

**Design for Excellence
Visiting Team Report**

**All Saints School
March 24-27, 2015**

**All Saints School Visiting Team
March 24-27, 2015**

**Principal: David Conroy
Steering Committee Chairperson: Elba Campagna**

**Dr. Norah Hooper, Chairperson
87 Denison Street
Fredericksburg, VA 22406**

**Marlene Tennier, Core Member
121 Sonata Way
Centreville, MD 21617**

**Lisa Carson, Core Member
19285 Dunlop Mill Road
Leesburg, VA 20175**

**Cynthia Washington
St. Leo the Great School
3704 Old Lee Highway
Fairfax, VA 22030**

**Cynthia Lee Schafer
7474 Covent Wood Court
Annandale, VA 22003**

**Helen Brewer
107 Larkspur Lane
Locust Grove, VA 22508**

**Sister Mary Jordan Hoover, OP
5009 Bobcat Court
Woodbridge, VA 22193**

**Sr. Frances Carol Eder, OSFS
St. Mary Convent
1316 Royston Street
Fredericksburg, VA 22401**

DIOCESE OF ARLINGTON DESIGN FOR EXCELLENCE

School: All Saints

Visiting Team: Sister Frances Carol Eder
Helen Brewer

Area: **FAITH COMMUNITY**

INTRODUCTION

The Catholic School of the future, rooted in the richness of the Catholic tradition, will be a Christ-centered learning environment focused on developing the potential of children and adults within the faith community.

Commendations: The Visiting Team commends All Saints School for:

Commendations	Citations
Fostering a Christ-centered environment and a strong sense of community by the Pastor, priests, staff, faculty and parents.	DFE: Faith Community pp. 20-23, Interview, Observation
Living an obvious love of God, love of teaching and love of each student.	Observation
Welcoming and including parish volunteers to become involved in the school community.	DFE: Faith Community p. 30, Interview, Observation
Inspiring in the students an evident desire to live out their faith.	DFE: Faith Community pp. 24-25, Interview, Observation

Recommendations: The Visiting Team recommends that All Saints School:

Recommendations	Citations
Increase spiritual renewal opportunities for faculty and staff.	DFE: Faith Community p. 34, Interview
Assess the current value of the Virtue Program and explore alternative approaches to enhance student spirituality.	DFE: Faith Community p. 34, Observation
Integrate the spiritual traditions of the growing diverse population within the curriculum.	DFE: Demographics p. 176, Interview, Observation

DIOCESE OF ARLINGTON DESIGN FOR EXCELLENCE

School All Saints

Visiting Team: Sister Mary Jordan Hoover
Cynthia Washington

Area: **LEADERSHIP**

INTRODUCTION

The school leadership collaborates to improve student learning by providing appropriate direction and resources in order to achieve the educational mission of the Catholic Church.

Commendations: The Visiting Team commends All Saints School for:

Commendations	Citations
Providing visible witness of the collaboration between All Saints Church and School.	Interviews, Evidence Binders
Fostering strong communication between the Pastor, school administrators, parish DRE and youth minister.	Interviews, Evidence Binders
Establishing a community where dialog and openness are valued.	DFE: Leadership pp. 38, 40, Interviews, Observation, Evidence Binders
Modeling a lived commitment to faith and spiritual values.	Interviews, Observation, Evidence Binders
Empowering students in leadership roles throughout the school.	DFE: Leadership pp. 37-40, Interview
Establishing multiple methods of communication from the principal to the teachers/school staff and from the principal to the parents.	Evidence Binders

Recommendations: The Visiting Team recommends that All Saints School:

Recommendations	Citations
Create and execute a coordinated multi-year professional development plan that addresses the needs of teachers and the needs of student learners.	DFE: Leadership p. 54, Interviews
Assess and improve cafeteria and playground supervision.	DFE: Leadership p. 54, Interviews

DIOCESE OF ARLINGTON DESIGN FOR EXCELLENCE

School: All Saints

Visiting Team: Lisa Carson
Cindy Schafer

Area: **CURRICULUM**

INTRODUCTION

The school implements and utilizes the Diocesan Curriculum. Effective instructional strategies facilitate learning for all students. Results of assessment tools are used to monitor and evaluate student learning and to improve instruction.

Commendations: The Visiting Team commends for All Saints School for:

Commendations	Citations
Nurturing a positive classroom atmosphere that fosters respect among teachers and students.	DFE: Curriculum p. 55, Interview, Observation
Developing a schedule which allows middle school teachers to collaborate, plan and share concerns.	Interview, Observation
Creating and implementing the monthly "Thumbs Up" program, a systematic method of regularly reviewing the needs and progress of middle school students and identifying appropriate actions to facilitate improvement.	DFE: Curriculum p. 62, Interview
Initiating ActivBoard technology to enhance instruction.	DFE: Curriculum, Observation, Evidence Binder
Maintaining an active administrative presence in the classroom.	DFE: Leadership p. 42-43, Interviews, Observation

Recommendations: The Visiting Team recommends that All Saints School:

Recommendations	Citations
Establish a plan for enhancing and monitoring differentiation of instruction and assessment.	DFE: Curriculum p. 126, Interview, Observation
Determine ways to strengthen and share math resources.	DFE: Curriculum p. 126, Interview, Observation
Expand the vertical and horizontal alignment of the curriculum to improve the effectiveness of instruction.	DFE: Curriculum p. 126, Interview, Evidence Binders

DIOCESE OF ARLINGTON DESIGN FOR EXCELLENCE

School: All Saints

Visiting Team: Cindy Schafer
Helen Brewer

Area: **PERSONNEL**

INTRODUCTION

The school employs qualified instructional and support personnel. Each staff member is treated equitably, compensated fairly, and required to grow professionally through continued education.

Commendations: The Visiting Team commends All Saints School for:

Commendations	Citations
Creating a comprehensive Substitute Handbook.	DFE: Personnel, pp. 128-129, Interview, Observation
Providing positive, collaborative, supportive, and affirming rapport among administration, faculty and staff that extends to parish staff.	DFE: Faith Community, pp. 28-30, Observation
Recognizing the need to hire an additional Middle School math instructor.	DFE: Curriculum, p. 64, Interview, Observation
Supporting the innovative collaboration between the library media specialist and the faculty and staff.	Interview, Observation, Evidence Binder

Recommendations: The Visiting Team recommends that All Saints School:

Recommendations	Citations
Develop a means to share information relevant to frequently asked educational and technology questions with faculty and staff.	DFE: Personnel, p. 132, Interview
Prioritize the responsibilities of the resource teachers to best serve the needs of the students.	DFE: Personnel, p. 132, Interview, Observation

DIOCESE OF ARLINGTON DESIGN FOR EXCELLENCE

School: All Saints

Visiting Team: Marlene Tennier
Cynthia Washington

Area: **SERVICES**

INTRODUCTION

In order to be a center for life-long learning which accommodates the diversity of learners, the Catholic school provides a variety of support services complementing the academic program and enriching the total educational environment.

Commendations: The Visiting Team commends All Saints School for:

Commendations	Citations
Empowering the role of the PTO in fundraising and volunteering for extracurricular activities and organized events.	DFE: Services pp. 140-142, DFE: Leadership p. 40, Interview, Evidence Binder
Generating a comprehensive Emergency Crisis plan.	DFE: Leadership pp. 47-48, Interview, Evidence Binder
Establishing the Ambassador Program which provides student to student assistance in the event of a bullying situation.	DFE: Services pp. 138-139, Interview, Evidence Binder
Fostering a productive and collaborative relationship with the Manassas City public schools to assist the All Saints School students who are in need of special services.	DFE: Services pp. 146-147, Interview, Evidence Binder
Organizing safe carpool procedures with excellent staff supervision.	DFE: Services pp. 143-145, Observation

Recommendations: The Visiting Team recommends that All Saints School:

Recommendations	Citations
Develop a standard method to enroll students in extra-curricular activities.	DFE: Services p.153
Increase the hours of the school counselor to meet the psycho-educational needs of the students as finances allow.	DFE: Services pp. 137-139, DFE: Personnel p. 132, Interview
Address the educational needs of the changing student population with particular attention to English Speakers of Other Language.	DFE: Demographics p. 176, DFE: Services p. 147, Interview

DIOCESE OF ARLINGTON DESIGN FOR EXCELLENCE

School: All Saints

Visiting Team: Norah Hooper
Sister Frances Carol Eder

Area: **GOVERNANCE/FINANCE**

INTRODUCTION

Effective governance and fiscal responsibility are essential to the future growth and development of the Catholic School. Efficient fiscal management should be the continual focus of all involved in the school community.

Commendations: The Visiting Team commends All Saints School for:

Commendations	Citations
Ensuring the good order of the school finances with steady school enrollment.	DFE: Governance/Finance p. 159, Interview, Observation
Maintaining strong financial support from the Parish to create an equitable financial position.	DFE: Governance/Finance p. 159, Interview, Observation
Utilizing an active Enrollment Management team and Development Director who have created a Marketing Plan to increase school enrollment.	DFE: Governance/Finance p. 160, Interview

Recommendations: The Visiting Team recommends that All Saints School:

Recommendations	Citations
Develop a plan to make the Extended Day and cafeteria programs as self-supporting as possible.	Interview, Five Year Financial Plan
Implement a redesign of the website to include a mobile friendly, contemporary design.	DFE: Governance/Finance p. 182
Pursue a major gifts program focusing on a few key donors to increase third source income.	DFE: Governance/Finance p. 162, Interviews

DIOCESE OF ARLINGTON DESIGN FOR EXCELLENCE

School: **All Saints**

Visiting Team: Sister Mary Jordan Hoover
Norah Hooper

Area: **DEMOGRAPHICS**

INTRODUCTION

The learning environment must take into account the nature of the community and its population in order to develop appropriate personalized educational experiences for the children. The future of the Catholic school depends on these educational experiences and the need to engage in strategic planning for the future.

Commendations: The Visiting Team commends All Saints School for:

Commendations	Citations
Welcoming and celebrating students of diverse backgrounds.	DFE: Demographics p. 69, Observation
Collecting comprehensive school, parish, and national data to reflect the statistics of the current population.	Evidence Binder

Recommendations: The Visiting Team recommends that All Saints School:

Recommendations	Citations
Collect and analyze data related to the reasons for student withdrawal.	DFE: Demographics p. 182, Interview
Make plans for maximizing the learning of students from diverse cultures in the future as the school population continues to change.	DFE: Demographics p. 176, Interview
Reach out to families of diverse populations within the parish to encourage them to enroll their children in the school.	DFE: Demographics p. 175, Interview

DIOCESE OF ARLINGTON DESIGN FOR EXCELLENCE

School: **All Saints**

Visiting Team: Marlene Tennier
Lisa Carson

Area: **FACILITY**

INTRODUCTION

The school facility contributes to the functioning of the educational program. It should allow a variety of instructional services and programs during and after school hours in a healthy, safe, and secure environment.

Commendations: The Visiting Team commends All Saints School for:

Commendations	Citations
Displaying attractive and creative student work throughout the building.	Observation
Keeping a well-maintained facility as reflected in the cleanliness and appearance of the school building.	DFE: Facility pp. 163-164, Observation
Providing a professional cleaning service that follows a comprehensive cleaning schedule to ensure cleanliness and proper sanitation throughout the facility.	DFE: Facility, p. 164, Observation
Utilizing current systems of technology such as ActivBoards, telephones for outgoing/internal communication and improved technology hardware.	DFE: Facility, p. 164, Observation
Managing the extensive use of the building, by all parish, school and community organizations.	DFE: Facility, pp. 168-169, Interview

Recommendations: The Visiting Team recommends that All Saints School:

Recommendations	Citations
Repair the identified areas of Father Kelly Hall.	Interview, Observation
Plan for the renovation of restrooms, both in the gym and the old wing of the school.	DFE: Facility, p. 173, Observation
Improve accessibility for people with disabilities.	DFE: Facility, p. 173, Observation

SUGGESTIONS FOR CURRICULUM AREA I: Math

The teachers of All Saints Catholic School have done a commendable job in integrating technology with mathematics. Evidence was found that indicates students use real world applications as part of the mathematics program. They use computers to maintain an online checkbook and registry as part of the "Bridge Building Project." Another project, the cost of renovating of a house, had students using the internet and calculators. Clickers are used to determine students' understanding of word problems. This technology allows for the teacher to quickly evaluate understanding of material in a quick and efficient manner. Students in the Algebra I class have found the "flipped classroom" to be an effective means to obtain success. They utilize the computer every night to watch a video at home. In class the next day, the students take a short quiz to determine their level of understanding. The students are then grouped: those requiring additional direct instruction by the teacher or those ready for additional independent problem-solving activities. ActivBoards, used throughout the school, present concepts in an interactive, positive manner.

A comprehensive evaluation of the mathematics program, concentrating on the timing of lessons, should take place. Concepts such as geometry, probability and statistics should be introduced earlier in the school year. This will allow for the understanding of these concepts and their given terminology prior to the administration of standardized tests. Instead of introducing an entire unit dedicated to these concepts, they could be chunked and attached to other units. These and other mathematical concepts lend themselves to ongoing collaboration of teachers for cross-curricular lessons. Working with other educational domains, these difficult concepts and their vocabulary can be enhanced by the science, art and language arts programs. The teachers may also wish to utilize www.nlvm.usu.edu, an online manipulatives website, to introduce and help students visualize these concepts.

In order to strengthen their understanding of concepts on the concrete level, students would benefit from the use of more manipulatives. A central location should be established and a person identified to ensure that manipulatives are organized, shared and maintained. Hands-on activities could then be used to introduce and develop lessons.

Differentiation of instruction should be expanded throughout all levels of math. Instruction should include ways to meet the needs of students at different levels of understanding and with different learning styles. Flexible grouping is an effective way to match instruction to individual skills. This process involves pre-testing the class at the beginning of each unit to determine the grouping. The groups are then based on students' strengths and weaknesses. Technology is another means of individualizing programs to meet students' needs. The teachers may wish to utilize the following Technology tools:

www.ixl.com

www.tenmarks.com

www.frontrow.com

www.mayway.com

www.kuda.com

www.purplemath.com

SUGGESTIONS FOR CURRICULUM AREA II: Language Arts

All Saints School provides a Christ-centered and caring learning environment that enables the students to achieve in all areas of academics. The varied teaching methods engage the students and help them to develop the educational background needed to meet the challenges of the future.

During the team's visit, much time was used to observe language arts lessons. Each class begins with some type of "morning work" which is checked together in class. The classes make a smooth transition to an actual lesson. The rooms are decorated with a variety of learning posters addressing the topics to be covered in each individual grade. The rooms are warm and friendly and it is evident that Christ is emphasized throughout the day.

The students are involved in a variety of activities including journal writing, listening to stories, silent reading, center work, reading orally, determining the author's purpose in class discussion, and word study in many grades. The ActivBoard is an integral part of most lessons. The students are attentive and are engaged in the lessons.

Although students are provided many opportunities for writing, teachers recognize that the students could greatly benefit from lessons with emphasis on the mechanics of writing, including sentence structure and organization of information. The skills learned will help students in doing writing activities across the curriculum and in their future endeavors.

With improving writing mechanics in mind, the students will benefit from universal participation in the Empowering Writers program. Providing teachers with ongoing training and then having the teachers incorporate the methods into their lessons will be a tremendous help in attaining the goal of improving writing skills. The students should be provided with many opportunities to use their writing skills including the use of the computer in different subject areas and in library and computer classes. Writing folders are also a valuable way to keep track of student progress through the years.

Differentiation of instruction practices are being adopted by the school. These methods need to be expanded in all subject areas and levels. When these practices are in place, it will allow teachers to use flexible grouping which enables student grouping by abilities and skill levels. Students are pretested in different areas and initially grouped by the results of the tests. These methods will only work if all teachers are on board with the program and communicate on a regular basis.

Websites that may be helpful for teachers to use to help in these areas include:

www.spellingcity.com

www.mobymax.com

www.raz-kids.com

Google Apps for Education for each student – a writing and sharing app