

June 25, 2019

Dear Parents,

At the end of the year, I typically share our overall MAP scores. In addition this year, I would like to communicate a more encompassing view of our school year. At Back to School Blast and in the State of the School, I addressed our Strategic Plan, which is a five-year plan based on National Standards for Effective Catholic Schools. Our Strategic Plan has been driven by our faculty and staff, our accreditation results, and our mid-accreditation parent survey. You can view our Strategic Plan and Continuous School Improvement Plan (CSIP) on our website. The CSIP is a one- year plan, listing the goals from the Strategic Plan that we are working on during the current year.

This year, we began changes in our School Council by adding sub-committees that are focused on the goals from our Strategic Plan and more hands-on and involved in making improvements in our school.

- Our Strategic Planning Sub-committee put together the one-year plan in which we have been very successful. We are now working on next year's plan.
- The Marketing Sub-committee has made improvements in our website and our Google Search results. They are currently working on a parent survey.
- The Finance Sub-committee has analyzed our fundraising numbers, particularly Oktoberfest and PTO fundraising.
- The Policies & Procedures Sub-committee has worked to clarify several topics in our handbook, including E-days, discipline, student devices, student support plans, and uniforms.

Each of these Sub-committees has presented reports during the 2018-2019 school year to the School Council. We have accomplished a great deal and appreciate everyone's hard work.

In News Notes, teacher and student expectations were shared. Our teachers are focused on their growth, and have a better grasp on teacher standards and instruction through our use of the Danielson framework over the past several years:

- Teachers are observed at least three times - and sometimes up to eight to ten times - a year. One is a formal observation.
- These observations are followed up by feedback and suggestions for further developments using a variety of resources, which include websites, articles, webinars, peer observations and other professional development opportunities.
- The end of the year is a time when each faculty member meets with me to discuss their reflection on the year, as well as, their professional growth plans for the upcoming year. I greatly enjoy these meetings; each one typically last about an hour.
- Teachers also submit a principal evaluation each spring. These forms are given directly to Fr. Paul; they are thoroughly reviewed, compiled anonymously, and discussed with the principal.
- Assistant principal evaluations are also completed each spring. They have been updated recently by the diocese, and the new ones will be utilized this upcoming year.

School culture is an area where all schools strive to improve. This year we had a great experience and engaged in a faculty-wide participatory reading of Ken Blanchard's Servant Leader book. Dr. Rocky Wallace, a professor at the University of the Cumberland, led us in focusing on servant leadership, emphasizing that we all have an equally important role at Christ the King to lead by example, with the goal of serving our mission, not ourselves. We desire to develop a culture where we can all work together to help one another succeed.

We also worked to unite our faculty with a variety of get-togethers and events to support one another in different grade-level curricula. Faculty praise is given in our weekly faculty newsletter, at our faculty meetings, and with the "Citation Station," where teachers can write encouraging notes to one another for their hard work and accomplishments.

The financial health of our school is vital to our school's success. Over the past several years, we have worked diligently to improve revenue and to be as efficient as possible with our resources. We have done this by starting new programs, improving upon existing programs, and cutting unnecessary costs, all with the aim of preserving the school's financial health for years to come:

- Cut annual costs of over \$20,000 in the areas of internet, telephone, and copying services.
- Raised over \$320,000 in additional annual revenue with new fundraisers and programs (i.e., 2-year-old program; Little Sprouts summer camp; After-school and summer Raising the Bar programs; updating our Faith 1st program; and expanding our preschool).
- In the 2015-2016 school year, we ended the year \$244,000 to the negative.
- In 2016-2017, we were \$163,000 in the red.
- In 2017-2018, we closed the year \$88,000 over budget.
- For 2018-2019, we project a balanced budget.

The school's finances are furnished and analyzed on a monthly basis by the Parish Finance Council, which is made up of numerous CPAs and business people. Our School Business Manager works closely with the Director of School Finance in the Catholic Schools Office and the Diocesan Business Office, who examine our school financials on a regular basis. Further, our financials are an agenda item at every CKS Council meeting, and are reviewed and discussed by the council members at those meetings.

Our accrediting agency, AdvancED, is a well-regarded firm, which focuses on continuous growth in education. It is an international organization dedicated to partnering with schools to promote rigor for all students in reaching their potential. I have been involved with AdvancED for almost 25 years, and their reputation for improving schools is world-renowned. Christ the King School was scheduled to have their next accreditation visit from AdvancED during the 2019-2020 school year; however, because it is updating its process, our next accreditation visit will be the following year. AdvancED continues to strive to make improvements in their processes and expectations for its partner schools.

As I mentioned, we spent time examining and analyzing our MAP assessment scores. Our faculty, with Dean of Students, Michelle Klein, examines scores, and we use them to determine areas of need and success. In this mailing, you will find Christ the King School's MAP scores for 2018-2019, as well as your

child(ren)'s individual scores. Looking at the red charts, you can see each grade level's MAP RIT norms in comparison to the national RIT scores for each testing area. All CKS RIT norms are well above the national RIT norms. The red pie graphs for each subject area show the distribution of our students' percentile scores. The norm percentile is 50; however, approximately 78 to 98% of our students achieved 60th to 99th percentile on their MAP tests. This is awesome, and we have a lot to be proud of!

You can see your child(ren)'s individual MAP scores in comparison to the national norms, diocesan norms, and their peers. We encourage student growth, and believe growth is more important than any particular score. We want to meet our students where they are by teaching them at their instructional level. Our goal is for all students to grow, and their MAP scores represent one way in which their growth is measured.

Before I close, I would like to remind you of some beginning-of-the-year dates. Class lists will be available on RenWeb on August 5. Back to School Blast Open House and Social will begin with 9:00 a.m. Mass on August 11, and the first day of school is August 14. More dates are also available on our website, where you will find the 2019-2020 annual calendar.

I hope you continue to have an enjoyable summer break!

Sincerely,

Paula Smith, Ed.S.  
Principal  
Christ the King School