

**STATE OF THE
SCHOOL
2018 - 2019**

Mission

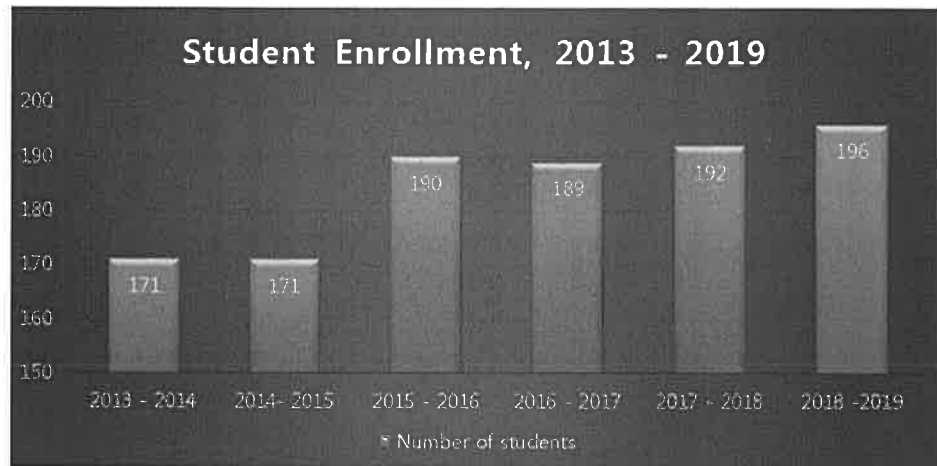
The mission of St. Joseph's Regional Catholic School is to cooperate with families, who are the primary educators, in forming the whole child in the Catholic Christian faith.

With Christ and his teaching as our foundation, we create an environment of prayer (ora), study (stude), work (labora), and play (lude), providing each child with the opportunity to grow in all areas of his or her life.

5 Year Plan

1. Increase student enrollment.
 - ❖ Goal: 200 students
2. Improve Catholic identity among students.
3. Increase student achievement in Math and Reading for all students.
4. Improve the school's infrastructure and access to technology.

Enrollment



Re-Enrollment

- As of February 12, 2019:
 - 115 re-enrolled
 - 21 new applications
 - Some classes are almost at capacity (**less than 10 seats available)
 - Second (21 of 24)
 - Fifth
 - Kindergarten
 - Eighth

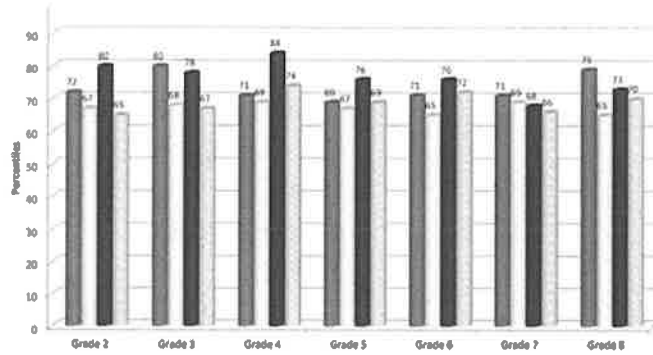
35% Higher

Academics



Archdiocese of Washington
Saint Joseph Regional School
2017-18 Scantron Performance Series, EOY Test
School Percentiles v. National Blue Ribbon Percentiles (Spring)
Reading and Mathematics

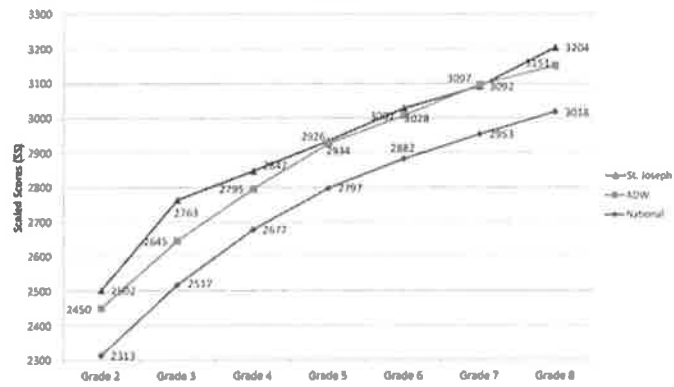
■ St. Joseph Reading ■ Blue Ribbon Reading ■ St. Joseph Math ■ Blue Ribbon Math



Academics



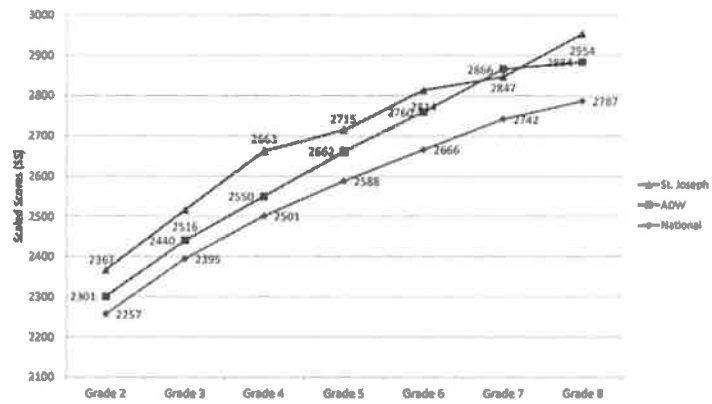
Archdiocese of Washington
Saint Joseph Regional School
2017-18 Scantron Performance Series, EOY Test
ADW Mean Scaled Scores v. National Mean Scaled Scores
Reading



Academics



Archdiocese of Washington
Saint Joseph Regional School
2017-18 Scantron Performance Series, EOY Test
ADW Mean Scaled Scores v. National Mean Scaled Scores
Mathematics



Financial

St. Joseph Regional Catholic School
Annual Archdiocesan Financial Communication

School Income & Expense Report	
School Revenue	FY 2017-2018
Tuition - Standard	902,769.54
Tuition - Pre-K/Nursery School	121,915.76
Parish Assistance	40,000.00
ADW Tuition Assistance	68,640.00
BOOST/OSP Credit	22800.00
Before and After Care	113,290.48
Fundraising	50,515.52
Shepherd's Fund	3000.00
Registration Fee	55,975.00
Capital Improvement Fee	18,900.00
Donations	8,929.20
Other Income	102,940.67
Total School Income	1,509,666.17
School Expenses	FY 2017-2018
Instruction	840,144.45
Operation & Maintenance	191,925.42
Administration	281,249.77
Auxiliary Services (H.S.A. Book Fair, Milk Program)	34,816.82
Pre K/Extended Day Care	144,616.57
Total School Expenses	1,492,753.03
Total Net Income	16,913.14

Financial

School Financial Report		
Budgeted Costs – Per Child	FY 2018-2019	[Budgeted Enrollment Total – Current Fiscal Year]
Budgeted costs of educating, per pupil	7,164.00	
Budgeted tuition revenue, per pupil	5,053.00	Budgeted: 188
Difference between the budgeted cost and budgeted tuition revenue per child	(2,111.00)	Actual: 200

**Questions and Answers
(46)**

Finances

- Where does all the fundraising money go ?
- What grants have been applied for? And what will they've used for ?

- Funds are used to improve the infrastructure and equipment of the school- such as the purchasing document cameras for teachers, a swing set for our kids, iPads, and replacing air conditioning units.
- We have applied for Title 1, 2, 3, 4, Aging Schools and Safety Grants. These grants cover the cost of professional development, equipment for students (such as iPads), and improve 50-year old structures within the school.

Personnel

- Enrollment is at an all time high & asst principal position had to be ceased to put funds towards our resource center ? Makes no sense.
- Why would anyone think the school does not need an assistant principal ?
- Why not be more transparent with your staff hiring? What qualifications do the parents have that you have chosen for current positions? Just having a child at St. Joseph is not a qualification. We need staff who meet the academic, social, and leadership roles at St. Joseph. We need qualified candidates to fill all vacant positions who have experience in that specific skill.

- Having both an assistant principal and resource position would require us to increase our expenses by at least \$5,000. This reduces the safety net that exists to cover unexpected expenses from a 55 year old building. Please refer to last year's financial statement that shows that our safety net was only \$16,000; so our financial decisions have to be conservative. We do our best to ensure the financial viability of the school, hence why the assistant principal position was temporarily suspended for 4 months. The position will be reinstated in June.
- I would agree with you on that!
- Thanks for asking. All of our faculty and staff have been hired as they were the best candidates for the position. They applied formally through SchoolSpring, which lists and identifies the required credentials for each position. We are extremely happy that parents happen to be the best candidate as they are more vested in the outcome of the school since their child attends St. Joseph's. All our hires and their respective qualifications are shared in our weekly updates email and posted on our website as well as Facebook, so we don't hide anything! In fact, most of our recent hires are actually overqualified for their positions as they possess advanced degrees! For example, Ms. Kennedy has a Master's degree in Special education

and is our secretary/interim resource teacher. Mrs. Taylor has a Master's degree from MIT! Ms. Pagan is also pursuing further education in education; so we are so fortunate to have qualified and exceptional additions to our community.

Personnel (part 2)

- When do the contracts for teachers go to them & when is the last day that they can make decision to stay on as staff?
- Is Dr B returning next school year ?
- Is Msgr planning to stay on as canonical administrator of the school ?

- The Archdiocese does not provide contracts to employees, however, each faculty and staff completes a Letter of Intent in February/March. This indicates if they plan on returning next year. The decision to stay on staff will need to be completed by tomorrow, February 20.
- I am honored to!
- He is also equally as honored to!

Attrition

- I am sure this question is everyone's minds. There seems to be a rather high rate of faculty attrition over the last two years. Furthermore, it seems that most of the departing faculty are leaving during the school year. What is going on? How can we encourage our valued staff to remain?
- I appreciate all the hard work done by our teachers! How is the administration ensuring their continued success and job satisfaction? (i.e. professional development opportunities, open door policies with administrators to encourage feedback, etc.)
- Now another staff member announcing that they are leaving mid year (Ms Stiffler) how are you trying to retain our staff/teachers ? Moral has to be down with all this turn over.
- How can we put emphasis on the teachers who remain (or to be added) so they can feel heard, valued and appreciated?
- With all of the recent staff turnover how are we limiting the distractions for our students? Many of them have grown with the staff and come to love them. While transition is never easy they have seemed very abrupt which evoke more questions and cause for uneasiness.

- Thank you for addressing the elephant in the room. I understand how the recent departures, especially during the school year is a source of concern. Is this unusual? In the Archdiocese or education? No, as evident in the number of job postings at schools. Teachers and staff are always in flux. At St. Joseph's? I am assuming so (but then again my background on this is limited). We are similar to any other organization that life happens and people leave for many reasons, hence the departures over the last 2 years. Most of our departures are financial as we pay 70% for a similar job in the public school; so our lack of competitive pay has made it challenging to retain teachers, especially those in specials who teach part-time.
- The administration is committed to ensuring that each teacher is valued and appreciated. We celebrate each other's personal and professional achievements, provide autonomy where possible, and allow for teacher input on decisions that directly impact them, etc. We also encourage parents to express their appreciation as well as the quality of our partnerships with parents communicates your appreciation for what they do everyday.
- A departure of any member of staff and faculty is always a sad day for everyone.

We check in with our children to see if there is anything we can do to help and answer any questions they may have.

Curriculum

- Please provide parents with academic data for each grade level.
- Is the school planning to have music classes where students will actually learn how to play an instrument?
- Is it possible to start a HSPT prep class?

- Please refer to earlier slides for this information.
- We are working on it! 😊
- We are also looking into this as well.

Resource Program

- What was the purpose for the special needs survey last year?
- Will you share the results of the special needs survey?
- My tuition is being used to pay a resource teacher that my Child has never used in 7 yrs. if there is a need for a resource teacher why can't you implement fees to families that need it ? You could charge per session. Is an idea.
- If there is a high demand for a full time resource teacher than why can't we charge those families extra tuition to use this ? No different than hiring a tutor for your child.
- The focus always seems to be on bringing children up to grade level standards with a resource teacher, what are plans to assist students that are more advanced and needs challenged ie accelerated programs for math and reading ?
- what are the benchmarks to qualify for the National Blue Ribbon School Program? Where do the 10-12% of students who do not meet grade level objectives fit in the Blue Ribbon Program benchmark?

- The Archdiocese wanted feedback on its proposed move to having more inclusion in our schools.
- Still awaiting the results from ADW. I will let you know the outcome once that is provided.
- Thank you for sharing these ideas.
- Please refer to the earlier slides with academic data. We do everything it takes to help our children who may be struggling at this time. ""In truth I tell you, in so far as you did this to one of the least of these brothers of mine, you did it to me."

Above grade level achievement

- What are you doing to assist students that are over achieving ?
 - Does the school have any plans to offer additional resources (i.e., resource teachers, study groups, additional curriculum) for students who are advanced in math and reading beyond their grades?
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- We are fortunate to have a number of them. We provide professional development to help to improve student gains for all students, including those who have higher academic achievement. Our teachers also provide a differentiated curriculum and we provide enrichment activities outside of the school day to address the needs of our children, such as Latin.

Governance

- Why isn't the School Board more involved in the discussions relating to the operations, direction, and financial support of the school? When do they meet, are parents invited, how do they communicate with parents?
- Should the school determine a desire to alter or change the student body would a committee be formed including parents or are the decisions solely based on Monsignor's and the Principal's recommendations?

- The School board makes recommendations as a committee comprised of volunteers and ADW employees. True governance is the responsibility of the Catholic Schools Office at the Archdiocese. However, the SAB do address issues such as affordability, Catholic identity, and a limited degree- governance. The meetings are closed and the outcomes of decisions are usually sent in weekly updates (not necessarily identified from the school board) or addressed via HSA.
- Rest assured, we have no desire to change or alter the student body. God has blessed us abundantly with wonderful children and families.

Governance (Part 2)

- Why can't there be a more parent involvement with HSA and the School Board? Who are the various officers and members? What is each person's responsibilities? Why can't we have monthly updates for each association? What does each group do, need actual paper list and description for confirmations rather than just a verbal reply. NEED MORE INCLUSION AND MORE TRANSPARENCY.
- What is our five year plan? Who has input into this plan? Why isn't the plan made public? Are there ongoing meetings for the development of the plan?
- What are the short-term (remaining year and coming year) and long-term goals for the school (4 to 5 years)?

- We always invite more parent involvement in HSA. SAB is a separate organization with its own bi-laws. Please refer to the School's handbook regarding the role of each organization. I have also included the descriptions from the Catholic Schools Office for your reference on the next slide.
- Please refer to earlier slides about the 4-5 year plans that are an outcome of the collaboration between faculty and staff and the school board. Yes, we are always revising these plans, as needed.

Governance (Part 2)

2413 Parish/Regional School Advisory Board

All Archdiocesan schools shall have an organization, named the School Advisory Board, except when the school is governed by a board of limited jurisdiction. The School Advisory Board shall be made up of representatives of the school and parish communities appointed by the canonical administrator, and include the canonical administrator, chief administrator and president of the Home and School Association. The role of the School Advisory Board is to advise the canonical administrator, principal and parish council regarding the oversight, mission, status and sustainability of the school. This organization shall adhere to basic bylaws and the guidelines provided by the Catholic Schools Office.

3610 Home and School Association

All Archdiocesan parish schools shall have a formal organization of parents and appointed school personnel, named the Home and School Association. The role of the Home and School Association is to build community by hosting school events and, when appropriate, supporting the school's fundraising goals as recommended by the School Advisory Board and the chief administrator and canonical administrator. This association shall adhere to guidelines provided by the Catholic Schools Office.

- We always invite more parent involvement in HSA. SAB is a separate organization with its own bi-laws. Please refer to the School's handbook regarding the role of each organization. I have also included the descriptions from the Catholic Schools Office for your reference.

HSA

- Why does it take so long to get reimbursed for the monies you put out for the school out of your own pocket ? ie. fundraising efforts.
- A school is only as good as it's HSA officers. It feels like the association is non-existent. How about some committees to bring new life to the school. Mr. Hooker surveyed parents regarding their wish lists for the school, volunteering, and parent participation. What ever happened to this project?

- I am sorry to hear but I believe the process should take a much shorter time due to some changes recently made by the HSA.
- That's an interesting perspective. I personally think our HSA has been doing an excellent job! We are very grateful that parents are willing to donate so much of their time and talent beyond the 30 hours required. We always welcome more parents to become involved so please contact Ms. McCullough to share your ideas and gather a team of parents to help. Mr. Hooker's initiative still exists regarding wish lists and parent participation.

Health

- Who is now responsible for administering inhalers and epi pens? With Ms. Stiffler leaving, it's a great concern that the remaining staff are not familiar with the children who have medical conditions and have medication at the school.
- As I understood it before, Mrs. Miller & Mrs. Stock were trained Med Techs. Ms. Stiffler & Mrs. Stock always handled the paperwork for my child's EpiPen. They knew what allergies my child has and how to handle them. With the departure of all three of these women, who is the point person now for handling allergy paperwork and for knowing each child's allergies and action plans should an exposure occur? Also, which staff are trained med techs and which staff has received EpiPen training?

- To administer any medication, a medication administration certification is required. The following staff possess that certification: Dr. B, Ms. Pagan, Mrs. Taylor, Ms. Sarkis, and Ms. L. Gomes. All administrative staff are knowledgeable on our children who need medication administered and are trained to handle corresponding health issues.

Church- School Relationship

- Has any school staff looked at other school websites to view the parent/school thriving activities going on at other schools? Have you seen how the Church and schools work closely together with their fundraising, volunteering, and commitment to a successful community environment? We need to create such a merge to truly present a united community.
- What does the school need to do to interact with the church more? Does the church get involved with any school activities? If not, why not?
- Why is there no support from administration in regards to CYO ?
- Why don't the church and school work together more on various activities? The school feels like an isolated entity. It doesn't feel like the church supports the school community.

The 3 church communities have been kind in donating over \$40,000 to help make Catholic education more affordable to our families. They also have been generous in making it possible for our kids to participate in weekly mass, reconciliation, stations of the cross, and other liturgical events. As those events occur during the school day, it appears we are not as connected, which is understandable. There is always room for improvement and we look forward to an improved partnership. The CYO is a church-sponsored activity and we disseminate information, when informed, to support the organization. If lack of support is viewed as Dr. B not attending CYO events, I am guilty as charged, not because of any other reason but a mom struggling to balance professional and personal responsibilities.

Social Opportunities

- what are your ideas to make the school more of a community?
- Why can't the school offer more opportunities for family get togethers? We have a wonderful multipurpose room that seldom is used. Friday night family game nights, students need time to socialize. This in turn would help them develop an appropriate social skills behavior with students rather than running around when together. This could be offered as a joint evening with the Church and School.
- Our lack of activities is evident with our students' poor social skills. How do you intend to change that and help our students develop more appropriate social skills in class, among adults, and in the community setting?

- Community is a belief in the dignity of each person and respects the diversity of ideas within it. The best way to make the school more of a community is to respect all individuals within it and provide opportunities for everyone to enjoy in the company of each other.
- We always invite parents to host events. Please contact our HSA President with your ideas and volunteers who are willing to help!
- That is an interesting perspective. We partner with parents on developing social skills (among other things) through a solid Catholic understanding regarding human dignity. We also recognize that our children are learning the nuances of social situations and some may need more practice and patience than others. However, with ample modeling and reminders, we know all children will improve.

Marketing

- We need to offer potential families reasons to enroll their children at St. Joes. What attractive incentives do you offer besides lower tuition? I don't see us keeping up with other nearby Catholic schools. We are losing students to those schools who offer more opportunities for students as well as parents. What changes are you making to counter this situation of losing students to other schools? Recruiting special needs students is NOT the solution. You will lose the students you currently have and test scores will drop. Just ask St. Mary's in Laurel.

The decision of any parent to enroll their child at a school is a special one. That is why we are thankful for the surge of interest in our school. While we have received an increase in the number of prospective children with needs, we recognize our existing capabilities cannot support those needs adequately, therefore we have had to turn away some of those families. We are always looking for new opportunities to enrich our student body, hence the addition of Latin, STEM, Spelling bee, prefix/suffix challenge, and coding over the last 2 years. We have lost students primarily for financial reasons, so our goal is to increase available aid for families who need it. Rarely have we lost a student for other reasons due to our strong sense of community.

Miscellaneous

- In the future will there be an open forum for dialog and questions during subsequent meetings for the school (verses just question submission)?
- Will a summary of the questions and answers be made available for those parents who are unable to attend?

- Yes, similar to Brunch with B, there will be another open discussion later in the year during the 4th quarter in May.
- Absolutely!

Miscellaneous (part 2)

- Is it possible for parents to receive classrooms newsletters from teachers?
 - Preparing for high school and college: do any of the catholic schools provide summer experiences for students to get prepared for high school? If so, can St Joseph help us get more information?
 - why can't we offer more afterschool or before school clubs and activities? Has anyone checked with other schools to see what they offer?
-
- Most teachers provide a weekly email or newsletter. You may not be receiving this, therefore I would recommend contacting your child's teacher.
 - Anything we become aware of, we will be happy to forward in our weekly Monday communication email.
 - We offer significantly more after school clubs and activities to other comparable schools and larger schools. We are however, more than happy to add more with the help of parent volunteers.

Questions

Have any additional questions?
Please feel free to comment on the yellow cards provided.

*Questions will be answered in the upcoming Monday communication email

Other questions and comments:

- Can't kids with special needs receive special services through their local public schools? For example, the Child Find program through PGCPs? Should parents be made aware of this possibility?

Yes, depending on what the public school determines students are eligible for. We do make parents aware of this possibility when a student need is identified. However, parents have to elect to go through the process, which not all parents do.

- How many Catholic/non-Catholic students are there?

We are approximately 85% Catholic and 15% Non-Catholic.

- Why is resource going back to part-time if we have kids that really need the help that we needed a full-time for just 4 months? Solely because financially we cannot afford both simultaneously. The intent is to provide sustained daily support for 4 months so that the kids who are using the service no longer need it in June. We will reassess the success of the resource intervention in June and determine a path forward- whether we will move to a full-time or part-time position in the future

and what our budget allows.

- Not a question- a note: If people want committees and more church involvement and family activities, they need to volunteer. The current volunteers are exhausted and would love help!
- SAB determined that the school has technology needs based on student/teachers reports. This is why the HSA has been promoting fundraising events for this cause.
- Parents want to feel more involved in the school. It seems the only opportunity is to help with fundraising- that is different than feeling invited/involved with school matters.

Your opinions are heard. Thank you!