

# SAINT PATRICK 2020

A ROADMAP FOR INNOVATION AND EXCELLENCE

## Curricular Development Update

### Goal

*Establish a comprehensive, rigorous, ongoing assessment of the curriculum and the total educational program in order to address student needs.*

- INCubator Entrepreneurship program will officially start in the 2016-2017 school year. Computer Programming, Robotics, and AP Economics will be added for the 2016-2017 school year as well. In addition, we partnered with Lewis University in the summer of 2016 to offer dual credit courses in Criminal Justice & Leadership.
- We completed our Lasallian Charism Assessment and reviewed the final report. The Lasallian Charism Committee was formed and an action plan was implemented for the remainder of the school year and into the future as well. In addition, we were visited by the Midwest Lasallian Council on April 28.
- The 2016-2017 school year will involve being assessed by Catholic School Management via the Christian Brothers.
- During the 2014-2015 school year, the school completed the AdvancEd evaluation process and was recommended for accreditation. The following were listed as improvement priorities in the next 12-18 months. The steps taken toward achieving those goals during the 2015-16 school are then subsequently listed:
  - **Improvement Priority #1:** *Develop a comprehensive technology plan for the continuous improvement of technology usage and infrastructure that integrates not only the operational needs of stakeholders but also the teaching and learning goals of the faculty and staff members.*
    - Tech team was formed—meetings were held on monthly basis
    - Gathered data from various schools
    - Used data from BrightBytes to help guide discussion
    - Shared initial notes from the 2014-2015 year
    - Draft of Technology Plan will be complete by August 2016.

- **Improvement Priority #2:** *Develop and implement an instructional process that supports student centered learning.*
  - All teachers participated in peer observations
  - Used Global PD videos to provide instructional support resources: <https://globalpd.com/learning>
  - Provided additional Professional Development--specifically using Wednesdays. During the summer of 2016, we offered 31 hours of professional development to our faculty.
  - Improved the 1st/2nd Year Teacher meeting content and process
  - Improved the mentoring process
  - Implemented a new schedule for 2016-2017 to support course selection and learning centers/labs
  - Added a part time ELL teacher
  - Added Technology coach for 2016-2017
  
- **Improvement Priority #3:** *Develop common grading policies that are used consistently across all grade levels and courses and are based on clearly defined criteria that represent attainment of content knowledge and skills.*
  - Committee finalized new 9-period day schedule. Results of their work have been shared with department chair and their members.
  
- **Improvement Priority #4:** *Provide ongoing professional development opportunities for all professional and support staff in the evaluation, interpretation, and use of data.*
  - Summer PD was provided on: June 9-10, 2015; June 15-16, 2015; June 6-7, 2016
  - Teachers were required to use Global PD tool for assessment.
  - Created the data coordinator position--help to communicate assessment progress, needs, and changes to faculty
  - ACT results were shared with Math, Science, and English to discuss and analyze
  
- SPHS interviewed and vetted candidates for both (Title I Math and Reading) of these positions for the 2016-2017 school year. Both will have a hybrid role of classroom teacher as well as interventionist. The ELL teacher will also be the school's ELL coordinator as we continue to grow the program.
- Through our continued lunches with the seniors and their feedback, we gathered information regarding future course offerings.

- We now offer students four ways to earn college credit: PACC, Archdiocese Virtual Academy, Triton, and Lewis University. Since 2013-2014, we have increased our course offerings by 10.7%.
- Since 2013-2014, the activity offerings have increased by 18%.
- Our STEM program will launch during the 2017-2018 school year.

## **Goal**

*Improve accessibility, practicality, and serviceability of technology to our stakeholders.*

- 94% (up from 43% in 13-14) of our faculty have a virtual hub (i.e. Google site, iTunes, etc.) which includes, but are not limited to: syllabi, grading procedures, assignment schedules and accessible assignments (if applicable), contact information, availability, required text, and outside resources.
- A mobile app was developed and launched on October 17, 2014. We currently have over 1000 users of the App.
- Professional development training with regards to technology was offered over the summer again for teachers needing to create a virtual hub.
- A technology team was formed in 2015 and will have a working draft of the technology plan by August 2016:
  - They are formulating a plan based on the following areas within technology:
    - a. Budget
    - b. Professional Development
    - c. Refresh Cycles for all hardware & software
    - d. Communication of Goals
    - e. Support
  - We discovered that Office 365 is a free service for those that are involved in education. Students and teachers have begun to use these services during the summer of 2016.
  - In addition, our librarian has agreed to become our technology coach for the 2016-2017 school year. Her role will include providing professional development to all teachers and students. She will be taking additional classes to obtain certification.
- For the 2015-16 school year, two professional development opportunities (specific to technology) were provided on our late start Wednesdays. The first occurred on September 9 with a focus on using Social Media as an instructional tool. For the 2016-2017 school year, we will begin by offering 3, 4-hour trainings during the summer of 2016 for all faculty and staff.

## Goal

*Recruit, develop, and retain high quality teachers to support current and future curriculum offerings.*

- The number of teachers who have advanced degrees has increased from 51% (in 13-14) to 67%. There are currently 13 (up from six as reported in November 2014) faculty members working on their masters or second masters.
- Between March and early July, we hired 10 new faculty members. These new faculty members went through a rigorous, 3-round interview process with our administrative team, department chairs, and in some cases our own students.
- In 2016, we utilized a portion of our Title IIA money to: a) provide two days of professional development related to data collection and assessment; b) provide four days of professional development with regards to literacy across the curriculum.
- Since 2013-2014, we have created the following positions to better support our students and teachers: ELL Coordinator, Director of Learner Services, Title I Math/Reading, Assistant Athletic Director, Assistant Dean, Service Coordinator, STEM Coordinator
- Implemented the Faculty/Staff Member of the Month program to better recognize the efforts of our employees.

## Goal

*Utilize data analysis as a means to make decisions for improvement and communication of results.*

- In September 2014, we asked all faculty, staff, parents, and students to participate in a survey regarding technology to give Saint Patrick a baseline of data for where the school is at in terms of access, classroom integration, teacher and student skills, and the general learning environment. The results of the survey produced a tremendous amount of data for the school to analyze. In May 2015, we completed a second survey to measure the progress made from the fall. In the spring of 2016, we completed a third survey to evaluate our progress.
- The class of 2016 produced school record ACT scores in each of the four content areas as well as composite. Since 2012-2013, our score growth looks as follows:
  - Math up 10.3%
  - Science up 9.7%
  - English up 8.9%
  - Reading up 10.4%
  - Composite up 7.9%

- A student in the class of 2017 received a perfect score on the ACT—unofficially the first ever in the history of the school.
- We have gathered data from our EXPLORE, PLAN, and ACT data and have segmented into various categories. We have obtained from Cambridge, leveled resources to help support integrated instruction in our classroom. The counseling department and administration met to discuss administering the ACT for freshman, sophomores, and juniors as: 1) a way to horizontally track progress; 2) increase exposure and practice with the test to increase scoring.

## Property Plant and Equipment Update

### Goal

*Procure an off-campus athletic facility for, but not limited to, football, soccer, baseball and track.*

- Varsity Baseball team played 14 home games at the new Kerry Wood Stadium
- Continued to meet with Pat Levar from the Park District on the construction of the Dunning Property
  - The Park District has the \$750,000 from the state and the project is included in the mayor's top 8 projects to be completed. The funding will come.

### Goal

*Develop a building usage plan which includes, but is not limited to academic and co-curricular spaces, the wellness center, and athletic facilities.*

- Met four times with the PPE to update the building usage plan, including INCubator and STEM
- Completed the following projects during the 2015-16 school year:
  - Repair of the gym floor from the June, 2016 flood
  - Repair of the cafeteria floor from the June, 2016 flood
  - Hall of Fame Wall was relocated outside the Wellness Center
  - Library entrance renovated for the Barrett Media Center
  - Hot water heaters installed in the six main building washrooms
  - 25 white boards were installed throughout the building
  - Phase 1 of the INCubator Space was completed
  - New outside cleaning staff was hired
  - Northwest cafeteria entrance was renovated
  - Upgraded Security System with cameras and fencing
  - Repaired the soffit maintenance for room 101

### Goal

*Formulate and implement a five-year maintenance cycle.*

- Met four times with the PPE committee which included walk arounds of the building to identify the maintenance needs of the building/campus which includes:
  - Football field cement stair repairs
  - Grounds and approaches – parking lot repair, seal pavement along swimming pool wall

- Roofs- repairs taken care of as needed
- Plumbing- Athletic area showers and locker rooms
- Field turf maintenance
- Auxiliary Gym repair to the flooring

**Goal**

*Create a five-year capital expenditure budget.*

- Met four times with the PPE committee to discuss future capital expenditure items:
  - Science rooms remodeling for the STEM program
  - Lower level washroom renovated
  - Heating, ventilation and air conditioning for the lower floors of the round building
  - Air conditioning of the south side of the main building
  - Wrestling Room facility
  - Improving the exterior entrance from the back field near the band room
  - Technology needs and upgrades

## Catholic Identity and Lasallian Mission

### Goal

*Enhance the existing faith formation programs and explore new opportunities in these programs for the Saint Patrick family.*

- All employees participated in a Lasallian retreat to begin the school year.
- A framework for an RCIA (Rite of Christian Initiation for Adults) program has been created.
- The Class of 2016 was the first in which all members participated in a Kairos retreat.
- One senior received his First Eucharist at an all-school liturgy.

### Goal

*Foster a life-long commitment to service among our students, families, faculty, staff, board, and alumni.*

- All employees participated in our first Lasallian Day of Service at Feed My Starving Children in Schaumburg.

### Goal

*Assess and enhance the leadership capabilities of our students.*

- During the Easter Season, the all school Mass celebrated and recognized the achievements of the Class of 2016.

### Goal

*Seek practices to promote our Lasallian heritage and Catholic tradition to attract families to Saint Patrick High School.*

- We formed a partnership with Lewis University through which they offered two courses taught by their professors to our students for college credit during the summer of 2016.

## Finance & Institutional Advancement Update

### Goal

*Grow annual alumni participation to become the leader among Chicagoland Catholic secondary schools.*

- Most notably, we have created a list of a top 1000 donors in examining our database and now are in the process of re-engaging with this group which will lead to an increase in participation for our annual fund.
- Current steps are in process to position our school from a marketing perspective to attract more support from our main constituencies, including: alumni, parents (current and former), business community and friends of our school. The use of an integrated approach which will involve print, video/audio, and our website will be instrumental.
- Began engaging key alumni families for consideration of how they might be able to use their “standing” to influence alumni peers to be involved in our school community. While many of these attempts were centered around recruitment of students too, we were able to combine the two subjects into the initial and ongoing outreach.
- Additionally, we continue to build on the business networking platform and acquire more alumni who want to be part of this online directory. The spirit remains that our school community can lead with a giving hand offering a service of reconnection/networking with our alumni.
- The Donor Relations/Planned Giving sub-committee has acquired the help of several alumni who will work closely with a small portfolio of alumni/donors to engage in a deeper, more meaningful way.
- Continued emphasis on legacy scholarships has brought about a renewed and strengthened “generational” passion for the school. The reconnection proves immeasurable in how alumni view the school now as active parents/families. With nearly 100 legacy families, our alumni have become more energized as they experience our school firsthand and see the transformation of their sons.
- Continued growth in our events, most notably, the Shamrock Green & Gold Gala, the alumni golf outing and the all-inclusive reunion/hall of fame dinner have provided great opportunities to expose our mission to a growing alumni audience.
- Assisted the administration in supporting the collaborative effort of a new entrepreneurial program which will begin with the new school year. Nearly 30 alumni will be directly involved in this program interacting with our students and teacher.

## Goal

*Develop and implement a comprehensive marketing plan to increase student enrollment by 10%.*

- Hired a communications coordinator that has led to a greater awareness of our school through web stories/coverage, a much stronger social media presence, and a greater penetration into the school community with human interest profiles/stories that illustrate the importance of a Saint Patrick High School education as to how it prepares young men for life.
- Formed a communications sub-committee – a direct result of our plan to restructure the overall advancement committee into three key components: donor relations/planned giving, communications/marketing, and special events - to ensure that key elements of our marketing strategy were strategic and focused on integrating all facets of communication. One key initiative was the launching of a billboard campaign on the northwest side of Chicago where the results were very positive. Many positive comments were shared with our school community as well as social media and helped strengthen our brand by sharing the story of students having graduated from St. Pat's and achieving high levels of collegiate/life success.
- Recruitment efforts placed emphasis on communicating better with ethnicities. A particular focus on our Spanish speaking families led to the production of recruitment literature in Spanish. We continue to make efforts in providing Spanish speaking personnel/volunteers at our open houses; as well as, utilizing them for appropriate follow-up.
- With the help of the entire administration and the registrar, we were able to streamline our post-placement exam process of handling financial aid requests such that we were able to very quickly and efficiently provide answers to these families in a timeframe that was, at minimum, 45 days faster than previous year. This allowed for more meaningful and timely conversations with our families where it was absolutely clear we were doing all we could to help them.

## Goal

*Enhance the culture of philanthropy within the Saint Patrick High School Community.*

- Continued to focus on creating a stronger sense of philanthropy through a very strong video presence at our Shamrock Green and Gold Gala which was incredibly well-received, once again leading to an incredible increase in overall revenue for this event at nearly 35%!

- We remain committed to highlighting those alumni and benefactors who continue to make a difference for our school community through appropriate stories in different mediums. This allows us to share with others the importance of the support and provide inspiration for others who might want to make a similar impact.

### **Goal**

*Increase the endowment to a level three times our annual budget.*

- Our school community hired a leading, well-respected consulting firm, CCS, to lead us in a thorough campaign planning study to gauge the possibility of launching a successful campaign that would deal directly with growing our endowment. While this campaign alone would not satisfy our overall goal, it would certainly put us on the correct path. The results of this study will be provided in mid-August.
- Our advancement department identified over 100 alumni/benefactors who have been extremely loyal donors and sent them a letter under Dr. Schmidt's signature, asking for their consideration of an estate planning gift possibility for our school. Appropriate follow-up continues with these individuals so as to continue this important conversation in growing our endowment to best serve the families who will desire to be part of our community for generations to come.
- This topic continues to be a central theme in all conversations we have with our best supporters so that they know the long term direction of our advancement efforts. The pending campaign will heighten this central topic for all of our constituencies and set a strong course for growth highlighting the necessity of a strong endowment to ensure the future vitality of our school.

### **Goal**

*Foster relationships with benefactors to assure that Saint Patrick High School becomes their primary choice in which to invest their charitable resources.*

- A direct result of our campaign feasibility study will be a measurement of our best benefactors in terms of where our school ranks in their philanthropic initiatives. Within the mid-term report of this study, it was revealed that nearly 80% of a small sample size of our benefactors indicated our school was a priority in terms of support. The challenge will be to get a greater idea of this as it pertains to a much wider section of our donor base.

- Inside of our donor relations efforts, we have placed greater emphasis on growing the “network of connections” which will only enhance the important work being done here and give people impetus to contribute. Through sincere and appropriate stewardship of their support, we will be able to form the relationships necessary to heighten their involvement and continue a deeper conversation of where their support is headed.