the Prayer capacity and different prayer styles.
2. Actively encourage and invite participation in weekly staff prayer.
3. Nurture a culture of prayer so that prayer is our natural response to the everyday joys and difficulties of life.