



Des Moines Area Regionalization - Year One (2019-2020) progress

Finance - – *Gather and analyze data on finances of schools in the Des Moines area. Recommend a financial model that will achieve the goals for compensation and introduce a new tuition model for the regional system in Des Moines.*

- Hired a financial analyst to assist with process of analyzing finances of all schools
- Budgets of all schools are being audited to determine:
 - Condition of profit centers (cafeteria, busing, 2-3 YO preschool, etc)
 - A P and L for academic part of budget
 - Amount needed at each school to bring teacher compensation to target level
 - Amount of tuition assistance and tuition reduction currently provided
 - Enrollment targets determined for each school
- Business Managers from all parishes with schools meeting monthly to get on same accounting and reporting processes for current year and for budget planning for 2020-2021
- A group is working to get CTO increase in Governor's budget and get on agenda/budgets of both senate and house for spring session to promote increase to \$25M
- Interviewed Executive Director of O'Gorman School System to learn about the financial model of their system and their approach funding.

Advancement- *Forecast the future amount of aid based upon increased tuition and enrollment assumptions. Research and provide recommendations to initiate a feasibility study to plan for a capital campaign that raises start up money for the system, endowment funds for tuition assistance and funding for plan initiatives.*

- Investigate capital campaign for tuition assistance:
 - Determine the amount of financial assistance needed across Catholic schools
 - Determine needs in religious education programs in parishes to inform options of proposed process

- Complete a vendor search and make recommendation (RFP if necessary)

Academics - – *Determine what alignment and collaboration is working now. Recommend additional collaboration that would align curriculum across all schools and initiate new programs. Determine current programs with students with special learning needs and recommend ways to expand assistance across all schools.*

- Create ongoing curriculum and assessment committees to
 - Review all textbooks to determine what texts can be used by all schools going forward
 - Write grade level K-5 standards, pacing guides, and common formative assessments for theology, math, science and social studies
 - Clearly define terms and scope of work for each grade level
 - Evaluate student data and make recommendations for professional development
- Form assessment committees
 - Create common formative/summative assessments across grade levels
 - Three schools using MAP to assess using it as regional formative assessment
- **Investigate a new standardized testing program for schools**
 - Create a template for the assessment calendar to support consistency in giving standardized testing
- Pool title funds to use more effectively to support professional development
- Leadership development program enhanced to grow numbers in the program
- Use data to drive differentiated instruction to meet the needs and abilities of students of all levels
- Investigate technology and use of blended learning

Enrollment Management/Marketing– *Research current enrollment management and marketing efforts in our schools and in the school's office. Recommend an enrollment management/marketing plan to promote the schools and increase enrollment.*

- Hire an Enrollment/Marketing Director for the Diocesan Schools Office to start sometime in October
- Investigate the cost of adopting the Omaha Archdiocese Love My School website
- Create an RFP to collect bids on creation of marketing/enrollment campaign to begin this school year
- Develop a training model to support enrollment, messaging and marketing to begin implementation this year

Governance - *Research and recommend a governance structure for a Des Moines regional board model including an Executive Director and board with bylaws outlining the*

responsibilities of the Executive Director and board members. Recommend bylaws that will outline board committees and responsibilities. Draft a document stating the roles and responsibilities of the pastors, superintendent, executive director, regional schools, and the diocese school's office.

- Read a "A Primer on Education and Governance in the Catholic Church"
- Held a virtual meeting with Catholic school governance expert Dr. Regina Haney.
- Met virtually with Carroll Kuemper Catholic school president and principal to learn about their governance models
- Drafted an initial flow chart for governance model based on brainstorming discussions
- Interviewed leader of Sioux Falls O'Gorman School to learn about their governance model
- Discussion of structure of a regional board for Des Moines areas Catholic schools:
 - Make up of board
 - Type of board (consultative, advisory etc.)
 - Roles and responsibilities of Board, Superintendent, Pastors, Executive Director, Principals.
 - Role of local school advisory group

Formation - Research current faith formation practices for youth and families in schools and parishes. Recommend a plan to evangelize the families served in the school ministry that fosters a personal faith journey, promotes a relationship with Jesus, and teaches how to live the Gospels through love and service to others. This plan will include collaboration between pastor, principal and diocese. Includes strong focus on Catholic Identity

- Develop academic programming related to faith formation:
 - Create graduate profiles for the elementary, middle and high school levels
 - Determine qualitative and quantitative ways to measure student faith life to inform programming and curriculum needs
 - Develop a common faith vocabulary across grade levels and schools to foster a shared vision, system wide
 - Identify opportunities for schools to connect with religious education programs to nurture collegial relations
- Identify intentional and effective pastoral practices that draw/invite parents and children into:
 - An experience of conversion of Christ
 - Active Catholic practice
 - Missionary discipleship

Diversity - Create a committee of parents and community members representing minorities (Hispanic, Asian, African and Black) to learn from diverse parents their perspectives, ideas, and concerns for building communities and supporting students in Catholic schools

- Gather input on what are issues for families and students: Are all families welcomed? How would you rate communications from school? How can communications improve?
- Provide a sounding board for schools and families: Does the school support the achievement of every student? Do all parents feel encouraged to volunteer? Do all parents feel encouraged to take on leadership roles? Do all parents feel part of the larger school community?
- Determine ways to enhance overall engagement of greater minority communities