

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.

- Professional Learning Communities have been established. So what is a Professional Learning Community or PLC? It is an on-going process in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve. In essence, our faculty meets to focus on curriculum and assessments to help students achieve their maximum potential as students and learners. The late start schedule (every Wednesday) gives faculty the much needed quality time to discuss and develop the curricular needs of our students.
- A journalism class was added to this year's curriculum to produce the school's newspaper. In addition, we have added student council, a debate team, and the STEM (Science, Technology, Engineering, and Math) club. For the 2015-2016 school year, we will be adding the FTC club which is an extension of the STRIKER club.
- The school completed both the AdvancEd and ISBE evaluation process and was recommended for accreditation. The following were listed as improvement priorities in the next 12-18 months:
 - 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.
 - Develop and implement an instructional process that supports student centered learning.
 - 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.

- Provide ongoing professional development opportunities for all professional and support staff in the evaluation, interpretation, and use of data.
- Through Title I money, we are able to provide both a reading and math intervention for students who need additional support in either one or both of these areas.
- Through our lunches with the seniors and their feedback, we gathered information regarding future course offerings.
- We provided professional development this summer for our faculty—specifically with regards to assessment and data interpretation.
- We are currently providing ELL support services for our international students.
- For the 2015-16 school year, we will partner with the Archdiocese Virtual Academy to provide an additional 10 courses for our students. This is an increase of 7.1%. In addition, we will be offering 3 dual credit courses through Triton.

Goal

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

- 75% (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. Since many of the school's stakeholders facilitate much of their communication via smartphone, we hope this new App will efficiently address their need to access pertinent information about the school at the touch of a finger.
- Professional development training with regards to technology was offered over the summer again for teachers needing to create a virtual hub.
- A technology team has been formed and has been meeting this summer to develop a comprehensive technology plan.
- For the 2015-16 school year, 4-6 professional development opportunities (specific to technology) will be provided on our late start Wednesdays.

Goal

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

- A formal mentoring program has been created for all first and second year teachers. Our assistant principal, Jeff Troxell, meets with the group once a month for an hour after school to discuss a variety of topics. Our Dean and School Psychologist/Social Worker

are active participants in the meetings as well. In addition, lead teachers were selected to provide pedagogical guidance to all first and second year teachers.

- The number of teachers who have advanced degrees has increased from 51% (in 13-14) to 62%. There are currently nine (up from six as reported in November) faculty members working on their masters.
- Between March and early July, we hired 9 new faculty members. These new faculty members went through a new, rigorous, 3-round interview process with our administrative team, department chairs, and in some cases our own students. For 2015-16, we hired 5 new faculty members.
- We utilized a portion of our Title IIA money this summer to: a) provide two days of professional development related to Professional Learning Communities; b) Use BrightBytes data collection service to analyze our implementation and use of technology.
- We completed year two of using the nationally recognized Danielson teacher evaluation framework for all faculty. This past year included a summative piece to the process which encompasses all four teaching domains. In addition, we implemented an evaluation process for our student service members to align with the Danielson framework.

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.
- Data was gathered from all faculty, staff, parents, and students in a survey related to our AdvancEd accreditation process. The results were shared weekly at our administrative meetings with the various AdvancEd steering committee chairs. The administration received the AdvancEd and ISBE final reports and shared the results with our faculty and staff.
- The class of 2015 produced five year high ACT scores in both the Math and Science Reasoning.
- Through funding provided by our international program, we were able to hire an additional counselor to provide additional support as a data assessment coordinator.

Property Plant and Equipment Update

Goal

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

- Made inquiries to use athletic facilities at public area high schools with no success – Ridgewood and Niles West.
- Attended meetings regarding the Dunning property with Alderman Cullerton, Pat Levar Jr., Mike Mackey, and other city and park district officers to lease the usage of City property through the Chicago Park District for an outdoor field turf stadium.

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 PPE Committee to develop a building usage plan – currently a work in progress.
- Met on a regular basis with architects, contractors and the Health and Wellness Committee regarding the building of the Wellness Center.

Goal

Formulate and implement a five-year maintenance cycle.

- Met four times with the Property Plant Committee which included a walk around of the building to identify the maintenance needs of the building/campus which includes:
 - Classroom soffit maintenance for room 101
 - Clean out of gym/cafeteria entrance
 - Football field cement stair repairs
 - Grounds and approaches – parking lot repair, seal pavement along swimming pool wall for corner beautification
 - Roofs – the roofs are all old except for the main building. Repairs will be taken care of as needed.
 - Plumbing – Athletic area showers and locker rooms
 - Electrical- Circuits in science labs
 - Field turf maintenance after 10 years (is currently 8 years old)

Goal

Create a five-year capital expenditure budget.

- Capital expenditure requests are made to the Business Manager in March prior to the budget year and reviewed by the President and Principal.
- Completed for the new Health and Wellness Center and stayed within the \$1.5 million allocated budget given by the Board of Trustees for the project in May 2015.
- Completed Lasallian Garden in November, 2014
- The PPE committee met four times to discuss the future capital expenditure items:
 - Science room remodeling
 - Lower level wash room
 - School Security upgrades
 - Heating, ventilation and air conditioning
 - Wrestling Room facility
 - Improving the exterior entrance from back field near band room area.
 - Technology needs

Catholic Identity and Lasallian Mission

Goal

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

- Kick-offed the school year with a Lasallian retreat for all employees. The theme was "Where is my Galilee?" where we all reflected on our motivation to work with young people relative to our faith and the example of Saint John Baptist de la Salle.
- Recruited and trained student Extraordinary Ministers of Communion (Eucharistic Ministers) to serve in this capacity during school liturgies. They are to be commissioned at the Founder's Day Mass in May.
- The Kairos Retreat will now be a required retreat experience beginning with the Class of 2016.

Goal

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

- One of the current Religious Studies faculty will be adding the role of Service Coordinator for the 2015-2016 school year. As the Service Coordinator, she will be responsible for revising the service program based upon four themes, one for each year: community, diversity, social justice, and serving our Mission. The Class of 2017 will then have a senior service requirement for graduation.
- Members of the Lasallian Youth, Football teams, and the International Student Association participated in two service projects at Onward House and Saint William School in April and May.

Goal

Assess and enhance the leadership capabilities of our students.

- The Student Council was re-constituted to serve as a student-led representative organization to develop ideas to enhance school spirit.

- Through the Student Services Department, a mentoring program was established for our international students to assist them in their transitions to our school and American culture in general.
- Rev. Mr. Dominic Clemente, Class of 2008, was ordained to the diaconate on May 9, and he will assist Archbishop Cupich at the Founder's Day Mass. He will be ordained to the priesthood next year.

Goal

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

- With Kairos becoming mandatory for the Class of 2016, efforts will be made by the Institutional Advancement Department to find funding to assist those students who may not be able to afford the full amount for the retreat.
- Saint Viator School will be offering our Algebra I course for academic credit during the 2015-2016 school year. Their eighth grade Algebra teacher will be working with our Mathematics Department to provide common assessments to ensure that her students learn the material that would be required of our students.
- In April, we hosted a meeting for the schools who are undergoing re-organization through the Archdiocese to provide a more effective model of Catholic elementary school education. We extended an invitation to be of any assistance in developing curricula and programs that would be beneficial for the new model that is being created.

Finance & Institutional Advancement Update

Goal

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

- Current steps are in process to research important participation benchmarks in the area of fundraising and recruitment for six area schools that serve similar demographics/constituencies. While this will be an ongoing effort through the summer, the goal is to identify the level St. Pat's currently exists at and how we can improve to become the leader within the next four years of the 2020 plan.
- Some steps taken over the current fiscal year include reengaging the parent ambassador committee to being gathering their feedback and thoughts as to how we can strengthen our communication/outreach to all prospective families. Certain alumni were asked to be part of this group too due to their standing in a certain parish/community.
- An alumni business networking event took place and a formal online presence of this ever-growing database is live as a means to reengage alumni and offer a service to them at no charge to lead with a giving hand. 30 alumni attended the first event and 24 alumni have provided their business information to be listed in our online alumni business directory.
- Online presence was strengthened to engage more stakeholders in the overall profile of the school and its many events/activities. Current processes include a series of social media posts to build a stronger profile of our Founder and why Lasallian schools are thriving throughout the world. This is an example of how we are hoping to engage more alumni beyond fundraising communications so as to begin a more natural and unassuming position.
- The continued existence of legacy scholarships serves as reengagement too as we celebrate the largest number yet of incoming freshmen who are a legacy in our school. This will remain a focus moving forward as we commit to building the connection to the past through this important and meaningful program.
- Our special events continue to provide a wonderful platform for alumni and other key stakeholders to engage with our community and we celebrate what is likely our best year in terms of gross revenue and messaging impact within our three key special

events. Other events served as a smaller platform but included inviting a few alumni to speak to our students about their career and offer advice to our current students.

- Our overall fundraising strategy was and will continue to be centered around our top 200 donors and how we can best engage with them in a more meaningful way which will ultimately connect them to what they feel is the greatest impact they can make in our mission. A central focus on this has already led us to build a key giving level at our school, the Emerald Society – donors who contribute \$5,000.00 or more in one fiscal year, with 25% growth.
- To complement the aforementioned fundraising strategy, we implemented a variety of special interest appeals within this fiscal year to elicit the support of donors who have not been consistently supportive and received some encouraging results particularly at it relates to their average amount donated. This strategy will continue to be expanded as we connect donors to what is meaningful for them. For example, we had two specific appeals go out that highlighted the Health and Wellness Center project and on a smaller scale an appeal to former swimmers/divers/water polo players for a minor pool renovation – each resulted in a small number of donors who gave generously. For the HWC appeal, the average gift was \$138.00 and for the Aquatics appeal the average gift was \$248.00. A total of 64 donors contributed to this profile and clearly identified the generosity of donors when they are connected to what is meaningful to them.
- Continued emphasis on acquiring more emails for alumni so as to communicate with them in a timely and very cost effective way. Currently, we appeal regularly to nearly 10,000 alumni for whom we have 6,000 email addresses. We will look at outside services that can help us build the email database within the next year.

Goal

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

- While the existence of a marketing manager is currently missing, the plan is to develop a comprehensive communications plan for the entire IA department and to specifically devise one for the growth of important messaging in admissions. Insight will be gathered by inviting key trustees and alumni who can help in this arena, especially as we restructure important points of emphasis within our IA committee structure and how those functions can specifically address/include marketing.

- Discussions have begun as to how we can better communicate, particularly in print, with all demographics with a focus on Spanish and Polish speaking families. Acknowledging that the immediate two mile radius of the school is primarily home to these two ethnicities, adding printed literature will be a strong move in more effective communication to those who would certainly consider St. Pat's as an option. Good strides took place this year, in helping with our Spanish speaking families as we asked our current Benefactor Relations Associate, Wendy Motino, to act as an interpreter at formal high school nights as well as during our open houses. Wendy has also been instrumental in ongoing conversations leading up to the placement exam; as well as after, for families in need of this support. Future plans will include expanding her role within the overall outreach strategy.
- Some steps taken over the current fiscal year include re-engaging the parent ambassador committee to being gathering their feedback and thoughts as to how we can strengthen our communication/outreach to all prospective families. Certain alumni were asked to be part of this group too due to their standing in a certain parish/community.
- Great strides were taken this year to include key personnel in admissions in the post-test process which should enable our school to better retain those who tested with us and did so with a strong desire to become part of our school community. Additionally, the meetings that Joe Schmidt and Jon Baffico have had with senior students throughout this year have provided some additional insight as to how we can best connect with prospective students, while key data was collected during these interviews, our IA department has yet to fully go over and examine.

Goal

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

- Through use of video especially within our largest main event, the Shamrock Green + Gold Gala, important messaging and donor impact was made evident through the use of video and personal testimonial. More emphasis on connecting the dots in these impactful ways will prove beneficial. The direct results of this within the Gala contributed to a 30% increase in gross revenue for the event.
- Teachers and coaches have been utilized more effectively than before in connecting with our alumni within special appeals for specific projects on campus. This collaborative

process taught us some important lessons that we can continue to build on for the future.

- While certain annual events certainly illustrate the impact a donor is making, namely our annual Stewardship celebration as well as our Benefactors Luncheon, we continue to look for ways to improve the donor's connection to the work being performed at St. Pat's. Other instances where we have highlighted this include our celebration of the Lasallian Garden as well as the HWC blessing/ribbon cutting. Physical improvements are highlighted giving the donor a strong sense of what their contribution helped enable.

Goal

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

- Continued emphasis has been placed on cultivation of donors at an appropriate time in the next 18 months. Our goal is to launch a comprehensive/inclusive planned giving campaign to solidify the future of Saint Patrick High School. An appropriate goal for this campaign would be a minimum of \$22 million in new commitments to add to the known total of \$8 million.
- The aforementioned restructuring of the IA committee will most certainly support all IA efforts. Particular attention will be paid to five key components of advancement efforts: Admissions, Donor Relations, Planned Giving, Special Events, and Communications.

Goal

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

- The establishment of a new IA Committee structure and the development of specific initiatives like the aforementioned alumni business networking/directory will enhance relationships where consideration of St. Pat's as a donor's primary choice will become evident, especially since the goal of this initiative and others is to let benefactors know we want to help them as much as they can help the mission.
- Continued emphasis on donor relations and including key volunteers/trustees/committee members on visits will prove beneficial and will directly align us with the recommendations made by Mission Advancement Professionals.

