

St. Francis de Sales Central Catholic School

Intentional Growth Plan 2020-2024



41 Guthrie Lane, Morgantown, WV 26508
www.stfrancismorgantown.com

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OFFICE OF THE BISHOP

DIOCESE OF WHEELING-CHARLESTON

1311 BYRON STREET
POST OFFICE BOX 230
WHEELING, WEST VIRGINIA 26003

February 1, 2021

Dear fellow disciples of Jesus Christ,

The Intentional Growth Plan, included with this letter, is designed to help our Catholic schools fulfill their mission: "to provide quality education in the Catholic tradition for all students in a nurturing, Christ-centered environment" and to "accompany families in challenging children to recognize, develop and share their God-given gifts and talents."

Having received a Catholic education during my high school years, I know personally the value of that experience. I hope not only to maintain but to strengthen the Catholic schools of the Diocese of Wheeling-Charleston so that many young people today may derive from their experience the benefits that I received. The Intentional Growth Plan should help you take part in that effort.

Thank you for the dedication and love you bring to your mission to form young people in Christ and to give them the basic skills they will need for the rest of their lives. We live in tumultuous and unusual times. Now and at all times I urge you to remember the words God spoke through the prophet Isaiah [40:31]: *They that hope in the Lord will renew their strength, they will soar as with eagles' wings; they will run and not grow weary, walk and not grow faint.* God will not fail those who seek to serve Him and who ask for His help. Turn to Him often.

May the Father from whom all blessings flow, His Son who offered his life for ours, and the Holy Spirit who dwells in our hearts and animates our love, bless, guide and protect you as you teach in the name of Christ and his Church!

Sincerely in Christ,

Mark E. Brennan

Most Reverend Mark E. Brennan
Bishop of Wheeling-Charleston



February 2021

Dear Catholic School Friends

PLANNING FOR OUR FUTURE

West Virginia Catholic Schools remain forward thinking and committed to high standards. During the 2020-2021 school year, amid the global Covid-19 pandemic, the Catholic Schools in the Diocese of Wheeling-Charleston embarked on an Intentional Growth Planning process. In doing so, each of our 24 schools were able to honor and reflect on the past and plan for the future. We are grateful to our Parish and Catholic school leaders, school faculty and staff, parents, and Faith communities for their commitment to Catholic school education. Their dedication to providing ongoing Catholic school education is evident in the time, effort and prayer that was put into developing each school's individualized Intentional Growth Plan.

Each schools' comprehensive plan strategically focused on the National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools (NSBECS). All 24 schools' plans center around four pillars:

- **Mission and Catholic Identity**
- **Governance and Leadership**
- **Academic Excellence**
- **Operational Vitality**

This growth process is part of our ongoing accreditation through our national accrediting organization, Cognia. The diocesan Intentional Growth Plan will reflect a strong combination of the individual school plans. It is our priority to continually improve Catholic education across the Diocese of Wheeling-Charleston.

Thank you for your continued support of Catholic School education in the Diocese of Wheeling-Charleston.

Peace-

Mary Ann Deschaine, Ed.S.
Superintendent of Catholic Schools
Diocese of Wheeling-Charleston

Together we continue to Move Mountains- Empowered by Knowledge -Transformed by Faith

Dear St. Francis de Sales Central Catholic School (SFdSCCS) supporters,

We are pleased to bring you the SFdSCCS Intentional Growth Plan for 2020 -2024. First and foremost, let us pray that God's light will shine upon our school and be our constant source of strength. It is through His grace that we succeed. Let us put God before others and serve Him in a faithful and humble manner. If we commit ourselves to this then there is no limit as to what we can accomplish.

SFdSCCS has a rich tradition of instilling spiritual / academic formation, and these two principles remain pillars of our program. Our school strives to develop character in our students and to support them in understanding our mission "here to serve, not to be served."

At SFdSCCS, we maintain high expectations for all students and adults on our campus. Students are expected to act responsibly and always do their best academically, behaviorally, and socially. We encourage our students to seek additional support whenever they have a problem, need assistance, or have a concern. We also believe that the best way for parents to be aware of their child's progress is to communicate with their teachers. It is important to listen to your child and support him/her by encouraging each child to do his/her best.

This Intentional Growth Plan was formed by the following committee members:

Monsignor Cincinnati, School Pastor
Arthur Moore, Principal
Eddie Swierkos, Assistant Principal
Rachel Scudiere, Development Director
Julie Corwin, PTO President

The content within this plan reflects the goals of SFdSCCS for the period of 2020 - 2024. This plan has been carefully designed and we are pleased to share it with you to keep you informed of our strategic goals. We sincerely thank you for being a member of the SFdSCCS community. May God bless you and may His favor continue to shine on our beloved school.

Yours in Christ,



Rev. Msgr. Anthony Cincinnati, S.T.D.
School Pastor



Arthur Moore
Principal

To our St. Francis de Sales Central Catholic School (SFdSCCS) Community,

Thank you for placing your faith, trust, and resources in SFdSCCS. For more than a century, stakeholders of SFdSCCS have shared a sacred bond with the people of this institution to holistically develop children to become mature faith-filled adults, seeking to serve others along their journey. Even though the cost of this investment is large, the return is even greater as witnessed when our alumni go forth and make a difference in this world.

Please know that for every child you enroll, or for every donation you give, you are continuing an important tradition of excellent Catholic education in Morgantown. We are delighted to have you as stakeholders and investors in our future and we hope that this Intentional Growth Plan will continue the confidence you have in us. We invite all to read this plan and know that we take the future of SFdSCCS seriously and we want to move forward together.

Sincerely,

The Intentional Growth Planning Committee

Rev. Msgr. Anthony Cincinnati, S.T.D., School Pastor

Arthur Moore, Principal

Eddie Swierkos, Assistant Principal

Rachel Scudiere, Development Director

Julie Corwin, Former PTO President

HISTORY

The roots of St. Francis de Sales Central Catholic School (Morgantown) can be traced back more than a century, dating back to October 1915. The original school house originated in the working-class neighborhood of Seneca. Two rooms of a private residence on McLane Avenue were transformed into an educational center. Miss Sterbutsal, a lay teacher, was in charge. Miss Sterbutsal later became Sister M. Isabelle, CSJ, and led the first learning facility in the history of SFdSCCS. Father Peter Flynn, pastor of St. Francis de Sales Parish and who can be considered the Patriarch of SFdSCCS, along with Mr. Joseph Falter, worked together to bring the Ursuline Sisters of Louisville, Kentucky into Morgantown to teach at the school. Then, in 1918, Sister M. Isadore (Principal), teachers, and students moved into the new school on Beechurst Avenue, next to the church. The first high school graduating class from St. Francis came in 1923. Mary Elizabeth Sullivan and Robin Watkins-Hoard comprised the entire class. During the next four years only four students graduated from St. Francis. The school continued to grow over the next few decades until eventually, on November 1, 1954, the Most Reverend John J. Swint, Archbishop of Wheeling, dedicated a new school located in the Evansdale area. Serving grades 9 through 12, it housed St. Francis High School until its closure in 1990. The largest graduating class was in 1975 with 69 students. After the closure of the high school in 1990, the Elementary school moved to the Evansdale building. The Ursuline nuns ended their relationship with the school in 1994. Growth in enrollment and the addition of a kindergarten prompted the construction of a middle school annex. The school continued to thrive with high enrollment over the next decade. Then, in 2005, the Evansdale property was sold to West Virginia University. Principals Sister Patricia Foley, CSJ and Sister Dorothy Ambruzzio, CSJ directed the move to its current location on Guthrie Farm, in January 2006. As SFdSCCS enters its second century, it continues to provide a superior education based on the Gospel values for the Catholic community of Morgantown.

EXECUTIVE SUMMARY

The strategic plan for St. Francis de Sales Central Catholic School (SFdSCCS) was developed to recognize and plan for the strengths, challenges, and opportunities for the future using a continuous improvement process.

SFdSCCS is a central school with the support of four Catholic parishes in the Morgantown community. Each year, all four parishes provide monetary assistance to the school by subsidizing tuition for those parishioners attending SFdSCCS. The revenue for the school is gathered in a variety of ways including tuition, parish subsidies, lease property money, rentals, and Monongalia County collaborative money. It should be noted that all fundraising brought in from the development program is not part of the revenues that are budgeted for the operations of the school. The aim of the SFdSCCS administration and financial committee is to make the prudent and fiscally responsible decisions for our school community. Currently, our actual cost of education (ACE) is \$8,415. The ACE is the amount that is charged to our non-Catholic students in grades PK4 - 8th, since we do not receive any parish subsidies for them. The tuition for catholic students is \$6,400 for the first and \$5,150 for the 2nd - 4th students in a family. The cost of tuition for our early childhood program (PK2-PK3) is \$7,950 for full-time students and \$3,230 for part-time students. All students, regardless of grade level, are charged fees that include: Registration, Technology, Health/Safety, and Instructional Materials. These fees are fully encumbered in those specific areas. In addition to charged fees, all families at SFdSCCS are required to participate in the two annual fundraisers.

For our historic opening day enrollment and current student population, please see Appendix A (page 22).

The School Administration sent out the AdvancED Cognia Survey to our families in Fall 2020 to gauge their satisfaction levels. Using a 5-point scale (5 being the highest level of satisfaction), our families responses equated us at 4.44, which is above the network average of 4.02. The complete survey can be found in Appendix B (page 23) of this Intentional Growth Plan. It is worth noting that even our lowest scoring category (4.08) remained above the network average (4.02), highlighting parental satisfaction in our school community.

SFdSCCS currently has 50 faculty and staff members. Of the 50 faculty and staff members, 46 are females and 4 are males. Classroom ratios and capacities are as follows:

PK2	PK3	PK4	Kindergarten	1st - 8th Grade
Ratio - 1:8 Capacity - 16	Ratio - 1:10 Capacity - 20	Ratio - 1:10 Capacity - 40	Ratio - 1:20 Capacity - 40	Ratio - 1:25 Capacity - varies

In Appendix C (page 24) of this Intentional Growth Plan, you can find the scores of the AdvancED teacher and staff survey, where our overall score is 4.39 out of 5, considerably above the network average of 4.14.

During the 2019-2020 school year, SFdSCCS began to take the Northwest Education Association (NWEA) Measurement of Academic Progress (MAP) test, in accordance with the other schools in the Diocese of Wheeling-Charleston. Because of the COVID-19 pandemic, we are unable to supply standardized test data

for the 2019-2020 school year. We do, however, have the data for the 2018 - 2019 Terra Nova test, listed below in Appendix D (page 25), and the data for the 2017-2018 West Virginia Summative Test, listed below in Appendix E (page 26).

In conclusion, the organizational structure of SFdSCCS is an integral part to the success of our school programs. By having a strong structure in place, the school is safeguarded of mismanagement, and is assured that decisions are formed in a collaborative manner. Members of the SFdSCCS organizational structure include:

- School Pastor
- School Principal
- School Administration (five members)
- Advisory Council (five members)
- Finance Council (four members)
- PTO Board (four members)

MISSION, VISION AND BELIEF STATEMENTS

The mission of SFdSCCS is the lifelong, holistic formation of each person according to the Good News of Jesus Christ through the faith community experience, academic excellence, and quality religious education. In collaboration as Christians, we commit ourselves “to serve; not to be served.”

The short version of our mission statement is “Here to serve; not to be served.”

The vision of SFdSCCS is the commitment of educating students in Catholic values and tradition, developing a firm foundation in academics, and fostering respect and service.

The belief statements for SFdSCCS is as follows:

Spirituality

- Upholding and teaching Catholic traditions
- Prepare students to be compassionate and caring adults
- Develop an understanding of God’s love and presence in our lives

Instruction/Academic

- Be better than public education
- Provide educational challenges for all students
- Remaining at the forefront of education

Administration

- Develop leadership in students that carries into future years
- Accept and nurture all backgrounds
- Accepting all families, regardless of ability to pay

Communication

- Keep parents current on all aspects of education
- Ensure positive communication between principal and parents
- Develop imaginative ideas for recruiting students

Campus Life

- Be a place where the student is part of the school family
- Offer diverse extracurriculars
- Thriving and involved parental community

PILLAR I: MISSION AND CATHOLIC IDENTITY

- **Standard 1:** An excellent Catholic school is guided and driven by a clearly communicated mission that embraces a Catholic Identity rooted in Gospel values, centered on the Eucharist, and committed to faith formation, academic excellence and service.
- **Standard 2:** An excellent Catholic school adhering to mission provides a rigorous academic program for religious studies and catechesis in the Catholic faith, set within a total academic curriculum that integrates faith, culture and life.
- **Standard 3:** An excellent Catholic school adhering to mission provides opportunities outside the classroom for student faith formation, participation in liturgical and communal prayer, and action in service of social justice.
- **Standard 4:** An excellent Catholic school adhering to mission provides opportunities for adult faith formation and action in service of social justice.

Pillar: Mission and Catholic Identity		Measures of Success: Have one school-wide service projects per trimester (three per year)		
Standard: One. An excellent Catholic school is guided and driven by a clearly communicated mission that embraces a Catholic Identity rooted in Gospel values, centered on the Eucharist and committed to faith formation, academic excellence, and service.				
Goals:	Responsible Party	Collaboration Needed	Target Date	Status
Goal #1: Increase the amount of service projects performed by the whole school	Development Director	Homeroom parents Charitable organizations Teachers	2021 - 2022 school year for implementation	Ongoing

Action Steps:

1. Each school year, research charitable organizations, causes, and service projects that can be done. COMPLETE
2. If the service project idea has a cost, tabulate the amount that each student would be responsible for. COMPLETE
3. Our original goal was "one service project per grade per trimester". This quickly became too cumbersome to try to have families that had multiple children doing so many service projects each trimester. Having one big service project with items assigned at each grade level was more feasible. COMPLETE
4. Explain to the homeroom parents for the 2022 - 2023 school year that they need to work hand-in-hand with the teachers to implement the service projects. COMPLETE
5. Have this become a consistent expectation at all grade levels for once a trimester. ONGOING

Pillar: Mission and Catholic Identity		Measures of Success: Having one meeting of the newly formed group each trimester that school is in session during school year		
Standard: Four. An excellent Catholic school adhering to mission provides opportunities for adult faith formation and action in service of social justice.				
Goals:	Responsible Party	Collaboration Needed	Target Date	Status
Goal #1: Form adult faith formation group	School Pastor	Parents	2022 - 2023 school year	Ongoing

Action Steps:

1. School Pastor preparing topics and discussions throughout the summer that encompasses spiritual and school-focused issues. (This goal was once a Principal led objective, but this school year the discussion was that the School Pastor was better suited for this goal).
2. Market and advertise trimester meetings to parents, faculty, and staff.

PILLAR II: GOVERNANCE AND LEADERSHIP

- **Standard 5:** An excellent Catholic school has a governing body (person or persons) which recognizes and respects the role(s) of the appropriate and legitimate authorities, and exercises responsible decision making (authoritative, consultative, advisory) in collaboration with the leadership team for development and oversight of the schools' fidelity to mission, academic excellence and operational vitality.
- **Standard 6:** An excellent Catholic school has a qualified leadership/leadership team empowered by the governing body to realize and implement the school's mission and vision.

Pillar: Governance and Leadership Standard: Five. An excellent Catholic School has a governing body (person or persons) which recognizes and respects the role(s) of the appropriate and legitimate authorities, and exercises responsible decision making (authoritative, consultative, advisory) in collaboration with the leadership team for development and oversight of the school's fidelity to mission, academic excellence, and operational vitality.		Measures of Success: Hold quarterly Advisory Council meetings, hold quarterly Finance Committee meetings, and hold monthly PTO meetings.		
Goals:	Responsible Party	Collaboration Needed	Target Date	Status
Goal #1: Continuation of current school governing structure	Principal	Advisory Council Members Finance Council Members PTO Board Members	2021 - 2022 school year	Ongoing

Action Steps:

1. Market open PTO and Advisory Council meetings to members and the larger SFdSCCS community. Inform Finance committee members when the finance meeting will be held. COMPLETE
2. Replace any members that need to be replaced on any of these respective boards. COMPLETE
3. Post meeting minutes from Advisory Council meetings and PTO meetings on the school website a week after the meetings are held. ONGOING

Pillar: Governance and Leadership		Measures of Success: End two consecutive school years with higher enrollment and with more money brought in on advancement projects.		
Standard: Six. An excellent Catholic school has a qualified leader/leadership team empowered by the governing body to realize and implement the school's mission and vision.				
Goals:	Responsible Party	Collaboration Needed	Target Date	Status
Goal #1: Restructure the development director role	Principal	Development Director	End of the 2021-2022 school year	Ongoing

Actions Steps:

1. Liquidate advancement director and admissions director positions. COMPLETE
2. Create a new position of development director and fill the role. COMPLETE
3. Work with the new development director on establishing goals for increasing enrollment and fundraising money. COMPLETE
4. Enrollment goal: End 2020 - 2021 school year at 370 or higher. End 2021 - 2022 at 390 or higher. COMPLETE. Ended the 2021-2022 school year at 429. Goal: End 2022 - 2023 at 420 or higher.
5. Fundraising goal: We are going to restructure the advancement department with offering a total buyout option and then replacing the former 5K with a Walk-a-Thon. We would like to raise at least \$25,000 for each event. ONGOING

PILLAR III: ACADEMIC EXCELLENCE

- **Standard 7:** An excellent Catholic school has a clearly articulated, rigorous curriculum aligned with relevant standards, 21st century skills, and Gospel values, implemented through effective instruction.
- **Standard 8:** An excellent Catholic school uses school-wide assessment methods and practices to document student learning and program effectiveness, to make student performances transparent, and to inform the continuous review of curriculum and the improvement of instructional practices.
- **Standard 9:** An excellent Catholic school provides programs and services aligned with the mission to enrich the academic program and support the development of student and family life.

Pillar: Academic Excellence		Measures of Success: Compare the fall NWEA test scores versus the end of the year NWEA scores		
Standard: Eight. An excellent Catholic school provides programs and services aligned with the mission to enrich the academic program and support the development of student and family life.				
Goals:	Responsible Party	Collaboration Needed	Target Date	Status
Goal #1: Improve test scores in Language Arts & Reading	Principal	Teachers	End of 2022 - 2023 school year	Ongoing

Action Steps:

1. Facilitate professional development and data analysis for the teachers after each NWEA testing window during the 2022 - 2023 school year.
2. Utilize analyzed data to help improve test schools.

Pillar: Academic Excellence		Measures of Success: Hire school counselor		
Standard: Nine. An excellent Catholic school provides programs and services aligned with the mission to enrich the academic program and support the development of student and family life.				
Goals:	Responsible Party	Collaboration Needed	Target Date	Status
Goal #1: Create position of school counselor	Principal	School Nurse Teachers	Beginning of 2022-2023 school year	COMPLETED

Action Steps:

1. Assign teachers and staff members to keep a log during the remainder of this school year of issues that arise that could go through a school counselor. COMPLETED
2. Figure out monetarily how much the position would pay, both for a full-time and part-time option. COMPLETED
3. Create and write a job description for a full-time and part-time position. COMPLETED
4. Evaluate how this new position would pull from other existing positions, such as discipline from the assistant principal and mental health from the school nurse. COMPLETED
5. Interview and hire a qualified candidate. COMPLETED

PILLAR IV: OPERATIONAL VITALITY

- **Standard 10:** An excellent Catholic school provides a feasible three to five year financial plan that includes both current and projected budgets and is the result of a collaborative process, emphasizing faithful stewardship.
- **Standard 11:** An excellent Catholic school operates in accord with published human resource/personnel policies, developed in compliance with diocesan policies and/or religious congregation sponsorship policies, which affect all staff (clergy, religious women and men, laity and volunteers) and provide for clarity for responsibilities, expectations and accountability.
- **Standard 12:** An excellent Catholic school develops and maintains a facilities , equipment, and technology management plan designed to continuously support the implementation of the educational mission of the school.
- **Standard 13:** An excellent Catholic school enacts a comprehensive plan for institutional advancement based on a compelling mission through communications, marketing, enrollment, management, and development.

Pillar: Operational Vitality		Measures of Success: No dead zones or slow WiFi areas around the school		
Standard: Twelve. An excellent Catholic school develops and maintains a facilities, equipment, and technology management plan designed to continuously support the implementation of the education mission of the school.				
Goals:	Responsible Party	Collaboration Needed	Target Date	Status
Goal #1: Upgrading WiFi	Assistant Principal	Principal STEAM Teacher	End of the 2020-2021 school year	Ongoing

Action Steps:

1. Evaluate WiFi and run speeds in all parts of the school. COMPLETE
2. Have an internet provider give a quote about what updates need made and how much that will cost. COMPLETE
3. Begin with small changes and test run speed to see if WiFi is improved. COMPLETE
4. Evaluate zones in the school and decide where changes and upgrades need to be made. ONGOING
5. If a large sum is required, bring in the development director for fundraising.

Appendix A

End of year 2021-2022 Enrollment = 429		
Grade Level	Current Enrollment	Total in PK - 125 Total in Primary - 103 Total in Intermediate - 110 Total in Middle School - 91
PK2	44	
PK3	44	
PK4	37	
Kindergarten	41	
1st Grade	39	
2nd Grade	23	
3rd Grade	32	
4th Grade	35	
5th Grade	43	
6th Grade	22	
7th Grade	38	
8th Grade	31	

Historic Opening Day Enrollment	
School Year	Opening Day Enrollment
2012	345
2013	375
2014	381
2015	396
2016	405
2017	427
2018	430
2019	395
2020	340

Appendix B

St. Francis in Morgantown- Catholic Identity Program
Effectiveness Parent and Community Survey Fall 2020

 AdvancED

St. Francis in Morgantown- Catholic Identity Program Effectiveness...

run on 01/12/2021

1 survey(s) 99 response(s)

Report Filters

School:
N/A

Ethnicity:
N/A

Relation to School:
N/A

Gender:
N/A

Religious Affiliation:
N/A

Grade:
N/A

Race:
N/A

Years Affiliated:
N/A

Tag:
N/A

St. Francis in Morgantown- Catholic Identity Program Effectiveness

run on 01/12/2021

1 survey(s) 99 response(s)

Advanced Certified Content

Report Summary

By Survey Section

Section Score | Network Average

Network Average: 4.44

4.44

Information About My School: 4.34

4.34

St. Francis in Morgantown- Catholic Identity Program Effectivene...¹

run on 01/12/2021

1 survey(s) 99 response(s)

AdvancED Certified Content

Highest Scoring Items

C1: Everyone in the school community - administrators, faculty and staff, students, parents/guardians, alumni, and supporters - knows and understands the school's mission.	4.66
C3: Our school mission clearly expresses a commitment to Catholic identity.	4.63
C14: There is a person or group (such as a pastor or a board) who collaborates with the school administration to make or recommend decisions for the success of the school.	4.58
C17: Our school administration has authority to realize and implement the school's mission and vision.	4.58
C19: Our school administration takes responsibility for development and oversight of school programs, personnel, and school operations.	4.56

St. Francis in Morgantown- Catholic Identity Program Effectiveness...

run on 01/12/2021

1 survey(s) 99 response(s)

AdvancED Certified Content

Lowest Scoring Items

C12: Our school provides opportunities for adult members of the school community to participate in service activities for social justice	4.08
C36: Our school consistently shares its financial plan with the school community	4.23
C7: Our school provides opportunities outside the classroom for students to participate in service activities for social justice	4.26
C10: Our school provides opportunities for faith formation for parents/guardians and other adult members of the school community	4.27
C13: Every adult in the school supports the faith life of the school community	4.29
C30: Teachers vary the types of assessments they use to monitor individual and class-wide student learning	4.29
C32: Our school provides programs and services that help students successfully complete the school program (for example, guidance and resource programs)	4.29

St. Francis in Morgantown- Catholic Identity Program Effectiveness

run on 01/12/2021

1 survey(s) 99 response(s)

Advanced Certified Content

Demographics

Number of Responses | Percentages of Total Responses

1. Gender

Male	23	25%
Female	64	74%

2. Race

American Indian or Alaska Native	1	1%
Asian	2	2%
White	79	93%
Two or more races	3	4%

3. Ethnicity

Hispanic	3	4%
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Not Hispanic or Latino

75 96%

4. Religious Affiliation

Catholic

63 66%

Non-Catholic

33 34%

5. Years Affiliated

less than 1 year

17 17%

1-4 years

25 25%

5-10 years

45 45%

more than 10 years

12 12%

6. Relation to School

Parent

98 100%

7. Grade

4th grade or below

45 45%

5th grade

7 7%

6th grade

10 10%

7th grade	18	18%
8th grade	18	18%
10th grade	11	11%

St. Francis in Morgantown- Catholic Identity Program Effectiveness

run on 01/12/2021

1 survey(s) 99 response(s)

AdvancED Certified Content

C. Information About My School

Section score: 4.34 Network average: 4.02

Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know
5	4	3	2	1	

Number of Responses

Percentage of Total Responses

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know
1. Everyone in the school community - administrators, faculty and staff, students, parents/guardians, alums, and supporters - knows and understands the school's mission.	62 63%	31 31%	2 2%	1 1%	0 0%	3 3%
2. Everything we do in our school is guided and directed by our mission	54 55%	36 36%	4 4%	3 3%	1 1%	1 1%
3. Our school mission clearly expresses a commitment to Catholic identity	62 63%	30 30%	3 3%	2 2%	0 0%	2 2%
4. Our school provides an academically rigorous Catholic religion program taught by qualified teachers	55 56%	31 31%	4 4%	4 4%	1 1%	4 4%

5. In all subjects teachers help students think critically and ethically about the world around them, using the lens of Gospel values and Catholic doctrine and beliefs.	49 49%	33 33%	9 9%	2 2%	1 1%	5 5%
6. Our school provides opportunities outside the classroom for student faith formation, and participation in retreats, prayer, mass, sacraments, and other spiritual experiences.	45 46%	32 32%	13 13%	1 1%	1 1%	6 6%
7. Our school provides opportunities outside the classroom for students to participate in service activities for social justice.	36 36%	42 42%	11 11%	3 3%	1 1%	6 6%
8. Administrators, faculty, and staff serve as role models of faith and service to students.	49 49%	41 41%	5 5%	1 1%	0 0%	3 3%
9. Our school provides opportunities for faith formation for faculty and staff.	39 39%	28 28%	8 8%	0 0%	0 0%	24 24%
10. Our school provides opportunities for faith formation for parents/guardians and other adult members of the school community.	38 38%	29 29%	17 17%	5 5%	0 0%	10 10%
11. Our school helps parents/guardians support the faith life of their child.	45 45%	40 40%	9 9%	1 1%	1 1%	3 3%
12. Our school provides opportunities for adult members of the school community to participate in service activities for social justice.	31 31%	28 28%	20 20%	6 6%	1 1%	13 13%
13. Every adult in the school supports the faith life of the school community.	37 37%	33 33%	15 15%	2 2%	1 1%	11 11%
14. There is a person or group (such as a pastor or a board) who collaborates with the school administration to make or recommend decisions for the success of the school.	50	36	1	0	0	12

Appendix C

St Francis in Morgantown- Catholic Identity Program
Effectiveness Staff Survey Fall 2020



St Francis in Morgantown- Catholic Identity Program Effectiveness...

run on 01/12/2021

1 survey(s) 38 response(s)

Report Filters

School:
N/A

Ethnicity:
N/A

Relation to School:
N/A

Gender:
N/A

Religious Affiliation:
N/A

Tag:
N/A

Race:
N/A

Years Affiliated:
N/A

St Francis in Morgantown- Catholic Identity Program Effectiveness...

run on 01/12/2021

1 survey(s) 38 response(s)

Advanced Certified Content

Report Summary

By Survey Section

Section Score | Network Average

Network Average: 4.11

4.39

Information About My School: 4.27

4.27

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Highest Scoring Items

C1: Everyone in the school community - administrators, faculty and staff, students, parents/guardians, alumni, and supporters - knows and understands the school's mission	4.74
C3: Our school mission clearly expresses a commitment to Catholic identity	4.74
C17: Our school administration has authority to realize and implement the school's mission and vision	4.67
C28: Our school uses standardized and teacher-developed assessments to document student learning and report the outcomes to parents/guardians	4.67
C14: There is a person or group (such as a pastor or a board) who collaborates with the school administration to make or recommend decisions for the success of the school	4.63
C23: Curriculum and instruction in our school prepares students to be capable and critical users of media and technology	4.63

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Lowest Scoring Items

C10: Our school provides opportunities for faith formation for parents/guardians and other adult members of the school community	3.74
C36: Our school consistently shares its financial plan with the school community	3.85
C12: Our school provides opportunities for adult members of the school community to participate in service activities for social justice	4.00
C32: Our school provides programs and services that help students successfully complete the school program (for example guidance and resource programs)	4.04
C13: Every adult in the school supports the faith life of the school community	4.15

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Demographics

Number of Responses | Percentages of Total Responses

1. Gender

Male	4	14%
Female	25	66%

2. Race

White	29	100%
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3. Ethnicity

Hispanic	2	7%
Not Hispanic or Latino	25	93%

4. Religious Affiliation

Catholic	27	71%
Non-Catholic	11	29%

5. Years Affiliated

less than 1 year	1	3%
1-4 years	9	24%
5-10 years	14	37%
more than 10 years	14	37%

6. Relation to School

Teacher	26	62%
Staff	7	18%
Admin strator	5	13%

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C. Information About My School

Section score: 4.27 Network average: 4.14

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Don't Know
	5	4	3	2	1	
	Number of Responses					
	Percentage of Total Responses					
1. Everyone in the school community - administrators, faculty and staff, students, parents/guardians, alums, and supporters - knows and understands the school's mission	26 68%	11 29%	1 3%	0 0%	0 0%	0 0%
2. Everything we do in our school is guided and directed by our mission	17 45%	17 45%	2 5%	2 5%	0 0%	0 0%
3. Our school mission clearly expresses a commitment to Catholic identity	23 61%	15 39%	0 0%	0 0%	0 0%	0 0%
4. Our school provides an academically rigorous Catholic religion program taught by qualified teachers	14 37%	18 47%	5 13%	1 3%	0 0%	0 0%

5. In all subjects, teachers help students think critically and ethically about the world around them, using the lens of Gospel values and Catholic doctrine and beliefs	15 39%	20 53%	2 5%	1 3%	0 0%	0 0%
6. Our school provides opportunities outside the classroom for student faith formation, and participation in retreats, prayer, mass, sacraments, and other spiritual experiences	20 53%	14 37%	3 8%	1 3%	0 0%	0 0%
7. Our school provides opportunities outside the classroom for students to participate in service activities for social justice	21 55%	15 39%	1 3%	1 3%	0 0%	0 0%
8. Administrators, faculty, and staff serve as role models of faith and service to students	14 37%	19 50%	3 8%	2 5%	0 0%	0 0%
9. Our school provides opportunities for faith formation for faculty and staff	12 32%	17 45%	6 16%	2 5%	1 3%	0 0%
10. Our school provides opportunities for faith formation for parents/guardians and other adult members of the school community	9 24%	12 32%	9 24%	7 18%	0 0%	1 3%
11. Our school helps parents/guardians support the faith life of their child	11 29%	21 55%	4 11%	1 3%	0 0%	1 3%
12. Our school provides opportunities for adult members of the school community to participate in service activities for social justice.	14 37%	8 21%	10 26%	5 13%	0 0%	1 3%
13. Every adult in the school supports the faith life of the school community.	11 29%	20 53%	4 11%	2 5%	0 0%	1 3%
14. There is a person or group (such as a pastor or a board) who collaborates with the school administration to make or recommend decisions for the success of the school	20	16	2	0	0	0

	53%	42%	5%	0%	0%	0%
15. A person or group (such as a pastor or a board), in collaboration with the school administration, takes responsibility for monitoring that the school is faithful to its mission, academically excellent and sound in its business decisions	18 47%	17 45%	1 3%	0 0%	0 0%	2 5%
16. Our school administration effectively carries out its responsibilities in the areas of faith formation and instructional leadership.	16 42%	19 50%	2 5%	0 0%	1 3%	0 0%
17. Our school administration has authority to realize and implement the school's mission and vision.	21 55%	16 42%	1 3%	0 0%	0 0%	0 0%
18. Our school administration involves all members of the school community to ensure a school culture that embodies the mission and vision	16 42%	17 45%	3 8%	2 5%	0 0%	0 0%
19. Our school administration takes responsibility for development and oversight of school programs, personnel, and school operations	20 53%	14 37%	4 11%	0 0%	0 0%	0 0%
20. Our school has a strong culture of collaboration within the school at all levels to advance excellence	16 42%	16 42%	3 8%	1 3%	1 3%	1 3%
21. Our school has a clearly articulated rigorous curriculum infused with Gospel values preparing students for life and work	19 50%	15 39%	3 8%	1 3%	0 0%	0 0%
22. In classes in our school, students spend most of the time solving problems, discussing ideas, creating their own work, reading, writing, speaking, and researching	18 47%	15 39%	3 8%	0 0%	0 0%	2 5%
23. Curriculum and instruction in our school prepares students to be capable and critical users of media and technology	21 55%	16 42%	1 3%	0 0%	0 0%	0 0%

24. Teachers use effective instruction to deliver the curriculum	17 45%	20 53%	1 3%	0 0%	0 0%	0 0%
25. At our school, teachers use different teaching approaches to meet the diverse needs of all students	16 42%	15 39%	6 16%	0 0%	0 0%	1 3%
26. At our school, teachers collaborate systematically and regularly in order to increase student achievement and improve teaching effectiveness	16 42%	20 53%	1 3%	1 3%	0 0%	0 0%
27. At our school, all administrators, faculty and staff engage in ongoing professional development	15 39%	16 42%	3 8%	2 5%	1 3%	1 3%
28. Our school uses standardized and teacher-developed assessments to document student learning and report the outcomes to parents/guardians	23 61%	14 37%	0 0%	0 0%	0 0%	1 3%
29. Our school uses the results of standardized and teacher-developed assessments to improve the curriculum and increase learning	19 50%	17 45%	0 0%	0 0%	0 0%	2 5%
30. Teachers vary the types of assessments they use to monitor individual and class wide student learning	15 39%	17 45%	3 8%	0 0%	0 0%	3 8%
31. Our school communicates how well students are achieving in comparison to similar students locally and/or nationally	15 39%	22 58%	1 3%	0 0%	0 0%	0 0%
32. Our school provides programs and services that help students successfully complete the school program (for example, guidance and resource programs)	11 29%	16 42%	7 18%	4 11%	0 0%	0 0%
33. Our school provides enriching programs for students to develop their gifts and talents and enhance their creative, artistic, social/emotional, physical and spiritual potential	15	20	3	0	0	0

	39%	53%	8%	0%	0%	0%
34. Our school provides opportunities for parents/guardians to be involved in the education of their children	16 42%	18 47%	3 8%	1 3%	0 0%	0 0%
35. Our school's financial plan is the result of a collaborative process including expert advisors	14 37%	14 37%	4 11%	0 0%	0 0%	6 16%
36. Our school consistently shares its financial plan with the school community	7 18%	16 42%	6 16%	1 3%	4 11%	4 11%
37. Our school leaders take responsibility for ensuring that the financial plans and budgets are implemented using best practices	11 29%	16 47%	5 13%	0 0%	0 0%	4 11%
38. Our school treats all personnel with consistency, fairness and justice	14 37%	14 37%	5 13%	2 5%	3 8%	0 0%
39. Our school maintains and shares plans for managing facilities and equipment	10 26%	19 50%	3 8%	1 3%	1 3%	4 11%
40. Our school maintains and shares a technology management plan.	11 29%	21 55%	1 3%	2 5%	0 0%	3 8%
41. Our school's facilities, equipment, and technology management plans are designed to enhance teaching and learning	14 37%	20 53%	3 8%	0 0%	0 0%	1 3%
42. Our school has an institutional advancement plan based on our mission, which uses current and effective strategies for communications, marketing, enrollment management, and development	15 39%	17 45%	2 5%	0 0%	0 0%	4 11%

Appendix D

The 2018-2019 Terra Nova Test

Grade Level	Total Score		Reading		Language		Math	
	SF	Diocese	SF	Diocese	SF	Diocese	SF	Diocese
K	94	89	91	89	96	90	92	83
1st	76	84	76	85	66	80	76	78
2nd	89	80	85	82	90	82	85	80
3rd	76	72	81	73	81	71	66	66
4th	74	66	82	73	85	68	72	65
5th	68	71	76	73	75	72	58	63
6th	77	75	85	80	80	82	77	76
7th	79	78	79	78	80	80	83	82
8th	84	80	86	82	85	82	84	81

Appendix E

The 2017-2018 West Virginia Summative Test

Grade Level	Subject	% Proficient St. Francis	% Proficient Monongalia County
3	ELA	79	57
	Math	60	62
4	ELA	77	56
	Math	75	55
5	ELA	78	55
	Math	80	53
6	ELA	60	53
	Math	66	45
7	ELA	88	53
	Math	81	53
8	ELA	83	51
	Math	77	44