

ANNUAL REPORT: 2017-18 School Year

As part of the parish community and relying on the grace of God, Holy Angels School shares in the ministry of teaching the Catholic faith which is practiced daily by forming community, proclaiming the Gospel, serving others, and praising God. With the support of parents and guided by the Holy Spirit, the faculty and staff are dedicated to helping students to grow and mature in faith, knowledge and values by providing a quality curriculum with high academic and behavioral standards. Students and staff gather for Monday Assembly to reflect on the Gospel focus of the week, they come together each week as a faith community to celebrate the Eucharist, and daily prayer is part of the regular experience for all as praise and thanksgiving is offered at the start and end of the school day.

In the area of curriculum, Holy Angels continues to provide instruction which is aligned to established archdiocesan, state, and national standards. Although the standardized tests have been partially aligned to new standards, the results continue to reflect an effective curriculum and methodology. At the third grade level, the ability scores of Holy Angels students indicate an average class compared to schools across the country (71st percentile). The achievement scores on subtests reflect expected or greater achievement: English and Language, better than 72% of schools nationally; Mathematics, 57%; Social Studies, 75%; and Science, 71%. The results at the fifth grade level indicate that students are also achieving at an appropriate level in most areas when compared to their ability (71st percentile): English and Language, better than 71% of the schools in the nation; Mathematics, 59%; Social Studies, 74%; and Science, 76%. At the seventh grade level, the results are: English and Language, better than 67% of the schools in the nation; Mathematics, 69%; Social Studies, 75%; and Science, 66%. When compared to projections based on ability tests (72nd percentile), Holy Angels students scored below their predicted achievement levels. Overall, there was a concern about the test results. This year's local timing of the test, right before spring break, may have negatively impacted the typical scores at Holy Angels.

A study of achievement-to-ability percentile ratios with archdiocesan non-Choice schools and other Catholic school in the district provide an interesting comparison. The results of standardized tests provide measures of ability and achievement. In the most general terms, a ratio of 1.00 would indicate achievement scores that are equal to the ability scores. A ratio greater than 1.00 would indicate achievement levels that are greater than predicted; less than 1.00 suggests that achievement scores are not commensurate with ability levels. The following are for the Holy Angels spring, 2018 testing:

Grade 3: Archdiocesan non-Choice schools = 0.97
Washington County schools = 0.92
Holy Angels = 0.94

Grade 7: Archdiocesan non-Choice schools = 0.91
Washington County schools = 0.92
Holy Angels = 0.94

Grade 5: Archdiocesan non-Choice schools = 0.90
Washington County schools = 0.91
Holy Angels = 0.96

The Archdiocese continues to align its standards to the Wisconsin State Standards and the Holy Angels curriculum is aligned with these standards. The World Language Curriculum continues to include Mandarin Chinese, Spanish and German. Students study all three languages in grades K5 through grade five, focusing on one of the languages during junior high.

There is also a tool for assessing religious education which is completed by eighth graders. The IFG-ACRE (Information for Growth-Assessment of Catechesis/Religious Education) measures religious knowledge and beliefs in several domains or content specifications. The results can be compared to the averages for schools across the country as a point of reference, Here are the results comparing the average of correct responses for

school students vs. the national average: 1. Knowledge of Faith...HAS 85.6% correct vs 71% correct; 2. Liturgical Life...HAS 83.5% vs 69%; 3. Moral Formation...HAS 93.3% vs 81%; 4. Prayer...HAS 81.6% vs 73%; 5. Communal Life...HAS 79.7% vs 62%; 6. Missionary Spirit...HAS 95.2% vs 76%; Catechism: Creed...HAS 84.0% vs 69%; Catechism: Liturgy and Sacraments...HAS 84.8% vs 69%; Catechism: Morality...HAS 92.8% vs 79%; and Catechism: Prayer...HAS 81.6% vs 73%.

Holy Angels School continues to be viewed as one of the top schools in the archdiocese, maintaining its full accreditation and having received Exemplary Recognition in the area of Student Services during past accreditation reviews. Holy Angels completed the on-site visit by an Accreditation Team in November, 2017 and was recommended for full accreditation. The visiting team also recommended that Holy Angels apply for Exemplary Recognition in the area of Mission and Catholic Identity. Following a self study and review by a visiting team, Holy Angels was awarded the Exemplary Recognition designation.

The use of technology has been an integral part of instructional practices since and can be found in almost every learning area. As new technology provides opportunities to expand learning, Holy Angels continues to explore new resources. Following teacher training and other coursework, the use of ipads and Google Docs have become increasingly important aspects of the education landscape at Holy Angels. A one-to-one technology plan with student-owned Chromebooks is present in the junior high. One-to-one technology continues to be implemented in grades one through three with ipads, and in grades four and five with classroom-based Chromebooks. Junior high students utilize personal Chromebooks. Plans for the start of the 2018-19 school year include remodeling of the Technology Center and Library and replacing computers in the center. Network enhancements are also planned for the start of the school year.

The Stehling Project continues to be an important source of financial support as Holy Angels School strives to be a unique, premier and enduring Catholic school. The updates of the school's server and acquisitions of other technology and infrastructure, expansion of the Resource Learning Center, and addition of a third World Language have moved the school forward in this endeavor.

The enrollment for the 2017-18 was 279 students in grades K3 through eight. This was a slight increase from the previous year's enrollment of 273. Family size and financial concerns will continue to affect enrollment. The enrollment for 2018-19 is expected to be 250 students and this decrease is a result of a large graduating class. This trend will continue with the Class of 2019 graduation which will be the last two-class grade. Based on parish census data, it is anticipated that there will be one incoming K5 class for the next several years moving through the subsequent grades. However, improvement in the economy or changes in the local public schools may result in a positive impact on enrollment. Overall, it is anticipated that enrollment numbers will level as the school follows a one-class-per-grade model for the foreseeable future.

Staffing changes due to retirements will affect the school as three teachers retired at the end of the school year. Internal shifting of staff, implementation of reduction-in-force (due to enrollment), and the hiring of a German teacher provided the necessary personnel for the upcoming school year. In planning for the 2018-19 school year, there will be a shift in the manner of meeting student academic needs with coordination of resource teachers being directed by the grade level classroom teacher. Looking ahead, it is anticipated that a number of additional retirements will result in more shifting of instructional staff and the hiring of new personnel. During the upcoming school year, the School Committee will be involved with parish leadership in the recruitment and selection of a new principal.

The past financial status of the school has been solid with support from Holy Angels Parish and third source funding having a positive effect on efforts to control tuition. For the 2017-18 school year, the major budgeted sources of income included: Parish Subsidy – 32.2% (31.5% in 18-19 budget); Tuition – 39.2% (39.4% in 18-19); Fees/Fund Raisers – 10.1% (10.3% in 18-19); Foundation Support - 10.0% (10.3% in 18-19); Trust Fund Subsidy – 8.3% (8.4% in 18-19); and Other Parish Subsidy - 0.1% (0.1% in 18-19). 85.4% of the expenses were for Salaries/Benefits; Instructional Materials – 7.6%; and Utilities/Supplies – 7.0%. The total budget was about \$1,572,327. The tuition for the first child for a Holy Angels family during the school year was \$2610, with discounts offered to multiple child families. Tuition will increase to \$2715 for the 2018-19 school year. The base pay for teachers was increased for the 2017-18 school year with a starting salary of \$32,300. It will increase to \$32,950 in 2018-19. Changes in DPI licensing requirements may necessitate revisions in the structure of the salary scale.

In preparing the budget for the 2018-19 school year, Holy Angels Parish appeared to be capable of providing financial resources to support the school. In fact, the final financial report for 2017-18 indicated that the parish and school met original projections and is on firm financial ground moving forward. The Development Committee continues to seek ways to promote Holy Angels School in the community and to welcome new families. With the adjustment to a one-class-per-grade model, Holy Angels is well-positioned, in terms of demographics and finances, to continue to provide a parish-based program. Other considerations for collaboration continue to be explored as a means to maximize opportunities in areas such as staffing.

The 21st Century Classrooms project has again been a major focus of activity during the 2017-18 school year. A successful capital campaign generated close to \$400,000 in donations and pledges and has provided adequate funding for the entire three-year project. Before the start of the 2016-17 school year, fourteen classrooms were completely renovated with a new color scheme, replacement of chalkboards with whiteboards, new cabinets and sinks, new window treatments, and improved lighting and electrical outlets. In anticipation of the 2017-18 school year, the science lab and four-year-old kindergarten were updated. The most noticeable upgrade was the replacement of hallway lockers and painting of the hallways. The re-surfacing of the playground equipment area was also accomplished during the summer. During the summer of 2018, the Library and Technology Center were renovated. In other areas of the school, stair treads were replaced and sinks and stall partitions in the main lavatories were updated. In addition to the renovations, the ordinary maintenance of the facility is a priority, resulting in a clean and safe environment.

Holy Angels students are successful not only while attending Holy Angels, but also during their high school years. Holy Angels students have been recognized by the Optimist Club, West Bend Volunteer Center, and other charitable organizations supported by student efforts. Holy Angels graduates are prominent on high school Honor Rolls, in National Honor Society inductions, in extracurricular activities, and as recipients of college scholarships. Over the past several years, multiple Holy Angels graduates continue to be recognized as valedictorians or salutatorians at area schools.

Students continue to be involved in service projects providing help to such groups as: Habitat for Humanity, Full Shelf Food Pantry, Breast Cancer Research, Family Promise, Meals on Wheels, Medico, Project Manana, St. Vincent DePaul Society, Sagrada Familia, and more. With the support of interested parents and volunteers, the HAS-HOPE (Holy Angels Students Helping Other People and the Environment) club has been active in serving others in the community. Graduates continue to serve the greater community on outreach trips.

Holy Angels School continues to provide excellent opportunities for academic and spiritual growth in a faith community setting. The positive support of parish members within the community can be effective in recruitment of families to the parish and school and be a source of evangelization. Through continued efforts to identify and develop areas of financial support and enrollment recruitment, it will be possible for the school to continue to meet the formational needs of students today and into the future by being the unique, premier, and enduring Catholic school that is its heritage.