

CATHOLIC DIOCESE OF ARLINGTON

Design for

Excellence

April 26, 2022

All Saints Catholic School

Mr. David E. Conroy, Jr.

School Introduction/summary remarks:

The Visiting Team, during their time at All Saints Catholic School, was honored to walk on the sacred ground that is the foundation of the school. Welcomed with open hearts by all members of the school community from pastor and principal to the littlest souls, the Visiting Team will leave inspired by the clear dedication to the Faith as witnessed by the lives of those dedicated to its mission.

Firmly rooted in the Gospel and the Eucharist, the school is forming young souls and minds and preparing them for success in both their life on earth and their path to heaven. Teachers treat their students with respect and that respect is returned to them by their students. The building itself radiates the Faith and the carefully placed religious displays, statues, and sacramentals gently remind the students that they have been given a great gift to attend this special school and that they are cared for with true devotion to their well-being.

Having navigated the stormy waters of the COVID-19 pandemic, the school has emerged on the other side of this unprecedented crisis with renewed vigor in its mission and planning for a bright future. The school is led by a long-serving principal who has modeled the Faith for all members of the school community and shepherded by a pastor whose commitment to Catholic education is another phenomenal gift. The school is blessed by a faculty and staff who share the mission of their leadership and are dedicated to bringing the love of God to their students. All Saints Catholic School is truly a place where everyone sees the face of Christ in every child.

In the spirit of the school's mission statement, the Visiting Team was welcomed and cared for with great attention to our comfort and supported at every turn in our tasks here at the school. Classrooms were inviting, students greeted us warmly, and every member of the faculty and staff made us feel part of the All Saints Catholic School family.

The school's Steering Committee, led by a tireless assistant principal, guided the school through self-examination with great attention to each facet of the process. The school's report reflects an honest, transparent, and open look at the strengths of the school – which are many – and sets forth strong and effective goals for the future.

The Visiting Team commends All Saints Catholic School for living their mission, to unite and nourish their culturally diverse Catholic school with the Gospel message rooted in the Eucharist. We saw the nurturing and dynamic environment of academic excellence that teaches the students Gospel values. We will leave All Saints Catholic School with a

renewed sense of our own missions in Catholic education by what we have been privileged to witness here.

DOMAIN: MISSION AND CATHOLIC IDENTITY

Introduction: The standards in this Domain address Catholic identity and culture as being vital to the mission of Catholic schools. The Church's teaching mission includes inviting young people to a relationship with Jesus or deepening an existing relationship, and inserting young people into the life of the Church. It includes assisting young people to see and understand the role of faith in one's daily life and in the larger society (NSBECS p. 11).

The Mission and Catholic Identity Domain encompass Standards 1 through 4.

School Summary/Introduction for Domain:

The average rating for the Mission and Catholic Identity Domain is: 3.0

Nestled in the heart of Manassas, All Saints Catholic School has been nurturing the hearts and minds of students since 1957. From the moment you enter the property, you see the value the entire parish places on fostering faith and community. When entering the school, you know you have entered sacred ground. Built on the saints and nurtured by the pastor and principal, who inspire the entire staff, All Saints Catholic School is a truly unique school which strives to reflect the diversity and dynamism of the parish. The Visiting Team commends All Saints for striving to reflect the face of the Church by honoring diversity of ethnicity, culture, and socioeconomic status. All Saints Catholic School excels in fostering its Catholic Identity.

The mission of creating a nurturing and dynamic environment of academic excellence and Gospel values is evident through the careful hiring of teaching and support staff, embracing Bishop Burbidge's call for academic inclusion, implementing the compassionate school-wide classroom management program, and integrating virtues and faith life across subject areas. Each morning, the staff begins with morning prayer, supporting one another through the sharing of intentions. This sense of community is then passed on to the students, who pray together as a school to begin their day. The Middle School House system, named after saints, embodies the model of service and is an example for younger students to emulate. The tradition of Saints Alive further inspires students towards their own sainthood and continually reminds students and families of the wonderful role models available to each of us.

The relationship between the pastor, priests, faculty, and staff highlights the shared mission and vision of forming saints. From the design of the courtyard, which connects the parish and school, to the prudent sharing of resources, it is evident that faith formation is the heart and soul of the All Saints community. The pastor and priests are welcome faces in the school, offering multiple opportunities for students to express and grow in the

knowledge of the Faith. The annual Nativity Play, Passion Play, Farewell to the Alleluia, and the introduction of Video Production provide a way to share the Faith with the broader parish community. The Visiting Team commends the school’s desire to further its faith formation program through the incorporation of annual retreats for the students. The pastor and principal have worked together to maximize human and material resources to promote the highest level of spiritual and academic success including the Director of Youth Ministry as part of the teaching staff. It is clear the school is viewed as one of the vital ministries of All Saints Parish.

Upon entering All Saints Catholic School, it is indisputable that the core of the school is faith formation and service to the community. The catechesis of the faculty and supporting staff is incontestable, as faith and virtue are woven into how they interact with one another, with the students they serve, and through both implicit and explicit teaching practices. There are bible passages on each classroom door, beautiful artwork that tastefully represents different core values of our Catholic faith, and communications from the school that are given in both English and Spanish to ensure that the community is able to participate fully and actively. The school frequently collects donations for various charitable organizations, promoting a giving spirit and fulfilling the mission of social justice. The community is celebrated by honoring alumni who have chosen to dedicate their lives to either the Church or military service. The Visiting Team commends the school for its goal of strengthening efforts to support parents as the primary educators of the child by offering additional opportunities for evangelization and faith formation for families.

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.

1.1 The governing body (diocesan and local) and the leader/leadership team ensure that the mission statement includes the commitment to Catholic identity.

School Rating: 3

Visiting Team Rating: 3

Level:

The governing body (diocesan and local) and the leader/leadership team ensure that the mission statement includes the commitment to Catholic identity.

1.1 Evidence Folder

Evidence Cited:

- Faculty/Staff Bulletin
- Faculty/Staff Handbook 2020-2021
- Pastor’s Memo on the Mission Statement
- Principal Announcement of New Mission Statement

1.2 The governing body (diocesan and local) and the leader/leadership team use the mission statement as the foundation and normative reference for all planning.

School Rating: 2

Visiting Team Rating: 2

Level:

The governing body (diocesan and local) and the leader/leadership team occasionally refer to the mission statement during some planning efforts. When policies and procedures are reviewed, connection to mission must be inferred.

1.2 Evidence Folder

Evidence Cited:

- Faculty Meeting Agendas - [Folder Link](#)
 - 8.17.20
 - 1.6.22
 - 2.26.21
 - 4.16.21
 - 5.14.21
 - 9.4.19
 - 9.6.18
 - 9.7.17
 - 10.16.20
 - 11.1.18
 - 11.4.21
 - 11.6.20
- Faculty/Staff Bulletin Morning Prayer Schedule - [Folder Link](#)
 - 2017-2018
 - 2018-2019
 - 2019-2020
 - 2020-2021
 - 2021-2022
- Faculty Prayer Lists
- School Calendar 2021-2022
- Special Feast Day Schedule Adjustment

1.3 The school leader/leadership team regularly calls together the school's various constituencies (including but not limited to faculty and staff, parents, students, alumni(ae)) to clarify, review and renew the school's mission statement.

School Rating: 2

Visiting Team Rating: 3

Level:

The school leader/leadership team regularly calls together the school's various constituencies (including but not limited to faculty and staff, parents, students, alumni (ae)) to review, clarify, and renew the school's mission statement .

1.3 Evidence Folder

Evidence Cited:

- DFE agenda -September 2020 - Mission Statement Revision
- Faculty Meeting Minutes reviewing Mission Statement
- Meeting Agenda from September 2021
- Sentinel - October 20, 2021

Source: Interview; Observation; Documentation

1.4 The mission statement is visible in public places and contained in official documents.

School Rating: 3

Visiting Team Rating: 3

Level:

The mission statement is visible in public places and contained in official documents.

1.4 Evidence Folder

Evidence Cited:

- Faculty and Staff Bulletins - [Folder Link](#)
 - 12.18.17
 - 12.16.19
 - 12.14.20
 - 12.13.21
 - 12.10.18
 - 12.6.21
 - 11.29.21
 - 11.26.18
 - 11.15.21
 - 11.8.21
 - 11.6.17
 - 10.28.19
 - 10.23.17
 - 10.19.20
 - 10.18.21
 - 10.15.18
 - 10.11.21
 - 10.7.19
 - 9.27.21
 - 9.24.18
 - 9.21.20
 - 9.11.17
 - 9.9.19
 - 9.6.21
 - 8.27.18
 - 8.24.20
 - 8.23.21
 - 6.10.19
 - 6.7.21
 - 5.28.18
 - 5.3.21
 - 4.29.19
 - 3.22.21
 - 3.19.18
 - 3.9.20
 - 3.4.19
 - 2.24.20
 - 2.22.21
 - 2.3.20
 - 1.28.19
 - 1.15.18
 - 1.11.21
 - 1.10.22

- 1.6.20
- 1.4.21
- 1.3.22
- Crisis Management Team Agenda
- Enrollment Management Team Agendas
- Elementary Faculty and Staff Handbook 2021-2022
- Elementary Parent Student Handbook 2021-2022
- Marketing Plan
- Mission Statement Location Lists
- Mission Statement Posted in Classrooms
- Image of the Mission Statement from the School Website
- Preschool Parent Handbook 2021-2022
- Reopening Plan - 2021-2022
- Technology Plan

1.5 All constituents know and understand the mission.

School Rating: 3

Visiting Team Rating: 3

<p>Level: School leaders work to ensure that every group of constituents can articulate and explain the mission.</p>
<p><u>1.5 Evidence Folder</u></p>
<p>Evidence Cited:</p> <ul style="list-style-type: none">● Mission Statement Reflections<ul style="list-style-type: none">○ Parent 1○ Parent 2○ Parent 3● Mission Statement Reflections - Student● Mission Statement Reflections – Teacher● Video of Students from 2A Reciting Mission Statement - Link

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.

2.1 Religious education curriculum and instruction meets the religious education requirements and standards of the diocese.

School Rating: 3

Visiting Team Rating: 3

<p>Level: Religious education curriculum and instruction meets the religious education requirements and standards of the Diocese. The requirements are evidenced in grade level objectives and course content.</p>
<p><u>2.1 Evidence Folder</u></p>
<p>Evidence Cited:</p> <ul style="list-style-type: none">● 3rd grade Sacrament Assignment● 6th Grade Christmas Pageant● 7th Grade Passion Play● 8th Grade Saints Alive Project● Sample Religion Monitoring Sheets<ul style="list-style-type: none">○ 1st Grade○ 3rd Grade○ 5th Grade

2.2 Religion classes are an integral part of the academic program in the assignment of teachers, amount of class time and the selection of texts and other curricular materials.

School Rating: 3

Visiting Team Rating: 3

Level:

Religion classes are an integral part of the academic program in the assignment of teachers, amount of class time, and the selection of texts and other curricular materials. School leaders consistently schedule religion courses with the same level of attention given to other subjects.

2.2 Evidence Folder

Evidence Cited:

- Class Schedules - Folder Link
 - 4th Grade
 - 3rd Grade
 - 1st Grade
- Instructions for 8th grade Confirmation - Folder Link
 - Instructions for 8th grade Confirmation 1
 - Instructions for 8th grade Confirmation 2
 - Confirmation Service Logs
 - Confirmation 2021-2022 Service Information
 - Confirmation 2021-2022 Service Info and Ideas
- Religion Textbook Images - Folder Link
 - We Believe Textbook Images for Grades 1 and 2
 - Religion Workbook - Grade 4 Inside Cover Page
 - 4th Grade Religion Book
 - 3rd Grade Religion Book
- Diocesan Minute Report
- Religion Textbook Order Form
- School Bible Order Form
- Praying the Angelus at Noon Every Day - Link
- Two Hearts Club Invitation

2.3 Faculty who teach religion meet diocesan requirements for academic and catechetical preparation and certification to provide effective religion curriculum and instruction.

School Rating: 3

Visiting Team Rating: 3

Level:

Faculty who teach religion meet Diocesan requirements for academic and catechetical preparation and certification to provide effective religion curriculum and instruction.

2.3 Evidence Folder

Evidence Cited:

- Bishop's Opening Mass Brochures
 - 2017
 - 2018

- 2020
- 2021
- CAT 101 Course Transcripts
 - 1
 - 2
 - 3
- CAT 101 - 104 Certificates
- Catechist Paperwork (in Principal's Office)
- Faculty Pilgrimage to the National Shrine
- Pastor's Faculty Day of Recollection

2.4 The school's Catholic identity requires excellence in academic and intellectual formation in all subjects including religious education.

School Rating: 3

Visiting Team Rating: 3

Level:

In keeping with its Catholic identity, the school sets clearly articulated standards for the expectations of academic and intellectual excellence in all subjects, including religious education.

2.4 Evidence Folder

Evidence Cited:

- PreK Lesson Plans - [Folder Link](#)
 - Lesson Plan Thanksgiving
 - Lesson Plan St. Patrick
 - Lesson Plan on Saints
 - Lesson Plan Holy Week
 - Lesson Plan Easter
 - Lesson Plan Christmas
 - Lesson Plan Catholic Schools Week
 - Lesson Plan Advent
- 1st Grade - [Folder Link](#)
 - Image of Saint Project
 - Images of Wisemen and Manger during Advent
 - Images from Saint Project
 - Letter to Parents for Formation of Christian Chastity
 - Map Skills Cross-Curricular Project Rubric for Christmas Town Map
 - Religion Lesson Plans
 - Saints Project Rubric
- 2nd grade - [Folder Link](#)
 - Images from All Saints Day 2021
 - Religion Lessons 1/15/20 and 3/1/21
- 3rd Grade - [Folder Link](#)
 - Graphing of Families' Vocations Lesson Plan
 - Saint Project Rubric
- 4th Grade - [Folder Link](#)

- Create a Plant Project Explanation
- Create a Plant Project Product
- 5th Grade - [Folder Link](#)
 - Biome Project 1
 - Biome Project 2
 - Formation of Christian Chastity Slides
 - Religion Lesson Plan Example
- 6th Grade - [Folder Link](#)
 - Religion Lesson Plan Example
- 7th Grade - [Folder Link](#)
 - Dissection of Owl Pellets 1
 - Dissection of Owl Pellets 2
 - Dissection of Owl Pellets 3
 - Dissection of Owl Pellets 4
- 8th Grade - [Folder Link](#)
 - A Life Size Christmas Carol Group Project Video
 - A Life Size Christmas Carol Group Project Image
- Spanish - [Folder Link](#)
 - Chipotle Lesson Plan
 - Chipotle Student Choice Board
- Kindergarten - [Folder Link](#)
 - Lesson Plan Example
- Lenten Poem - Cross Curricular Activity
- Formation in Christian Chastity Lesson Plans Grades 1-4

2.5 Faculty use the lenses of Scripture and the Catholic tradition in all subjects to help students think critically and ethically about the world around them.

School Rating: 3

Visiting Team Rating: 3

Level:

Faculty use the lenses of Scripture and the Catholic tradition in all subjects to help students think critically and ethically about the world around them.

2.5 Evidence Folder

Evidence Cited:

- Virtues In Practice - [Folder Link](#)
 - Lesson Plans for Virtues Program (Grade 1)
 - Virtue of the Month Lesson Plan (Grade 4)
 - Virtues in Practice Workbook (Grades 1-2)
 - Virtues in Practice Lesson Plan (Grade 3)
 - Virtues Program Lesson Plan (Grade 6)
 - Virtues Program Saints Posters
- Acts of the Apostles Journal - 8th Grade
- Dignity of the Human Person Lesson - Primary
- Gospel of Luke Journal - 7th grade
- Kindergarten SS Lesson that Incorporates Catholic Social Teaching
- Images from the Catholic Cup 1

- Images from the Catholic Cup 2
- School Theme Bulletin Board

2.6 Catholic culture and faith are expressed in the school through multiple and diverse forms of visual and performing arts, music and architecture.

School Rating: 3

Visiting Team Rating: 4

Level:

Catholic culture and faith are expressed and integrated throughout the school using multiple and diverse forms of visual and performing arts, music, and architecture. Symbols of Catholic faith abound at every level and recognition of the school's Catholic culture and faith as expressed through visual and performing arts, music, and/or architecture are noted in a significant way by parents/guardians and those outside of the immediate school community.

2.6 Evidence Folder

Evidence Cited:

- Images of All Saints Day - Folder Link
 - All Saints Day 1
 - All Saints Day 2
 - PreK All Saints Day Crowns
- Images of Christmas Pageants - Folder Link
 - 2021 Christmas Pageant Program
 - Christmas Pageant 2017 1
 - Christmas Pageant 2017 2
 - Christmas Pageant 2021 3
 - Christmas Pageant 2021 4
 - Christmas Pageant 2021 5
 - Christmas Pageant Script (2017-2020)
 - PreK Christmas Pageant Invitation
 - PreK Christmas Pageant Parent Letter
 - PreK Christmas Pageant
- Image of Passion Play - Folder Link
 - Passion Play 2017
 - Passion Play 2018
 - Passion Play 2019
 - Passion Play Pageant
- Saints Alive - Folder Link
 - Saints Alive 1
 - Saints Alive 2
 - Saints Alive 3
 - Saints Alive 4
 - Saints Alive 5
 - Saints Alive 6
 - Saints Alive 7
 - Saints Alive 8
- 3rd Grade Lives of the Saints Project

- Bell Tower Ringing - Signifying the Angelus
- Feast of St. Blaise - Blessing of the Throats
- May Crowning - Script
- Our Lady of Guadalupe - Mary Statue
- Our Lady of Guadalupe Mass - Mariachi Band
- Schola – Handbook
- 2021 Stations of the Cross Video - [Youtube Link](#)

Source: Observation; Documentation

2.7 The theory and practice of the Church’s social teachings are essential elements of the curriculum.

School Rating: 2

Visiting Team Rating: 3

Level:

The theory and practice of the Church’s social teachings are essential elements of the curriculum. Every student receives planned instruction in the Church’s social teaching.

2.7 Evidence Folder

Evidence Cited:

- 1st Grade Google Slideshow for African-American History Month-Solidarity
- 3rd Grade Coat of Arms-Call to Family, Community, and Participation
- 3rd Grade Lesson Plan: Catholic Social Teaching
- 4th Grade Care Creation Club-Care for Creation
- 4th Grade Lesson Plan - God’s Law Focusing on Human Rights
- Formation in Christian Chastity Lesson Plans (Grade 1-4)-Life and Dignity of the Human Person
- Formation in Christian Chastity Slides (5th Grade)-Life and Dignity of the Human Person
- Letter to Parents for Formation in Christian Chastity (Grade 1)-Life and Dignity of the Human Person
- Middle School Gift of Human Sexuality-Life and Dignity of the Human Person
- Middle School Houses-Parish Giving Tree-Option for the Poor and Vulnerable
- Middle School Sexual Harassment Script-Rights and Responsibilities

Source: Observation; Documentation

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.

3.1 Every student is offered timely and regular opportunities to learn about and experience the nature and importance of prayer, the Eucharist, and liturgy.

School Rating: 3

Visiting Team Rating: 3

Level:

Every student is offered timely and regular opportunities to learn about and experience the

nature and importance of prayer, the Eucharist, and liturgy.

3.1 Evidence Folder

Evidence Cited:

- Images from Mass - [Folder Link](#)
 - Images of Mass 1
 - Images of Mass 2
 - Schola
 - Student Altar Servers
 - Student Lectors 1
 - Student Lectors 2
- Images from Various Prayer Services - [Folder Link](#)
 - Advent Prayer Service 1
 - Advent Prayer Service 2
 - Advent Prayer Service 3
 - Blessing of the Throats
 - Farewell to the Alleluia 1
 - Farewell to the Alleluia 2
 - Holy Thursday Prayer Service
 - Our Lady of Guadalupe 1
 - Our Lady of Guadalupe 2
 - May Crowning 1
 - May Crowning 2
 - Middle School Beginning of the Year Prayer Service
 - Thanksgiving Prayer Service
- Farewell to Alleluia Script - [Link](#)
- First Communion
- List of Prayer Service Scripts with Links
- March For Life
- May Crowning Script
- Sacrament of Reconciliation 1
- Sacrament of Reconciliation 2
- Schoolwide Adoration and Benediction
- Schoolwide Advent Prayer Service Script - [Link](#)
- Mass, Sacraments, and Prayer Services Schedule - [Link](#)
- Stations of the Cross - [Video Link](#)

3.2 Every student is offered timely, regular, and age-appropriate opportunities to reflect on their life experiences and faith through retreats and other spiritual experiences.

School Rating: 2

Visiting Team Rating: 2

Level:

Students are offered a retreat on an infrequent or irregular basis, with minimal opportunity for reflection on life experiences.

3.2 Evidence Folder

Evidence Cited:

<ul style="list-style-type: none"> ● 2nd Grade Trip to Basilica - Folder Link <ul style="list-style-type: none"> ○ Chaperone email ○ Photo 1 ○ Photo 2 ○ Photo 3 ○ Photo 4 ○ Photo 5 ● Diocesan Vocations Mass - Folder Link <ul style="list-style-type: none"> ○ 2018 ○ 2019 ● 7th Grade Retreat (Spring 2018) Image 1 ● 7th Grade Retreat (Spring 2018) Image 2 ● Chapel Visit Lesson Plan ● Exposition of the Blessed Sacrament ● Pilgrim Virgin Statue Program
<p><u>The Visiting Team commends the school for their ongoing efforts in this area</u></p>

3.3 Every student participates in Christian service programs to promote the lived reality of action in service of social justice.

School Rating: 3

Visiting Team Rating: 3

<p>Level: Every student participates in Christian service programs to promote the lived reality of action in service of social justice. Intentional connection to Gospel values and Catholic faith teaching are offered as rationale for engaging in service.</p>
<p style="text-align: center;"><u>3.3 Evidence Folder</u></p> <p>Evidence Cited:</p> <ul style="list-style-type: none"> ● 4th Grade Care Creation Club ● 5th Grade Palm Sunday Reeds Service Project ● Bread of Life Service Project 1 ● Bread of Life Service Project 2 ● Bread of Life Service Project 3 ● CRS Rice Bowl Program 1 ● CRS Rice Bowl Program 2 ● Food Pantry Service Donations 1 ● Food Pantry Service Donations 2 ● Mitten Drive 2018 ● Peace and Justice 1 ● Peace and Justice 2 ● Images from Various Service Opportunities ● Presentation to the City of Manassas Police Department ● Race for Education Saint Jude Donation ● Thanksgiving Prayer Service 1 ● Thanksgiving Prayer Service 2 ● Thanksgiving Prayer Service 3

- Thanksgiving St. Lucy Project

3.4 Every student experiences role models of faith and service for social justice among the administrators, faculty and staff.

School Rating: 3

Visiting Team Rating: 3

Level:

Every student experiences role models of faith and service for social justice among the administrators, faculty, and staff. Being a role-model for faith and service is a consideration in hiring. This is an expectation of the school.

3.4 Evidence Folder

Evidence Cited:

- Advent Angels
- Faculty Moderator of 4th Grade Care Creation Club
- Faculty Moderator of Ambassador Club
- Faculty Moderator of Bread of Life
- Faculty Moderator of Peace and Justice
- Faculty Moderator of Robotics
- Faculty Moderator of Schola
- Kindness Committee Meeting Minutes
- List of Faculty and Staff with Leadership Roles in the Church
- Volunteer for House of Mercy
- Lean on Me Skit - [Video Link](#)

STANDARD 4: An excellent Catholic school adhering to mission provides opportunities for adult faith formation and action in service of social justice.

4.1 The leader/leadership team provides retreats and other spiritual experiences for the faculty and staff on a regular and timely basis.

School Rating: 2

Visiting Team Rating: 3

Level:

The leader/leadership team provides retreats and other spiritual experiences for the faculty and staff on a regular and timely basis. Faculty retreats are offered at least once a year and, additionally, there are regular opportunities for spiritual experiences throughout the year.

4.1 Evidence Folder

Evidence Cited:

- Diocesan Opening Mass for Teachers - [Link](#)
- Email Confirmations of Assistant Principals' Retreat
- Faculty and Staff Pilgrimage to Shrine
- Pastor's Day of Reflection
- Pastor Presentation of School Theme

Source: Interview; Documentation

4.2 The leader/leadership team and faculty assist parents in their role as the primary educators of their children in faith.

School Rating: 3

Visiting Team Rating: 3

Level:

The leader/leadership team assists parents in their role as the primary educators of their children in faith. Supports are intentional and consistent.

4.2 Evidence Folder

Evidence Cited:

- Advent Prayer in Sentinel
- Collaboration Between Religious Education and All Saints Catholic School
- CRS Rice Bowls
- Divine Mercy Prayer to Families
- Dynamic Catholic Reflection from PTO 1
- Dynamic Catholic Reflection from PTO 2
- Formation in Christian Chastity Program
- Lesson Plan from 3rd Grade
- Middle School Parent Meeting - Gift of Human Sexuality 1
- Middle School Parent Meeting - Gift of Human Sexuality 2
- Pilgrim Virgin Statue Program
- Pre-K Newsletter to Parents
- PTO General Assembly Meeting with Sister Pat McCormack
- PTO General Assembly with Deacon Silva - Presentation
- PTO General Assembly with Deacon Silva - Survey

4.3 The leader/leadership team collaborates with Arlington Diocesan Offices or other institutions (for example, Catholic Charities, Catholic higher education, religious congregation-sponsored programs) to provide opportunities for parents to grow in the knowledge and practice of the faith.

School Rating: 3

Visiting Team Rating: 3

Level:

The leader/leadership team collaborates with Arlington Diocesan Offices or other institutions (for example, Catholic Charities, Catholic higher education, religious congregation-sponsored programs) to provide opportunities for parents to grow in the knowledge and practice of the faith.

4.3 Evidence Folder

Evidence Cited:

- Formation in Christian Chastity Program - [Folder Link](#)
 - Grade 1
 - Grade 2 Parent Letter
 - Grade 3 Parent Letter
 - Grade 4 Parent Letter

- Grade 5 Classroom Lessons
- Grade 5 Parent Letter
- Grade 6 Classroom Lessons
- Grade 6 Parent Letter
- Grade 7 Classroom Lessons
- Grade 7 Parent Letter
- Grade 8 Classroom Lessons
- Grade 8 Parent Letter
- Grades 1 - 4 - Created in the Image and Likeness of God
- Information on God
- Know the Rules - Abduction and Harm
- Wise Decisions - Grades 5 - 6
- Pilgrim Virgin Statue Program
- Adult Faith Formation Opportunity
- Adult Formation - [Link](#)
- CRS Rice Bowls
- Divine Mercy Prayer to Families
- PTO General Assembly Meeting with Sister Pat McCormack
- PTO General Assembly with Deacon Silva - Presentation
- PTO General Assembly with Deacon Silva - Survey
- PTO General Assembly with the Director of RE
- Sacramental Preparation
- We Care Week

4.4 All adults in the school/parish community are invited to participate in various aspects of the school including Christian service programs to promote the lived reality of action in service of social justice.

School Rating: 3

Visiting Team Rating: 3

Level:

All adults in the school/parish community are invited to participate in various aspects of the school including Christian service programs to promote the lived reality of action in service of social justice.

4.4 Evidence Folder

Evidence Cited:

- Celebration Station (2021-2022) - [Link](#)
 - Image 1
 - Image 2
 - Image 3
- Evening with St. Nicholas - To Benefit House of Mercy
- Helping Hands -Parent Volunteers
- Open House Volunteer Opportunities
- Orientation Day - Parent Volunteers
- Helping Hands -Parent Volunteers
- Pre-K Parent Volunteer Opportunities
- Room Liaison Tasks

- Running With the Saints 5K Parent Letter
- Running with the Saints 5K Parent Update
- Thanksgiving Luncheon - St. Lucy Project Donations
- Veterans Day Mass
- VIRTUS Program

4.5 Every administrator, faculty, and staff member visibly supports the faith life of the school community.

School Rating: 3

Visiting Team Rating: 4

Level:

Every administrator, faculty, and staff member consistently participates in planned events that demonstrate significant visible support for the faith life of the community.

4.5 Evidence Folder

Evidence Cited:

- Faculty Morning Prayer Schedules - [Folder Link](#)
 - 2017-2018
 - 2018-2019
 - 2019-2020
 - 2020-2021
 - 2021-2022
- Images of Faculty and Staff in Yearbooks (in Assistant Principals Office)
- 8th Grade Graduation
- Advent Angels
- Faculty/Staff Mass - Wednesdays (Faculty Bulletin/3.9.2022)
- Faculty/Staff Mass - Wednesdays (Faculty Bulletin/5.13.2019)
- First Holy Communion
- May Crowning
- Passion Play Practice

Source: Observation; Interview; Documentation

Add school's goals and areas for growth identified in your Self Study report in this section.

GOALS

MISSION AND CATHOLIC IDENTITY

1. Increase student awareness of the mission statement through the development of age-appropriate classroom lessons, integration of mission concepts in the Positive Behavioral Interventions & Supports (PBIS) program, and incorporation of the statement in school-day announcements.
2. Increase the visibility of the mission statement for the school community by including it in periodic communications such as social media and other school communications.

3. Provide students the opportunity to participate in an annual spiritual retreat, whether school- wide or in smaller grade level groupings, to allow for age-appropriate experiences.
4. Strengthen efforts to assist parents in their role as the primary educators of their children by offering additional opportunities for evangelization and faith formation.
5. Strengthen the integration of the Catholic faith across subject areas through professional development and by providing opportunities for collaboration among teachers.
6. Develop and implement a program to integrate the theory and practice of Catholic social teaching as an essential element of the curriculum.

DOMAIN: GOVERNANCE AND LEADERSHIP

Introduction: Effective governance, providing direction or authority, and leadership, which ensure effective operations, are central to the success of the work of Catholic school education. Governance and leadership are essential to insuring the Catholic identity, academic excellence, and operational vitality of the school. Those who serve on the governing body or leadership team in Catholic schools provide for an environment for the teaching of doctrine and Sacred Scripture, the building and experiencing of community, the serving of others, and the opportunity for worship (NSBECS p.17). The Governance and Leadership Domain encompass Standards 5 and 6.

School Introduction/summary for the Domain:

The average rating for the Governance and Leadership Domain is: 3.2

Careful stewardship of available resources by both the pastor and the principal have resulted in a beautifully maintained, inviting facility that carefully serves both the parish and school communities. The financial support from the parish for the school, enabling the school to open the doors to serve a broader population, is exemplary. The staffing of the school has been planned and budgeted to provide support services as well as a range of engaging opportunities designed to expand student learning. The robust financial aid provided by the school, with the assistance of parish funding, is a commendable commitment. The school is also to be commended for effective use of funding made available during the pandemic to ensure the safety and security of the students' and teachers' learning environment. Embracing diversity and academic inclusion is clearly part of the school mission and securing the funding to allow those programs to flourish should be a continuing priority.

All Saints Catholic School is facing the challenge of fluctuations in enrollment head on and the addition of the position of Marketing and Development Director, shared with the parish, is a great way to address the need for a higher profile and broader reach for applicants. The Annual Fund is another excellent addition to school funding and encourages the participation of a wide range of donors. The school PTO fundraising is a critical piece in the funding process, and the efforts of All Saints Catholic School parents is a tremendous gift to the school. The Visiting Team supports the school's goal of expanding the counseling program, as well as the team of curriculum specialists and classroom aides as funding permits. The Visiting Team also commends All Saints Catholic School for living its mission with a vibrant, diverse, and academically challenging learning environment that has been carefully built and funded with a strong vision for the future.

The Leadership Team at All Saints Catholic School reflects the Servant Leadership Model, giving evidence of following Christ in serving others. The pastor demonstrates a genuine care and concern for the school community, a commitment to fostering the faith

formation of students, faculty, staff, and parents, and a strong support for the educational ministry of the school. Sacraments are celebrated regularly and the pastor is present at many events for faculty and students, attends the first faculty meeting, offers faculty retreats, and also contributes his personal expertise in technology within the church and school. The pastor works closely with the Leadership Team to demonstrate a solid stewardship of resources.

The Leadership Team demonstrates support for faculty through its openness and availability to faculty and parents, empowering faculty through appropriate delegation to serve on committees and contributes to various programs including teacher mentorship and the academic inclusion of diverse learners, embracing the Bishop's call to serve the educational needs of all students. They are committed to hiring the best teachers and staff, with thoughtful placements to allow all to use their gifts and expertise. They create a community where all are welcome from the moment they meet the Director of First Impressions, are introduced to bilingual resources for parents and students, are invited to understand the importance of faith and mission in the school, and also to be a vital part of the parent volunteers who give so generously in countless ways. The principal delegates key responsibilities to the assistant principal so that they can lead more effectively. With a legacy of 30+ years of service to the Arlington Diocese, the principal is not only an outstanding role model of the Catholic faith, but also lovingly serves the school with humility, docility, and openness, creating a vision that has allowed for adaptation to a changing population and educational needs. The Visiting Team supports the school's goals, especially to strengthen the onboarding process and mentoring program for new faculty members to ensure they develop a comprehensive understanding of the school mission, and to design and implement a process and timeline to monitor, review, and evaluate student learning consistently through data analysis in support of continuous improvement of curriculum and instruction.

STANDARD 5: An excellent Catholic school has a governing body (diocesan and local), 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.

5.1 If the school has a local school board, this governing body, representing the diversity of stakeholders, functions according to its approved constitution and by-laws.

School Rating: N/A

Visiting Team Rating: N/A

5.2 The governing body (diocesan and local) systematizes the policies of the school's operations to ensure fidelity to mission, and continuity and sustainability through leadership successions.

School Rating: 3

Visiting Team Rating: 3

Level:

The governing body (diocesan and local) systematizes the policies of the school's operations, to ensure fidelity to mission, and continuity and sustainability through leadership succession. There are systems in place that ensure the ability of the school to operationalize the policies. There is planning for leadership succession on all levels.

5.2 Evidence Folder

Evidence Cited:

- 2021-2022 Internal School Academic Calendar
- August Parent Letter 2021
- Diocesan Employee Policy Manual
- Elementary Faculty and Staff Handbook 2021-2022
- Elementary Parent/Student Handbook
- Leadership Academy 2021-2022 - All Saints
- Leadership Academy Registration 2018-2019
- Leadership in a Time of Crisis-Arlington
- Mission Statement 2021
- Newsletter 10.14.20
- PTO Management Handbook 2020
- PTO Bylaws
- PTO Management Handbook
- Resilient Leadership Training
- School Budget (Available in Principal's Office)
- School Safety Plan (Available in Assistant Principal office)
- Job Descriptions (Available in Principal's Office)

5.3 The governing body (diocesan and local) in collaboration with or through the actions of the leader/leadership team maintains a relationship with the Bishop marked by mutual trust, close cooperation, continuing dialogue, and respect for the Bishop's legitimate authority.

School Rating: 4

Visiting Team Rating: 4

Level:

The local governing body, in collaboration with or through the actions of the leader/leadership team, maintains and communicates to all stakeholders a strong, positive and visible relationship with the Bishop marked by mutual trust, close cooperation, continuing dialogue, and respect for the Bishop's legitimate authority. The Bishop is invited by the governing board to not only celebrate mass but also to be present at significant school occasions. Events sponsored by the Bishop and offices representing the Bishop are fully supported by the local governing body and leadership team.

5.3 Evidence Folder

Evidence Cited:

- 8th Grade Student Photo - Bishop's Installation

- Bishop Burbidge Visit– February 2017
- Bishop’s Holiday 21-22
- Bishop’s Mass - 2017
- Bishop’s Mass - 2018
- Bishop’s Mass - 2020
- Bishop’s Virtual Christmas Card
- Bishop’s Letter of Welcome 2021
- Diocesan Line of Authority – Policies & Guidelines
- Framed Photo of Bishop Burbidge - Hallway
- Profession of Faith
- Role of the Bishop – Policies & Guidelines 2021
- Vocations Mass – 8th Grade Photo with Bishop Burbidge

5.4 The governing body (diocesan and local) in collaboration with or through the actions of the leader/leadership team maintains a constructive and beneficial relationship with the Office of Catholic Schools consistent with diocesan policy pertaining to the recognition of Catholic schools by the Bishop.

School Rating: 3

Visiting Team Rating: 4

Level:

The local governing body, in collaboration with or through the action of the leader/leadership team, continuously fosters a mutual, productive and beneficial relationship with the Office of Catholic Schools, working to support the work of the central office, adopting and integrating initiatives from the central office and working in collaboration with other schools in the community. The governing body supports the work of the leadership team as members of diocesan working groups. All work is monitored for consistency with all diocesan policies pertaining to Catholic schools.

5.4 Evidence Folder

Evidence Cited:

- 8th Grade Escape Room
- Announcement of Inclusion Program for Students with Special Needs
- Assistant Principals’ Retreat Registration
- Elementary Assistant Principals’ Retreat and Meeting August 13, 2021
- Diocesan Policies & Guidelines (Principal’s Office)
- Elementary Faculty and Staff Handbook 2021-2022
- Elementary Parent Student Handbook 2021-2022
- FACTS Tuition Assistance Program - [Link](#)
- Mental Health Sub Committee Participation
- Newsletter 10.14.20
- NVCLA Membership Evidence
- VCEA Accreditation Committee 2021-2022
- NCEA Membership Certificate (Posted in Front Office Hallway)
- VCEA Accreditation Certificate (Posted in Front Office Hallway)

Source: Observation; Interview; Documentation; DFE Five Year Plan

5.5 A parish school with a school board, in collaboration with the leader/leadership

team, maintains a relationship with the canonical administrator (pastor or designee of Bishop) marked by mutual trust, close cooperation, and continuing dialogue.

School Rating: N/A

Visiting Team Rating: N/A

5.6 The governing body (diocesan and local) engages in formation and on-going training and self-evaluation for itself and the leadership team to ensure the faithful execution of their respective responsibilities.

School Rating: 3

Visiting Team Rating: 3

Level: The governing body (diocesan and local) engages in formation and on-going training and self-evaluation for itself and the leadership team to ensure the faithful execution of their respective responsibilities. Formation and self-evaluation occur on a regular schedule and utilize at least one measure of accountability for each group.

5.6 Evidence Folder

Evidence Cited:

- Principal's Retreat - [Folder Link](#)
 - 2017
 - 2018
 - 2019
- Professional Development Plans - Folder Link
- 6 C's Change Management
- Assessment of School Leadership Template (Completed Assessments are in Personnel File in Principal's Office)
- Assistant Principal Evaluation Template (Completed Evaluations are in Personnel File in Principal's Office)
- August Parent Letter 2021
- Diocese of Arlington Strategic Plan
- Elementary Faculty and Staff Handbook 2021-2022
- Leadership Academy Registration 2018-2019
- Leadership Team Job Descriptions (Available in the Principal's Office)
- Mentor Meeting Guidelines for 2021-2022
- Preschool Faculty and Staff Handbook 2021-2022
- Principal & Assistant Principal Meetings (Diocesan Internal Calendar) - [Link](#)
- Principal's Goals (Available in Principal's Office)
- Resilient Leadership Coaching Program Overview

STANDARD 6: An excellent Catholic school has a qualified leader/leadership team empowered by the governing body (diocesan and local) to realize and implement the school's mission and vision.

6.1 The leader/leadership team meets national, state and/or diocesan requirements for school leadership preparation and licensing to serve as the faith and instructional leader(s) of the school.

School Rating: 3

Visiting Team Rating: 3

Level: The leader/leadership team meets national, state and/or diocesan requirements for school leadership preparation and licensing to serve as the faith and instructional leader(s) of the school. The leader/leadership team renews these credentials as required in a timely manner.

6.1 Evidence Folder

Evidence Cited:

- NCEA Convention Presentation - [Folder Link](#)
 - NCEA Google
 - NCEA STREAM 1
 - Session Information
 - STREAM Infused Literacy
 - Tech-sploration Integrated Technology Projects for K-5
- Announcement of U.S. Department of Education Site Visit
- Advanced Catechist Certification for Leadership Team (Certification Binder in Principal's Office)
- Assessment of School Leadership (Completed Assessments are in Personnel File in Principal's Office)
- Budget Line for Professional Development (Available in Principal's Office)
- Certification Documentation for Leadership Team (Certification Binder in Principal's Office)
- Professional Development Plan 21-22 (All Saints)

6.2 The leader/leadership team articulates a clear mission and vision for the school, and engages the school community to ensure a school culture that embodies the mission and vision.

School Rating: 3

Visiting Team Rating: 4

Level: The leader/leadership team carefully articulates a clear mission and vision for the school and consistently demonstrates the mission and vision are continuously forming the foundation for all decisions. The school community is fully engaged at all levels from the students, to parents, the larger community in order to ensure a school culture that enlivens and honors the mission and vision.

6.2 Evidence Folder

Evidence Cited:

- News Articles and Community Recognitions - [Folder Link](#)
 - Cyber Safety Award
 - Cyber Safety Award Presentation - [Link](#)
 - Department of Education Site Visit - [Link](#)
 - Recruiting Article - [Link](#)
 - Veterans Day Celebration - [Link](#)
 - All Saints Baby Blanket Club - [Link](#)
- All Saints Catholic Church Bulletin
- All Saints Catholic School Facebook Page - [Link](#)
- List of Public Events - [Link](#)

- Mission Statement in Classrooms
- Mission Statement on School Website
- PTO Bylaws
- Recording of the Annual Theme
- The Sentinel Newsletter - Announcement of Tuition Fee Schedule
- The Sentinel Newsletter- Lenten Announcement

Source: Interview; Observation; Documentation

6.3 The leader/leadership team takes responsibility for the development and oversight of personnel, including recruitment, professional growth, faith formation, and formal assessment of faculty and staff in compliance with diocesan policies and/or religious congregation sponsorship policies.

School Rating: 3

Visiting Team Rating: 3

Level: The leader/leadership team takes responsibility for the development and oversight of personnel, including recruitment, professional growth, faith formation, and formal assessment of faculty and staff in compliance with diocesan policies.

6.3 Evidence Folder

Evidence Cited:

- Advent Angels
- Community/Public Health Nursing Course
- Community/Public Health Nursing Course Contract
- Diocesan Job Fair Registration Confirmation
- Elementary Faculty and Staff Handbook 2021-2022
- Faculty and Staff Evaluation Forms (Available in Personnel Files in the Principal’s Office)
- Faculty Professional Development Needs Assessment 2018
- Faculty Staff Lenten Retreat Reminder (2016)
- Faculty Staff Pilgrimage to St. John Paul II Shrine
- Faculty Staff Weekly Mass
- Faculty Summer Reading Program (2018)
- Pastor’s Day of Recollection
- Professional Development Plan (All Saints) 2019-2020
- Non-Discrimination Policy (Diocesan Employment Application Form)
- Title II Allocations (2017-2022)

6.4 The leader/leadership team establishes and supports networks of collaboration at all levels within the school community to advance excellence.

School Rating: 3

Visiting Team Rating: 3

Level: The leader/leadership team establishes and supports networks of collaboration at all levels within the school community to advance excellence. The leader/leadership team ensures that the school’s scheduling, budget and work demands support a culture of community and collaboration.

6.4 Evidence Folder

Evidence Cited:

- Grades 3-5 Meeting Minutes - 9.20.2017
- Grades 3-5 Meeting Minutes - 10.12.2017
- Grades 3-5 Meeting Minutes 2.22.2018
- All Saints Mentor Program 2021-2022
- School Budget (Available in the Principal’s Office)
- CARES Act Funding for Video Conference Software – Zoom
- Continuity of Mission Task Force Meeting Agenda 6.23.20
- Continuity of Mission Task Force Meeting Agenda 10.16.20
- Continuity of Mission Task Force Meeting Agenda 12.16.21
- COVID Reopening Plan of 2020-2021
- COVID Reopening Plan of 2021-2022
- Crisis Management Team Meeting 10.20.21
- Extended Day/PreK Collaboration
- Grades K-2 Meeting Minutes 5.12.20
- Grades K-2 Meeting Minutes 12.3.21
- Master Schedule 2021-2022 Academic Year
- Middle School 2018-2019 Meetings
- Minutes of PTO Executive Meetings
- Professional Learning Center - Floor Plan
- Student Support Team Minutes - [Link](#)
- Thumbs Up Minutes - [Link](#)

6.5 The leader/leadership team directs the development and continuous improvement of curriculum and instruction and utilizes school-wide data to plan for continued and sustained academic excellence and growth.

School Rating: 2

Visiting Team Rating: 2

Level: The leader/leadership team directs the development of a curriculum-based on standards but with little oversight for the instructional strategies employed and/or for assessment procedures that will ensure continuous improvement of curriculum and instruction, utilizing school-wide data. OR the leader/leadership team adopts a prepackaged curriculum but does not work with the faculty to adjust the curriculum on the basis of ongoing assessment to address the needs of the students. There is limited school-wide data that is useful for faculty and staff or able to be used by the school community to plan for continued and sustained academic excellence and growth.

6.5 Evidence Folder

Evidence Cited:

- Diocese of Arlington Curriculum - [Folder Link](#)
 - Art
 - Algebra
 - Health
 - Library
 - Math

- Music
- PE
- Preschool
- Reading Language Arts
- Religion
- Science
- Social Studies
- Spanish
- Technology
- Scantron - [Folder Link](#)
 - Gains Analysis 2019
 - Language Arts Scores 2017
 - Math Scores 2017
 - Reading Scores 2017
 - Result Fall 2020
 - Testing Parent Letter 2019
- Summer Learning - [Folder Link](#)
 - 2016
 - 2017
 - 2018
- Action Plan – 6 C’s
- Budget Allocations - Available in Principal’s Office
- Curriculum Analysis Template (COVID) – August 2020
- Formal Teacher Observations - Available in Principal’s Office
- Curriculum Monitoring Sheets - Available on Teacher Desks
- Fountas & Pinnell Reading Assessments - Available in Classrooms
- HSPT Feedback Form (2017)
- Math Program Best Practices
- Math Strategy Meeting Agenda
- PALS Assessments - Available in Kindergarten Classrooms
- Planning for Instruction Goals 2015-16
- Proposal for Reading A-Z Program
- Proposal for Ten Marks Program
- Sample Grading Scheme for Upper Grades (All Saints) 2018
- Science Fair Winner 2018

The Visiting Team supports the school’s efforts to address the need for school-wide data analysis and suggests that PLCs be used for this purpose.

6.6 The leader/leadership team works in collaboration with the governing body (diocesan and local) to provide an infrastructure of programs and services that ensures the operational vitality of the school.

School Rating: 3

Visiting Team Rating: 3

Level:

The leader/leadership team works in collaboration with the governing body (diocesan and local) to provide an infrastructure of programs and services that ensure the operational vitality of the school. To ensure this, budget and personnel are provided to create and

implement policies, programs and procedures.

6.6 Evidence Folder

Evidence Cited:

- CARES Act Consultation 2020 - All Saints
- Continuity of Instruction Plan – Pandemic Preparedness 2020
- Crisis Management Team Meeting 10.20.21
- Diocesan COVID-19 Handbook
- Diocesan Employee Policy Manual
- Emergency Assistance to Non-Public Schools Application
- Legionella Sampling Locations All Saints Catholic Church
- Memorandum of Agreement – All Saints - Manassas Baptist (2019)
- Parent Focus Group Meeting 7.1.20 - Minutes
- Parish Department Heads Calendar Planning Session Invite
- Reopening of School Parent Survey 2020
- Reopening Plan 2020-2021
- Reopening Plan 2021-2022
- School Budget - Available in Principal’s Office
- SchoolDude Facilities Maintenance Software
- Water Distribution System Overview All Saints
- Water Evaluation All Saints

6.7 The leader/leadership team assumes responsibility for communicating new initiatives and/or changes to school programs to all constituents.

School Rating: 3

Visiting Team Rating: 3

Level:

The leader/leadership team assumes responsibility for communicating new initiatives and/or changes to school programs to all constituents

6.7 Evidence Folder

Evidence Cited:

- ActivPanel Emails and Announcements 1
- ActivPanel Emails and Announcements 2
- Back Lot (Bay 16) Carpool
- Bulletins Highlighting School Initiatives
- Carpool 2021-2022
- Chromebook One-to-One Letter
- Chromebook One-to-One Policy
- COVID Changes
- COVID Mask Policy Change
- COVID Optional Mask Policy
- Examples of Principal’s Emails to Faculty and Staff Before Parents
- Front Carpool
- Handbook Addendum - Presentation
- Handbook Addendum - Wording
- Internet and Bandwidth Usage (Responses)

- K-2 Language Arts Evaluation Rubric
- Scholastic Magazine Use Survey
- School Budget - Available in the Principal's Office
- Social Media Posts about Changes 1
- Social Media Posts about Changes 2
- STEM Survey (Responses)
- Units of Study Presentation
- Video Production Specialty Program

Add school's goals and areas for growth identified in your Self Study report in this section.

**GOALS
GOVERNANCE AND LEADERSHIP**

1. Strengthen the onboarding process and mentoring program for new faculty members to ensure that new teachers develop a comprehensive understanding of the school mission and detailed awareness of procedures while experiencing on-going support through collaboration with mentors.
2. Develop a process for the annual review and selection of new textbooks, digital resources, and corresponding subscriptions, to include online learning applications and tools, aligned with a long-range calendar that identifies a specific area of the curriculum to be reviewed each year.
3. Prioritize the hiring of a second school counselor and specialists in the areas of English Language Learners (ELL) and special education, as the budget allows, in an effort to respond to the increasingly diverse needs of students.
4. Consider the hiring of additional classroom assistants to reduce the teacher-student ratio and to enhance differentiation in the learning environment.
5. Design a plan to specifically address the learning gaps and social-emotional impacts resulting from the COVID-19 pandemic.
6. Design and implement a process and timeline using a variety of tools to more consistently monitor, review, and evaluate student learning through data analysis in support of continuous improvement of curriculum and instruction.

DOMAIN: ACADEMIC EXCELLENCE

Introduction: The essential elements of an ‘academically rigorous and doctrinally sound program’ mandate curricular experiences, including co-curricular and extra-curricular activities, which are rigorous, relevant, research-based, and infused with Catholic faith and traditions. These standards provide a framework for the design, implementation, and assessment of authentic academic excellence in Catholic school education. (NSBECS p.21) 2The Academic Excellence Domain encompasses Standards 7 through 9.

School Introduction/summary for Domain:

The average rating for the Academic Excellence Domain is: 2.9

All Saints Catholic School is an authentically Catholic community, infusing faith and Catholic tradition with educational practice. The Visiting Team was impressed with the robust community and the breadth and scope of the opportunities provided to nurture the minds, bodies, and spirits of the children. All Saints Catholic School has a wonderful family feel to it and enjoys recognition by the parish as a wholly supported ministry. The school is filled with dedicated faculty and staff who seek to partner with parents as the primary educators of their children.

Strong academics are provided by qualified instructors who show a commitment to serving the diverse community. The Leadership Team facilitates structured mentoring of new faculty in order to bring them into the All Saints’ family. Professional development is ongoing, and the Visiting Team supports the goal of formally growing Professional Learning Communities in order to enhance teacher collaboration and to better spotlight horizontal and vertical alignment of curriculum and assessments. By successfully partnering with the local public school system, All Saints Catholic School regularly accesses federal funds that directly support not only the academic growth of students, but also the professional growth of faculty.

The school has made both a commitment to and investment of time and treasure to the building of student literacy skills particularly on the primary and intermediate levels. With the goal of developing student abilities in reading, writing, speaking, and listening from the earliest ages, examples of student work grace the common spaces of the school. The maturing of those communication skills are on full display through the middle school years with the vast array of multimedia projects completed as part of core academic subjects. The Visiting Team supports the school’s goal of placing this same type of time and attention to the mathematics instruction.

All Saints Catholic School is well on its way to bridging the use of technology in authentic ways coupling its use to academics, as well as to the development of functional

21st Century skills. The day-to-day use of technology in the classroom is developmentally appropriate for students and is well mastered by faculty. With a wide range of learners, lessons are written to differentiate content in order to meet students where they are and successfully move them forward. Through the use of hands-on activities, teachers create learning environments that are engaging and inviting to students. The school's commitment to academic inclusion is evident not only in the meaningful participation of students with special needs in the classroom, but also in the growing number of students who would benefit from ELL services.

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.

7.1 The curriculum adheres to appropriate delineated standards and is vertically aligned to ensure that every student successfully completes a rigorous and coherent sequence of academic courses based on the standards and rooted in Catholic values.

School Rating: 3

Visiting Team Rating: 3

Level: The curriculum adheres to appropriate, delineated standards and is vertically aligned to ensure that every student successfully completes a rigorous and coherent sequence of academic courses based on the standards and rooted in Catholic values.

7.1 Evidence Folder

Evidence Cited:

- Diocese of Arlington Curriculum Guidelines - [Folder Link](#)
 - Art
 - Health
 - Library
 - Math
 - Music
 - PE
 - Preschool
 - Reading/Language Arts
 - Religion
 - Science
 - Social Studies
 - Spanish
 - Technology
- Formation in Christian Chastity - [Folder Link](#)
 - Grade 1
 - Grade 2 Parent Letter
 - Grade 3 Parent Letter
 - Grade 4 Parent Letter
 - Grade 5 Classroom Lessons
 - Grade 5 Parent Letter

- Grade 6 Classroom Lessons
- Grade 6 Parent Letter
- Grade 7 Classroom Lessons
- Grade 7 Parent Letter
- Grade 8 Classroom Lessons
- Grade 8 Parent Letter
- Grades 1 - 4 - Created in the Image and Likeness of God
- Information on God
- Know the Rules - Abduction and Harm
- Wise Decisions - Grades 5 - 6
- Curriculum Analysis Vertical Alignment Activity
- Gift of Human Sexuality Parent Letter
- Gift of Human Sexuality Program Parent Packet
- Junior Achievement Program
- Lucy Calkins Units of Study/Fountas and Pinnell Reading Program
- Virtues in Practice Program
- Virtues Program Guidelines
- Virtues Program - Middle School Presentation

7.2 Standards are adopted across the curriculum, and include integration of the religious, spiritual, moral, and ethical dimensions of learning in all subjects.

School Rating: 3

Visiting Team Rating: 3

Level:

Diocesan Curriculum Objectives are adopted across the curriculum, and include integration of the religious, spiritual, moral and ethical dimensions of learning in all subjects.

7.2 Evidence Folder

Evidence Cited:

- Diocese of Arlington Curriculum Guidelines - [Folder Link](#)
 - Art
 - Health
 - Library
 - Math
 - Music
 - PE
 - Preschool
 - Reading/Language Arts
 - Religion
 - Science
 - Social Studies
 - Spanish
 - Technology
- Saints Alive Presentation - Middle School - [Folder Link](#)
 - Saints Alive HOST Cue Sheet - Middle School
 - Saints Alive Monolog Assignment - Middle School

- Saints Alive Presentation - Middle School
- Middle School Anti-Bullying Pledge
- Drawing God Lesson - Primary
- Library/Technology Class Prayer - All Grades
- Literacy Event - Catholic Author Virtual Visit (Mr. Raymond Arroyo) - All Grades
- Math Prayer - Middle School
- Mission Statement
- PBIS Matrix - School-wide
- Peace Plan Assignment - Intermediate
- Protect the Wetlands- Middle School
- Religion Lesson - Middle School
- Report Card - Grades 1
- Report Card - Intermediate/Middle School
- Report Card - K Program
- Science - Middle School - Canticle of Mary Classroom Prayer
- Social Studies Care for God's Creation - Primary
- Spiritual Bouquet - Middle School - Benedictine Sisters
- Stations of the Cross - Middle School
- Virginia State Readers Choice Book Vote - Primary
- Kindness Committee Agenda

7.3 Curriculum and instruction for 21st century learning provide students with the knowledge, understanding and skills to become creative, reflective, literate, critical, and moral evaluators, problem solvers, decision makers, and socially responsible global leaders.

School Rating: 3

Visiting Team Rating: 3

Level:

Curriculum and instruction for 21st century learning provide students with the knowledge, understanding and skills to become creative, reflective, literate, critical, and moral evaluators, problem solvers, decision makers and socially responsible global citizens. Student performance and work products demonstrate critical, creative, literate and moral thinking related to solving real world problems and making moral decisions.

7.3 Evidence Folder

Evidence Cited:

- Aesop Casting Theater Arts - Middle School
- American Hero Project Template - Intermediate
- Author's Corner - Asian Pacific Heritage Month - Primary
- Author's Corner - Native American Month - Primary
- Cell Structure Observations - Middle School
- Cell Structure Observations - Middle School
- Conductors & Simulators Student Work - Intermediate
- Critical Thinking and Problem Solving - Middle School - 2-Step Inequalities Digital Escape! - Google Forms
- Excel Project - Middle School
- Growing Pattern - Math Lab - Middle School

- Handwriting Sample - Primary
- Hispanic Author Study - Intermediate
- Measurements Lab - Middle School
- MLA Figurative Language Research Paper - Middle School
- MLA Thesis Paper - Middle School
- MLA Thesis Paper - Middle School
- Morning Math Share - Primary
- Multicultural - Mexico - Music - Primary
- Mythology Assignment - Middle School
- Our Great Virginia Script - Intermediate
- Pangea Lab - Middle School
- Paraphrasing and MLA Citations - Intermediate
- Peace Plan Assignment - Intermediate
- Science Worm Unit - Zoom - Primary
- Scratch Coding - Intermediate
- Spanish Lesson Plan - Intermediate
- Spanish Lessons - Primary
- Spanish Lessons - Primary
- Speed Lab - Middle School
- Spelling Tic-Tac-Toe - Primary
- Tectonic Plates Study - Middle School
- Ten Marks Onboarding Spreadsheet - Intermediate/Middle
- Text Color Google Doc - Intermediate
- Thanksgiving Assignment - Middle School
- Theater Arts - If I Had My Way - Middle School
- Theater Arts - Monolog Assignment - Middle School
- U.S. States Project - Intermediate
- Virtual Math Classroom - Middle School

7.4 Curriculum and instruction for 21st century learning prepares students to become expert users of technology, able to create, publish, and critique digital products that reflect their understanding of the content and their technological skills.

School Rating: 2

Visiting Team Rating: 3

Level:

Curriculum and instruction for 21st century learning prepares students to become expert users of technology, able to create, publish and critique digital products that reflect their understanding of the content and their technological skills. Student products and performance require students to be expert users of technology, able to create, publish and critique digital tools.

7.4 Evidence Folder

Evidence Cited:

- Asynchronous Google Classroom - Primary
- Conductors and Insulator - Science - Intermediate
- Coordinate Grid Activity - Intermediate

- Doodle4Google Digital Day - Intermediate
- Famous Women Presentation - Intermediate
- Google Classroom - Primary and Middle School
- Google Doc Toolbar Actions - Intermediate
- Google Slide Presentations Created by Students - Intermediate
- Hour of Code 2021 - Intermediate
- Loop Coding Technology - Intermediate
- Math Digital Composition Book - Middle School
- Memory Book - Intermediate
- Morning Announcements - Middle School
- Mother's Day Poem Design - Intermediate
- Order of Operations Popsicle Sticks Digital Assignment - Middle School
- Religion Test Google Forms - Primary
- [Robotics Tournament Video](#)
- Social Studies - U.S. Geography Unit - Intermediate
- Spreadsheet Project - Middle School
- Stations of the Cross - Middle School
- Subtract Decimals - Intermediate
- Technology Use of Book Hub Delivery - Intermediate/Middle School
- Text Color Google Doc - Intermediate
- Voki Project - Intermediate/Middle School
- Wax Museum - Intermediate

Source: Observation; Student Work

7.5 Classroom instruction is designed to intentionally address the affective dimensions of learning such as intellectual and social dispositions, relationship building, and habits of mind.

School Rating: 3

Visiting Team Rating: 3

Level:

Classroom instruction is designed to intentionally address the affective dimensions of learning, such as intellectual and social dispositions, relationship building and habits of mind. Unit and lesson plans show deliberate attention to such things as perseverance, risk taking, collaboration, self-regulation, initiative, etc. Effective dimensions of learning incorporate Gospel values.

7.5 Evidence Folder

Evidence Cited:

- Ambassadors Program - [Folder Link](#)
 - Ambassadors Application
 - Ambassadors Letter for Returning Ambassadors
 - Ambassadors Meeting Survey
 - Ambassadors Meeting Schedule
 - Ambassador Qualities
 - Ambassador Selection Classroom Presentation
- Positive Behavior and Intervention Support Think Sheets - [Folder Link](#)

- Intermediate Think Sheet
- Middle School Think Sheet
- Primary Think Sheet
- Science Labs - Middle School - [Folder Link](#)
 - Drop Prints Lab - Middle School
 - Earth Layers Lab - Middle School
 - Food Dye Experiment- Middle School
 - Food Dye Experiment 2 - Middle School
 - Lego Lab -Middle School
 - Measurements Lab - Middle School
 - Science Instruments Lab - Middle School
- A-Maze of New Friends - Intermediate
- Black History Month - Primary
- Buddy Activity - Primary
- Buddy Reading Final - Middle School
- Buddy Student Pairing Form - Primary and Middle School
- Conflict Resolution - Primary
- Exploration Journal - Middle School
- Group Sharing Questions - Middle School
- House Assignments - Middle School
- House Presentations - Middle School
- Kindness Assembly - Intermediate
- Mondays with the Counselor- Character Education Skits- Intermediate
- Recharge Chair - Primary
- School Counselor Presentation Sign Up
- Social Emotional Learning Activities- Middle School
- Social/Emotional Data Form – Primary

7.6 Classroom instruction is designed to engage and motivate students, addressing the diverse needs and capabilities of each student and accommodating students with special needs as fully as possible.

School Rating: 3

Visiting Team Rating: 3

Level:

Classroom instruction is designed to engage and motivate all students, addressing the diverse needs and capabilities of each student and accommodating students with special needs as fully as possible. Units and lesson plans give evidence of differentiation.

7.6 Evidence Folder

Evidence Cited:

- Title Programs- Partnership with Manassas City Public Schools - [Folder Link](#)
 - Affirmation of Consultation- Intent to Participate Form- All Saints
 - Online Participation Form
 - Online Participation Form 2
 - Title I 2021-2022 Affirmation of Consultation and Design Plan
 - Title I Newspaper Primary
 - Title I Newspaper Intermediate

- Title I Parent Workshop Invitation
- Title I Reading Parent Workshop
- Title III Agreement of Services
- Behavior Checklist - Primary
- Behavior Self-Check - Primary
- Common Classroom Interventions
- Differentiation to Enhance Learning K-12 Guide
- Inclusion for Students with Special Needs Communication
- Modified Report Card - Intermediate
- Report Card Grading - Special Needs - Middle School
- Report Card with Special Accommodations- Middle School
- Resource Organizing Materials Guide - Middle School
- Resource Support - Primary, Intermediate, Middle School
- Sensory Accommodation - Primary
- Special Education Accommodation Video - Primary
- Special Needs Student Diagnosis - Primary, Intermediate, Middle School
- Speech Synchronous Student Schedule
- Student Support Team (SST) Analysis

7.7 Faculty collaborate in professional learning communities to develop, implement and continuously improve the effectiveness of the curriculum and instruction to result in high levels of student achievement.

School Rating: 2

Visiting Team Rating: 2

Level:

There is some collaboration among faculty members. All or some faculty members are part of a professional learning community. Purposes for the professional learning communities are unclear and/or there is little evidence of improvement in effectiveness of the curriculum and/or improvement in student achievement.

7.7 Evidence Folder

Evidence Cited:

- Continuity of Mission Task Force Agenda - [Folder Link](#)
 - June 23, 2020
 - October 16th, 2020
 - December 16, 2021
- Faculty Meeting Agendas - [Folder Link](#)
 - September 7th, 2017
 - September 6th, 2018
 - November 1st, 2018
 - September 4th, 2019
 - August 17th, 2020
 - October 16th, 2020
 - November 6th, 2020
 - February 26th, 2021
 - April 16th, 2021
 - May 14th, 2021

- November 4th, 2021
- January 6th, 2022
- Faculty SWOT Analysis - Yearly - Sample Planning Worksheet
- Faculty/Staff Bulletin - Weekly - Sample Bulletin
- Faculty/Staff End of Year Survey 2021-2022 - [Link](#)
- Intermediate Team PLC - Sampling of Agendas and Minutes
- Master Schedule with Common Planning Periods 2019-2020
- Middle School PLC - Report Card Standards Discussion - Team Consensus - Example
- Middle School PLC - Sample of Agendas and Minutes
- Middle School “Thumbs Up” Social Emotional Learning Team Meeting - [Link](#)
- Primary Team PLC - Sampling of Agendas and Minutes
- Resource Support - School-wide
- Student Support Team Meeting Results
- Student Support Team Meeting Schedule
- Student Support Team Referral Form - [Link](#)

The school is to be commended for their efforts in restructuring their Professional Learning Communities

7.8 The faculty and professional support staff meet diocesan, state, and/or national requirements for academic preparation and licensing to ensure their capacity to provide effective curriculum and instruction.

School Rating: 3

Visiting Team Rating: 3

Level:

The faculty and professional support staff meet diocesan, state and /or national requirements for academic preparation and licensing to ensure their capacity to provide effective curriculum and instruction. Compliance with these requirements is factored into all employment decisions.

7.8 Evidence Folder

Evidence Cited:

- NCEA Convention Presentation - [Folder Link](#)
 - NCEA Convention Presentation- Session Information
 - NCEA Convention Presentation- STREAM Infused Literacy
 - NCEA Convention Presentation - NCEA STREAM 1
 - NCEA Convention Presentation- NCEA Google
 - NCEA Convention Presentation- Tech-sploration Integrated Technology
- Catechist Paperwork (Available in Principal’s Office)
- Extended Day & Pre-K Licensing (Available in Principal’s Office)
- Evidence of Professional Publications Online or In Print - [Link](#)
- Google Educator Certification -Intermediate
- Google Educator Certification- Middle School
- In-Service Records, Tracking Program for In-Service (Personnel Files Located in the Principal’s Office)

- Job Descriptions - Located in the Principal's Office
- Personnel File (Available in the Principal's Office)
- SMART Goals
- VEX IQ Educator Certification- Robotics
- Verification of Activities with Professional Organizations

7.9 Faculty and professional support staff demonstrate and continuously improve knowledge and skills necessary for effective instruction, cultural sensitivity, and modeling of Gospel values.

School Rating: 3

Visiting Team Rating: 3

Level:

Faculty and professional support staff demonstrate and continuously improve knowledge and skills necessary for effective instruction, cultural sensitivity and modeling of Gospel values. Annual goal setting includes plans for continuous improvement in effective instruction, cultural sensitivity and modeling of Gospel values.

7.9 Evidence Folder

Evidence Cited:

- Professional Development Opportunities - [Folder Link](#)
 - Literary Professional Development Mollie Cura - Primary
 - Diocesan Professional Development Day 3/12/18
 - Diocesan Professional Development Day 10/26/18
 - Diocesan Professional Development Day 10/27/17 - Todd Whitaker
 - ENL Hernandez Professional Development Opportunity 2020
 - Supporting ELL Professional Development Opportunity 2019
- Scantron Math Analysis -[Folder Link](#)
 - 2021-2022 Fall & Winter Scantron Math Score Analysis 3rd Edition
 - 2021-2022 Fall Scantron Math Score Analysis
 - 2021-2022 Spring & Fall Scantron Math Score Analysis
- Title II Modified Proposals For Professional Development - [Folder Link](#)
 - Anxiety and Stress Management 2021
 - Human Kinetics Invoice 2020
 - ALA Annual Conference 2019
 - Edivate 2017
 - Gale 2017
 - IMSE Phonological Awareness
 - Lucy Calkins Unit of Study 2018
 - Orton Gillingham 2019
 - Sandbox Conference 2019
 - Summer Math Conference 2019
 - Trinity College Coursework 2018
 - Youcubed 2019
 - Writer's Workshop
- Classroom Observation Records - Available in Personnel Files in Principal's Office
- Cultural Sensitivity Training with Henry Fortier

- Differentiated Learning Survey for Faculty and Staff
- Evaluation of Professional Goals Form - Blank
- Evaluation of Professional Goals Form (Available in Personnel Files in the Principal's Office)
- Faculty and Staff End of Year Survey: 2020-2021- [Link](#)
- Faculty and Staff Future Professional Development Google Form- [Link](#)
- Faculty and Staff Future Professional Development Survey Results 2019
- Faculty Collaboration & Data Analysis in the Area of Math
- Pastor Day of Reflection
- Promoting Book Diversity for Classroom Presentation
- Teacher Observation Template
- VIRTUS Compliance Reports - Available in the Principal's Office

The Visiting Team supports the school in their efforts to expand ELL services with associated professional development.

7.10 Faculty and staff engage in high quality professional development, including religious formation, and are accountable for implementation that supports student learning.

School Rating: 3

Visiting Team Rating: 3

Level:

Faculty and staff engage in high quality professional development, including religious formation, and are accountable for implementation that supports student learning. Faculty set goals for improvement and select professional development for growth. The effectiveness of professional development is measured by student learning growth.

7.10 Evidence Folder

Evidence Cited:

- Title II Modified Proposal for Professional Development - [Folder Link](#)
 - Anxiety and Stress Management 2019
 - Human Kinetics
 - ALA Annual Conference 2019
 - Edivate 2017
 - Engaged Students: When Peas Taste Like Ice Cream 2019
 - Gale Cenage 2017
 - Trinity Coursework 2018
 - Language Arts For Young Children 2017
 - Lucy Calkins Units of Study 2018
 - Orton Gillingham Training 2019
 - Sandbox Conference 2019
 - Summer Math Conference 2019
 - Writer's Workshop 2017
 - Youcubed 2019
 - IMSE Phonological Awareness 2018
 - Development and Stress Management 2021

- Bishop's Mass - [Folder Link](#)
 - 2017
 - 2018
 - 2020
 - 2021
- Catechetical Coursework (Located in Personnel Files in the Principal's Office)
- Faculty Pilgrimage to the National Shrine
- Literacy Professional Development Agenda w/ Mollie Cura
- Lucy Calkins Professional Development Agenda
- Needs Assessment - Professional Development Survey
- Pastor's Faculty Day of Reconciliation
- School-wide Professional Development Plan

STANDARD 8: An excellent Catholic school uses school-wide assessment methods and practices to document student learning and program effectiveness, to make student performance transparent, and to inform the continuous review of curriculum and the improvement of instructional practices.

8.1 School-wide and student data generated by a variety of tools are used to monitor, review, and evaluate the curriculum and co-curricular programs; to plan for continued and sustained student growth; and to monitor and assess faculty performance.

School Rating: 2

Visiting Team Rating: 2

Level:

School-wide and student data are generated by one or two tools and are sometimes in some subject areas used to monitor, review, and/or evaluate the curriculum and /or co-curricular programs. Student growth is minimally addressed and data is minimally used.

8.1 Evidence Folder

Evidence Cited:

- ACRE Results 2016-2021 - [Folder Link](#)
- KAMC Primary - [Folder Link](#)
 - Directions for KAMC Score Record Excel Spreadsheet 2021
 - KAMC Score Record 2021
- E-Walk E-mail from Office Of Catholic Schools
- Fountas & Pinnell Literacy Test Folder Student Sample
- Goal Setting Process Professional Education Personnel
- NJHS Grade Standard for Selection
- Professional Education Personnel Form
- Scantron Math Score Analysis Fall and Winter 2021-2022
- Ten Marks Parent Letters
- Vertical Alignment Curriculum Analysis - Primary

8.2 School-wide and aggregated student data are normed to appropriate populations and are shared with all stakeholders.

School Rating: 2

Visiting Team Rating: 2

Level: School-wide and aggregated student data are sometimes but not consistently normed to appropriate populations or are sometimes but not consistently shared regularly, routinely with all stakeholders.

8.2 Evidence Folder

Evidence Cited:

- ACRE Results - [Folder Link](#)
 - 2016-2017 Results 5A
 - 2016-2017 Results 5B
 - 2016-2017 Results 8A
 - 2016-2017 Results 8B
 - 2017-2018 Results 5A
 - 2017-2018 Results 5B
 - 2017-2018 Results 8A
 - 2017-2018 Results 8B
 - 2018-2019 Results 5th Grade
 - 2018-2019 Results 8th Grade
 - 2020-2021 Results 5th Grade
 - 2020-2021 Results 8th Grade
- NAEP - 4th Grade - [Link](#)
- PALS Memo
- Scantron Gains Analysis on Website - [Link](#)
- Scantron Diagnostic Test Reports - All Subjects Summary
- Scantron Suggested Learning Objectives
- Scantron Individual Student Reports Example
- Sentinel Announcement of Fall Scantron Scores

The Visiting Team recommends that the school develops a goal regarding the broader use of test scores.

8.3 Faculty use a variety of curriculum-based assessments aligned with learning outcomes and instructional practices to assess student learning, including formative, summative, authentic performance, and student self-assessment.

School Rating: 3

Visiting Team Rating: 3

Level:

Faculty use a variety of curriculum-based assessments aligned with learning outcomes and instructional practices to assess student learning, including formative, summative, authentic performance, and student self-assessment. Faculty adjust instructional practices based on data from assessments.

8.3 Evidence Folder

Evidence Cited:

- Schoology
 - Schoology Assessment English- Intermediate

- Schoology Assessment Math- Intermediate
- Schoology Assessment Spanish- Intermediate
- Schoology Assessment Spanish - Middle School
- Science Test Summative- Middle School
- Classroom Reading Reports - Kids A-Z Primary
- Critical Thinking/Problem Solving Math Escape Room - Middle School
- Digestive System Project Poster Rubric- Intermediate
- ELA Small Groups - Intermediate - [Link](#)
- ELA Small Groups - Primary - [Link](#)
- Language Arts Assessment Data - Primary
- Math Lab Videos - Middle School - [Link](#)
- Math Small Group Videos- Intermediate - [Link](#)
- Mean, Median, and Range - Middle School
- Peaches Today (Math Problem) Middle School
- Quizlet Live Self Assessment
- Reading Assessment- Intermediate
- Reading/Math Log- Intermediate
- Renaissance Program-Accelerated Reader Report- Intermediate
- “Saints Alive” Students Sample Research Project- 8th Grade
- Science Formative Assessment Section 1 Review- Middle School
- Skeleton Tower Math Task- Middle School
- Student Test Corrections- Middle School
- Theatre Arts Critique & Create- Middle School
- To Kill A Mockingbird Digital Newspaper

8.4 Criteria used to evaluate student work and the reporting mechanisms are valid, consistent, transparent, and justly administered.

School Rating: 3

Visiting Team Rating: 3

Level:

Criteria used to evaluate student work and the reporting mechanisms are valid, consistent, transparent and justly administered. Faculty collaborate to develop school-wide criteria for valid assessment of students. Parents/guardians and students understand the criteria and can easily access reports.

8.4 Evidence Folder

Evidence Cited:

- Creative Plants Project Rubric- Intermediate
- Element for Sale Box Science Project Rubric Middle School
- Grade Weighting - Intermediate
- Grade Weighting - Spanish Intermediate and Middle School
- Grading Rubric Christmas Town Map
- If I Had it My Way Grading Sheet/Rubric
- Individual Score Record 2021 KAMC
- Mitosis Lab Science Rubric- Google Docs- Middle School
- MLA Research Paper- Cross Curricular- Rubric- Middle School

- Monologue Evaluation-Intermediate
- One Act Rubric- Intermediate
- Spanish Rubrics- Elementary

8.5 Faculty collaborate in professional learning communities to monitor individual and class- wide student learning through methods such as common assessments and rubrics.

School Rating: 2

Visiting Team Rating: 2

Level:

Faculty collaborate in professional learning communities to monitor student learning.

8.5 Evidence List

Evidence Cited:

- Faculty Meetings- Curriculum Discussion - [Link](#)
 - Faculty Meetings- Curriculum Discussion 2.6.2020
 - Faculty Meetings- Curriculum Discussion 11.6.2020
 - Faculty Meetings- Curriculum Discussion 1.6.2022
- Instructional Team Agendas - Intermediate - [Folder Link](#)
 - Instructional Team Agenda - Intermediate - 2.9.2022
 - Instructional Team Agenda - Intermediate - 12.3.2021
 - Instructional Team Agenda - Intermediate - 10.29.2021
 - Instructional Team Agenda - Intermediate - 9.10.2021
- Instructional Team Minutes - Intermediate - [Folder Link](#)
 - Instructional Team Minutes - Intermediate 12.3.2021
 - Instructional Team Minutes - Intermediate - 10.29.2021
 - Instructional Team Minutes - Intermediate - 9.10.2021
- Faculty Meeting- Math Teaching Strategies Presentation
- Scantron Math Score Analysis Winter 2021-2022
- Plagiarism- Library Lesson Plan
- Instructional Team Meeting- Primary
- Resource -SST Meetings
- Thumbs-Up Brief Description - [Link](#)
- Thumbs-Up Meeting Spreadsheet Screenshot

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.

9.1 School-wide programs for parents/guardians provide opportunities for parents/guardians to partner with school leaders, faculty, and other parents to enhance the educational experiences for the school community.

School Rating: 4

Visiting Team Rating: 4

Level:

A majority of parents/guardians participate in opportunities to partner with school leaders, faculty and other parent/guardians to enhance educational experiences for the school community. Parents are involved in mission-driven, service-oriented experiences enhancing the broader community or distinguished in some way.

9.1 Evidence Folder**Evidence Cited:**

- Parent-Involved School Events - [Folder Link](#)
 - Back to School BBQ
 - Book Fair
 - Care Creation Club
 - Celebration Station
 - Christmas Float
 - Catholic Schools Week Luncheon
 - Evening with St. Nick
 - Family Bingo Night
 - Junior Achievement
 - Penny Bazaar
 - Pilgrim Mary Statue Sign Up - [Link](#)
 - Race For Education
 - Robotics Tournament Parent Volunteer Invite
 - Running With The Saints Volunteer Request
 - Science Fair
 - Spirit Event at Skate N Fun Zone Flier
 - Square I Art
 - Uniform Closet Parent Guidelines
 - Veterans Day Luncheon
- Christmas Pageant Prompt Script Middle School
- Coffee With The Principal
- Community Award
- EDGE Field Trip Chaperone Guide
- EDGE Field Trip Chaperone Invite
- Field Day Volunteer Sign Up
- Food Drive- Souper Bowl
- Help Counter
- Helping Hands
- Kindness to Community Flier
- Kindness to Community Helpers
- Parent Schoology Handbook
- PTO Units of Study Presentation
- PTO Assembly Meeting-"Keeping You and Your Family Safe Online"
- Room Liaison Invite
- Science Fair Project Set-Up and Judges Sign Ups Middle School - [Link](#)

9.2 Guidance services, wellness programs, behavior management programs, and

ancillary services provide the necessary support for students to successfully complete the school program.

School Rating: 3

Visiting Team Rating: 3

Level:

Guidance services, wellness programs, behavior management programs and ancillary services provide the necessary support for students to successfully complete the school program. Students and parents/guardians know about and how to access these services.

9.2 Evidence Folder

Evidence Cited:

- Ambassador Program - [Folder Link](#)
 - Ambassador Program Anti Bully Flier
 - Ambassador Program Application
 - Ambassador Program Initial Letter 2019-2020
 - Ambassador Program Letter Initial for Returning 2019
 - Ambassador Program Meeting Survey
 - Ambassador Program Meetings 2017-2018
 - Ambassador Qualities
 - Ambassador Program Selection Classroom Presentations 2018
 - Ambassador Program for Including Others
- Counselor Services - [Folder Link](#)
 - Conflict Resolution
 - Counseling and Psychological Referrals List-Updated 2020
 - Counseling Intermediate
 - Counseling and Psychological Referrals
 - Counseling Permission Slip
 - Counselor Parent Message Video
 - Counselor/Guidance Services
 - Meet the Counselor Digital Game Show Distance Learning Activity
 - Meet the School Counselor Primary
 - Meet the School Counselor Intermediate
 - Recharge Chair Primary
 - Release of Information Counselor
 - Release of Information
 - Self-Care Professional Development for Faculty and Staff
 - Self-Regulation Reflection Example
- [Positive Behavior Interventions and Supports](#) (PBIS)
 - Lesson Plan Behavior Intervention Notification Think Sheet Middle School
 - Lesson Plan Behavior Intervention Notification Think Sheet Primary
 - Positive Behavioral Interventions and Supports Description
 - Positive Behavioral Interventions and Supports Matrix
 - Positive Behavioral Interventions and Supports Newsletter Article
 - Positive Behavioral Interventions and Support Professional Development
 - Positive Behavioral Interventions and Supports Think Sheet Intermediate
 - Positive Behavioral Interventions and Supports Think Sheet Primary

- Positive Behavioral Interventions and Supports Think Sheets/Behavior Interventions and Notifications Letter
- Positive Behavioral Interventions and Supports Training Agenda
- Academic Intervention Plan Template
- Activity Meet the Counselor Digital Game Show Distance Learning

9.3 Co-curricular and extra-curricular activities provide opportunities outside the classroom for students to further identify and develop their gifts and talents and to enhance their creative, aesthetic, social/emotional, physical, and spiritual capabilities.

School Rating: 3

Visiting Team Rating: 4

Level:

Co-curricular and extra-curricular activities provide opportunities outside the classroom for students to further identify and develop their gifts and talents and to enhance their creative, aesthetic, social/emotional, physical and spiritual capabilities. These activities frequently involve students' parents/guardians and give evidence of the school's commitment to balance activities in all these areas. Communications regarding these activities are continuous and consistent for all activities. The school takes responsibility for community-wide communication and recognition of student accomplishments in these activities and shares them regularly.

9.3 Evidence Folder

Evidence Cited:

- National Junior Honor Society - [Folder Link](#)
 - NJHS Holy Thursday Handwashing Prayer Service
 - NJHS Induction Ceremony
 - NJHS Requirements from Handbook
 - NJHS Service Projects
 - NJHS Student Information Form
 - NJHS Thanksgiving Food Drive Prayer Service
- Robotics - [Folder Link](#)
 - All Saints Robotics Tournament
 - Image at Robotics Tournament 1
 - Image at Robotics Tournament 2
 - Robotics Club 2021-2022
- Music - Folder Link
 - I Like Singing - Intermediate Video Link
 - I Like Singing Lesson Plan
- National Junior Honor Society
 - Holy Thursday Handwashing Prayer Service
 - Induction Ceremony - 2021
 - Requirements from Handbook
 - Service Projects
 - Student Information Form - 2021/2022
 - Thanksgiving Food Drive Prayer Service
- All Saints Band - [Link](#)

- All Saints Schola/Choral - [Link](#)
- Ambassador Assembly-Intermediate
- Battle of The Books - [Link](#)
- Book Fair
- Creation Care Club
- Colvin Run Mill Field Trip- Intermediate
- The EDGE Field Trip Chaperone Guide
- End of Year Reading Celebration
- List of Prayer Service Scripts with Links
- The Little Medical School - [Link](#)
- Luray Caverns Field Trip -Intermediate
- Middle School House Activities
- Middle School Houses Outreach Activity for Mother of Mercy
- Middle School Houses - Kickball Announcement
- Pass It On Ceremony
- Race For Education - [Link](#)
- Running With The Saints 5K - [Link](#)
- School Digital Yearbook Flier
- Spiritual Retreat at San Damiano Life Center - Middle School
- Spiritual Retreat at San Damiano Life Center - Middle School - Parent Letter)
- Student Council Association Agenda
- Two Hearts Club Flier - Marian Prayer Group
- Virtual Talent Show
- What Am I Missing About All Saints - Middle School Teachers
- Yearbook Cover Contest- 2022

Source: Observation; Interview; Documentation; Social Media

9.4 Required procedures and practices are implemented that support the health and safety of all students to successfully complete the school program.

School Rating: 3

Visiting Team Rating: 3

Level:

All required safety and health reports, plans, logs, forms, etc. are accurately completed and organized to provide the necessary support for students to successfully complete the school program. Information regarding safety and health issues has been communicated consistently to appropriate parties.

9.4 Evidence Folder

Evidence Cited:

- Covid-19 Health Information
 - COVID-19 Handbook
 - COVID-19 Quiz
 - COVID-19 Training Requirement
 - Daily Home Health Screening for Students and Visitors
 - Faculty & Staff COVID-19 Training 2020-2021
 - Faculty & Staff Training Acknowledgement Form
 - Parent Letter COVID-19 11-2-20

- Phase III Covid Mitigation Health Plan - All Saints 2020
- Allergy/Medication Plans - Available in Nurse's Office
- BBP-OSHA Staff Training List
- CPR/First Aid/AED Certification - Available in Personnel Files in the Principal's Office
- Crisis Team Meetings Sample Agenda
- Crisis Planning Documents - Available in the Assistant Principal's Office
- Emergency Evacuation Routes (Posted in All Rooms) - [Link](#)
- First Aid/CPR Training Certificates - Available in Principal's Office
- Medication Administration Training
- Monthly Emergency Drill Logs - Available in Administrative Assistant's Office
- OCS Policies and Guidelines Student Health, Safety and Welfare 2021
- Parent Letter Coronavirus 2020
- Personnel Forms - Available in Principal's Office
- Records Release Form
- School Health Index Reports
- VIRTUS Compliance Report - Available in Principal's Office
- VCEA/Virginia Child Abuse Prevention Course Requirement - [Link](#)

9.5 Records are secure, accurate and complete according to diocesan and state requirements to provide necessary support for the students.

School Rating: 3

Visiting Team Rating: 3

Level:
 All records are secure, accurate and complete; and organized to provide necessary support for the school program. The School Information System is fully operational according to Diocesan requirements. Appropriate information is accessible to the necessary parties. Archived records are maintained according to State requirements and the Diocesan Archived Record Policy is clearly defined.

9.5 Evidence Folder

Evidence Cited:

- Records Management Procedures - Available in Principal's Office
- Student Records - Available in Administrative Assistant's Office
- Personnel Files - Available in Principal's Office
- Student Health Records - Available in Nurse's Office
- Student Assistance Plans - Available in Resource Room
- Confidential Discipline Records - Available in Principal's Office
- Pre-Kindergarten/Extended Day Licensing Records - Available in Principal's Office
- Asbestos Reports - Available in Principal's Office
- Pictures of Locked Cabinets and Doors

9.6 All school programs adhere to Virginia Catholic Education Association, diocesan, state and federal regulations to provide the necessary support for students.

School Rating: 3

Visiting Team Rating: 3

Level:

All documentation adhering to Virginia Catholic Education Association, Diocesan, State and Federal regulations is available in a highly organized manner to provide necessary support for students to successfully complete the school program. The School Information System is fully operational and contains some of the required documentation. There is highly effective communication to appropriate parties.

9.6 Evidence Folder

Evidence Cited:

- Asbestos Reports - Available in Principal's Office
- Allergy Plans - Available in Nurse's Office
- Department of Education Day Care License - Available in Principal's Office
- Department of Social Services/Education Inspection Reports - Available in Principal's Office
- Emergency Evacuation Plans - Located in Individual Classrooms, Rooms and Throughout School
- Health Department Certificates - Available in Principal's Office
- Playground Regulations/Equipment Safety Reports - Available in Principal's Office
- Personnel Files - Available in Principal's Office
- PowerSchool Information System - Available in Principal's Office
- Safety Inspection Reports - Available in Principal's Office
- VIRTUS Reports - Available in Principal's Office

Add school's goals and areas for growth identified in your Self Study report in this section.

**GOALS
ACADEMIC EXCELLENCE**

1. Review and select an updated mathematics program to include textbooks, digital resources, and manipulatives.
2. Review and select an online adaptive software platform to be used across grade levels to reinforce student understanding of math concepts and provide meaningful data for teachers.
3. Enhance the middle school house system by establishing a common curriculum and goals.
4. Design and implement a professional development plan that includes ongoing technology training for teachers.
5. Provide training on the topic of Professional Learning Communities and time for teacher collaboration with the goal of developing, implementing, and continuously improving the effectiveness of the curriculum and instruction to result in high levels of student achievement.

6. Collaborate through Professional Learning Communities to monitor individual and class-wide student learning through the use of common assessments and rubrics.
7. Consider additional opportunities for students to become expert users of technology through their ability to create, publish, and critique digital products that reflect their understanding of the content and their technology skills.

DOMAIN: OPERATIONAL VITALITY

Introduction: Schools must maintain standards for operational vitality to ensure the continuation of academic excellence. These standards must focus on the operations of the school – how it works and how it is supported - in four key areas: finances, human resources/personnel, facilities, and institutional advancement. The leader/leadership team must manage each area and be subject to the direct oversight of the governing body (Diocese) in these matters (NSBECS p.27).

The Operational Vitality Domain encompasses Standards 10 through 13.

School Introduction/summary for Domain:

The average rating for Operational Vitality Domain is: 3.1

All Saints Catholic School is a beautifully maintained and landscaped pastoral campus that is inviting and bright, reflecting the pride of the maintenance, cleaning, and landscaping crews. The art and school work, hung throughout the building, shows that the faculty, staff, and students also have great pride in their surroundings. A walk through the campus shows that the church and school share an integrated and complementary physical design that evidence a careful stewardship of resources. The Visiting Team supports the goal to implement environmentally sound and green initiatives. A new Heating, Ventilation and Air Conditioning System (HVAC) is an expense that will need to be addressed in future budgeting.

All Saints Catholic School has a culturally diverse population that is served by a carefully selected and credentialed professional staff. All are focused on providing a nurturing and dynamic learning environment. A full time counselor and a Registered Nurse support the health and emotional needs of the student community. The Visiting Team strongly supports the school's goal to expand the counseling and resource programs to support the changing school population.

All Saints Catholic School provides a competitive, high value option among many different educational alternatives that are available in the local area, including other non-Diocesan Catholic schools. An innovative approach to retaining Middle School students includes a Video Production Program in seventh grade that will lead to student run announcements when students reach eighth grade. Plans to increase revenue by reaching out to donors and alumni are in place. The pandemic caused the closing of the cafeteria and associated reduction of personnel. As the school

transitions to a more normal routine, increased staffing should be considered to allow classroom teachers more opportunities for collaboration.

An Enrollment Management Team for marketing and enrollment viability is comprised of church and school personnel. New trends in the diversity and cultural makeup of the parish and school community have been identified and addressed. Grants have been sought and received that focus on the learning needs of this increasingly diverse population. Initiatives are in place to welcome, enroll, and retain Spanish speaking families. including the improvement of parent literacy rates. The mission statement, artwork, and bulletin boards can be found throughout the school in both English and Spanish. Communication to families, including e-mails, website material, and social media are in both English and Spanish.

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.

10.1 The governing body (diocesan and local) and leader/leadership team engage in financial planning in collaboration with experts in non-profit management and funding.

School Rating: 3

Visiting Team Rating: 3

<p>Level: The governing body (diocesan and local) and leader/leadership team engage in financial planning in collaboration with experts in non-profit management and funding.</p>
<p style="text-align: center;"><u>10.1 Evidence Folder</u></p> <p>Evidence Cited:</p> <ul style="list-style-type: none"> • Monthly Finance Council Meetings – Sample Agenda/Meeting Minutes • Finance Council Membership & Qualifications - Available in Parish Finance Office • Income/Expense Statements - Available in Principal’s Office • School Budget Proposal - Available in Principal’s Office • DFE 5 Year Financial Model - Available in Principal’s Office • Enrollment & Viability Report - Available in Principal’s Office

10.2 Financial plans include agreed upon levels of financial investment determined by the partners involved who may include but are not limited to parishes, dioceses, religious orders, educational foundations, the larger Catholic community, and responsible boards.

School Rating: 3

Visiting Team Rating: 3

Level:

Financial plans include agreed upon levels of financial investment determined by the partners involved who may include but are not limited to parishes, dioceses, religious orders, educational foundations, the larger Catholic community, and responsible boards.

10.2 Evidence Folder

Evidence Cited:

- PTO Budget 2021-2022
- All Saints Crimsonbridge Award Letter 2021
- Annual Parish Investment - School Budget - Available in Principal's Office
- Local Parish (Holy Trinity/Sacred Heart) Tuition Subsidies - Available in Principal's Office
- Diocesan Tuition Assistance Program - Available in Principal's Office
- Diocesan Scholarship Foundation - Available in Principal's Office
- Diocesan St. Beatrice Fund - Available in Principal's Office
- PTO Budget 2021-2022

10.3 Financial plans define revenue sources that include but are not limited to tuition, tuition assistance/scholarships, endowment funds, local and regional partnerships, public funding, regional cost sharing, diocesan and/or religious communities' assistance, foundation gifts, entrepreneurial options and other sources not listed.

School Rating: 3

Visiting Team Rating: 3

Level:

Financial plans define revenue sources that include but are not limited to tuition, tuition assistance/scholarships, endowment funds, local and regional partnerships, public funding, regional cost sharing, diocesan and/or religious communities' assistance, foundation gifts, entrepreneurial options and other sources not listed.

10.3 Evidence Folder

Evidence Cited:

- Annual Fund Announcement
- Annual Parish Investment - School Budget - Available in Principal's Office
- Diocesan Scholarship Foundation - Available in Principal's Office
- Diocesan St. Beatrice Fund - Available in Principal's Office
- Diocesan Tuition Assistance Program - Available in Principal's Office
- Monthly Finance Council Reports including Income/Expense Statements - Available in Principal's Office
- Local Parish (Holy Trinity/Sacred Heart) Tuition Subsidies - Available in Principal's Office
- Payroll Protection Plan Loan - Available in Principal's Office
- PTO Budget
- School Budget - Available in Principal's Office

10.4 Financial plans include the delineation of costs for key target areas such as instruction, tuition assistance, administration, professional development, facilities, equipment, technology, program enhancement/expansion, capital projects and other planned projects.

School Rating: 3

Visiting Team Rating: 4

<p>Level: Financial plans include the delineation of costs for key target areas such as instruction, tuition assistance, administration, professional development, facilities, equipment, technology, program enhancement/expansion, capital projects, and other planned projects.</p>
<p><u>10.4 Evidence Folder</u></p>
<p>Evidence Cited:</p> <ul style="list-style-type: none"> • 2020 Annual Fund Announcement • Announcement of New Fence for Playground • Annual Diocesan Financial Report - Available in Principal’s Office • Annual Fund - Link • DFE 5 Year Financial Model - Available in Principal’s Office • EANS Funding • Financial Audit of School - Available in Parish Director of Finance’s Office • Monthly Finance Council Reports including Income/Expense Statements - Available in Principal’s Office • New Copier Installation and Equipment Information • PTO Budget 2021-2022 • School Budget - Available in Principal’s Office • Technology Refresh-Archangel Tablets • Title II Allocations (2017-2022)
<p>Source: Interview; Observation; Documentation; DFE Five Year Plan</p>

10.5 Current and projected budgets include a statement of the actual and projected revenue sources, indicating an appropriate balance among revenue sources, and a statement of actual and projected expenditures including the actual cost per child, benchmarked compensation/salary scale, and other health benefits and retirement costs.

School Rating: 3

Visiting Team Rating: 3

<p>Level: Current and projected budgets include a statement of the actual and projected revenue sources, indicating an appropriate balance among revenue sources, and a statement of actual and projected expenditures including the actual cost per child, benchmarked compensation/salary scales and other health benefits and retirement costs.</p>
<p><u>10.5 Evidence Folder</u></p>
<p>Evidence Cited:</p> <ul style="list-style-type: none"> • All Saints Bulletin Actual Cost Tuition Announcement

- Annual Diocesan Finance Report - Available in Principal’s Office
- DFE 5 Year Financial Model - Available in Principal’s Office
- Salary Scales - Available in Principal’s Office
- School Budget - Available in Principal’s Office

10.6 Financial plans include educational materials for distribution to all members of the community explaining the total cost per child and how that cost is met by identifying the percentage of cost that is paid for by tuition and the remaining amount of cost that is supported by other sources of revenue.

School Rating: 2 **Visiting Team Rating: 3**

<p>Level: Financial plans include educational materials for distribution to all members of the community explaining the total cost per child and how that cost is met by identifying the percentage of cost that is paid for by tuition and the remaining amount of cost that is supported by other sources of revenue.</p>
<p><u>10.6 Evidence Folder</u></p>
<p>Evidence Cited:</p> <ul style="list-style-type: none"> • Bulletin Notification of Tuition Rate and Actual Cost • School Tuition Rates posted on School Website • Sentinel Notification of Tuition Rate and Actual Cost (February 9, 2022)
<p>Source: Observation; Interview; Documentation</p>

10.7 The governing body (diocesan and local) and leader/leadership team provide families access to information about tuition assistance and long-term planning for tuition and Catholic school expenses.

School Rating: 3 **Visiting Team Rating: 3**

<p>Level: The governing body (diocesan and local) and leader/leadership team provide families access to information about tuition assistance and long-term planning for tuition and Catholic school expenses.</p>
<p><u>10.7 Evidence Folder</u></p>
<p>Evidence Cited:</p> <ul style="list-style-type: none"> • 2021-2022 Diocesan Tuition Assistance Program Overview • Diocesan Tuition Assistance Program Overview - Link • FACTS Tuition Email • Parish Bulletin - FACTS Tuition Assistance Information • Newsletter Announcement - December 1, 2021 • School Website Posting – Tuition Assistance

10.8 The governing body (diocesan and local) and leader/leadership team ensure that appropriately developed financial plans and budgets are

implemented using current and effective business practices as a means of providing good stewardship of resources.

School Rating: 3

Visiting Team Rating: 3

Level:

The governing body (diocesan and local) and leader/leadership team ensure that appropriately developed financial plans and budgets are implemented using current and effective business practices as a means of providing good stewardship of resources.

10.8 Evidence Folder

Evidence Cited:

- DFE 5 Year Financial Model - Available in Principal's Office
- Finance Council Meeting Agenda
- Finance Council Meeting Minutes - Available in Principal's Office
- Financial Audit - Available in Parish Director of Finance's Office
- Monthly Finance Council Reports including Income/Expense Statements - Available in Principal's Office
- PTO Executive Committee Meeting Minutes
- PTO Budget 2021-2022
- School Budget - Available in Principal's Office

STANDARD 11: An excellent Catholic school operates in accord with published human resource/personnel policies developed in compliance with diocesan policies which affect all staff (clergy, religious women and men, laity and volunteers) and provide clarity for responsibilities, expectations and accountability.

11.1 Human resource programs are professionally staffed at the appropriate level and ensure full compliance with human resource policies.

School Rating: 3

Visiting Team Rating: 3

Level:

Human resource programs are professionally staffed at the appropriate level and ensure full compliance with human resource policies. A trained professional assists the school leadership team with personnel management.

11.1 Evidence Folder

Evidence Cited:

- CDA COVID-19 Handbook
- Diocesan Employee Policy Manual
- Elementary Faculty and Staff Handbook 2021-2022
- Employee Benefits Open Enrollment
- Job Descriptions - Available in Principal's Office
- Preschool Faculty and Staff Handbook 2021-2022
- Personnel Files - Available in Principal's Office

- Tax Certificate All Saints

11.2 Human resource policies delineate standards for position descriptions including staff responsibilities and qualifications, hiring, compensation, and benefits, as well as standards for professional development, accountability, succession planning and retirement.

School Rating: 3

Visiting Team Rating: 3

Level:

Human resource policies delineate standards for position descriptions including staff responsibilities and qualifications, hiring, compensations, and benefits, as well as standards for professional development, accountability, succession planning and retirement. The HR standards are sufficient to enable effective management of personnel and other HR issues.

11.2 Evidence Folder

Evidence Cited:

- 2021-2022 Office of Catholic Schools Policies and Guidelines
- All Saints Catholic School Employee Mobile Device User Agreement
- Annual Harassment Prevention Training
- CDA COVID-19 Handbook
- Dayforce Usage
- Diocese Employee Policies Manual
- Elementary Faculty and Staff Handbook 2021-2022
- Forms for Faculty Job Application - [Link](#)
- Job Posting-Assistant Principal
- Job Descriptions - Available in Principal's Office
- Preschool Faculty and Staff Handbook 2021-2022
- Qualifications for Principal
- Tax Certificate All Saints
- Teacher Certification/Recertification
- Teacher Evaluation Template

11.3 Human resource policies ensure that competitive and just salaries, benefits, and professional growth opportunities are provided for all staff.

School Rating: 3

Visiting Team Rating: 3

Level:

Human resource policies ensure that competitive and just salaries, benefits and professional growth opportunities are provided for all staff.

11.3 Evidence Folder

Evidence Cited:

- 2020 Open Enrollment Announcement
- 2021 Employee Benefits Guide

- Approved 20-21 Teacher Salary Scale
- Diocesan Employee Policies Manual
- Dayforce Self Service Yearly Verification of Personal Data
- E-announcement Professional Development Opportunity
- ESOL PD Opportunity - Registration Deadline Email
- Social Emotional Training Survey

11.4 Human resource policies ensure that institutional planning includes investment in personnel growth, health care and retirement.

School Rating: 3

Visiting Team Rating: 3

Level:

Human resource policies ensure that institutional planning includes investment in personnel growth [i.e. targeted professional development for all personnel], health care, and retirement.

11.4 Evidence Folder

Evidence Cited:

- 403(b) Plan Nov 2021 Workshop
- 403(b) Retirement Counselor Flier
- Covid-19 Travel Precautions
- Diocesan Employee Policies Manual
- Employee Benefits Open Enrollment
- In-person Learning Intent to Vary Survey for Faculty and Staff
- Mental Health Awareness for Faculty and Staff
- Mental Health Awareness Training for Faculty and Staff 1
- Mental Health Awareness Training for Faculty and Staff 2
- Nurse's Notes
- Title 2 Funding for Teacher Professional Development

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.

12.1 The school's facilities, equipment, and technology management plan includes objectives to support the delivery of the educational program of the school and accessibility for all students.

School Rating: 2

Visiting Team Rating: 3

Level:

The school's facilities, equipment, and technology management plan includes objectives to support the delivery of the educational program of the school and accessibility for all students. This plan could be a single document or three interrelated documents..

12.1 Evidence Folder

Evidence Cited:

- All Saints Church Facility Engineering Associates (FEA)-Report of Facility Conditions Assessment
- Online Technology Consent Form - [Link](#)
- Manus Dei Work Agreement
- One to One Technology Policy
- Preventive Maintenance Plan
- Red Coats Custodial Contract
- SchoolDude Link Form
- Technology Refresh - Archangel Tablets
- VCEA 5 Year Strategic Plan for Improvement

Source: Documentation

12.2 The school’s budget supports facilities, equipment, and technology management with specific funds for capital improvements, depreciation, and replacement.

School Rating: 3

Visiting Team Rating: 3

Level:

The school’s budget supports facilities, equipment and technology management with specific funds for capital improvements, depreciation and replacement.

12.2 Evidence Folder

Evidence Cited:

- DFE 5 Year Financial Projection - Available in Principal’s Office
- Locker Room Updates
- Project Budget - Restroom Renovation
- PTO Budget
- School Budget - Available in Principal’s Office
- Technology Plan

12.3 The school’s purchasing and physical and technological improvements are by design, done in alignment with the mission and the school’s planning and curricular goals and consistent with environmental stewardship.

School Rating: 3

Visiting Team Rating: 3

Level:

The school’s purchasing, physical, and technological improvements are by design, done in alignment with the mission and the school’s planning and curricular goals and consistent with environmental stewardship.

12.3 Evidence Folder

Evidence Cited:

- EANS Funding

- Invoice 1
- Invoice 2
- Invoice 3
- ActivPanel Emails and Announcements 1
- ActivPanel Emails and Announcements 2
- Algebra Online Textbook Purchase
- iPads Through EANS Funding - [Link](#)
- Language Arts Committee-Units of Study-Reading Proposal
- Math Remediation Parent Letter
- New Computer Lab Chairs Quote
- New Teacher Laptops Upgrade
- One-to-One Technology Policy
- Preschool Faculty and Staff Handbook 2021-2022
- Philosophy of Learning
- Technology Responsible Use for Teachers

STANDARD 13: An excellent Catholic enacts a comprehensive plan for institutional advancement based on a compelling mission through communications, marketing, enrollment management, and development.

13.1 The communications/marketing plan requires school leader/leadership team and staff person(s) to ensure the implementation of contemporary, multiple information technologies to reach targeted audiences and to establish reliable and secure databases and accountability to stakeholders.

School Rating: 3

Visiting Team Rating: 3

Level:

The communications/marketing plan requires the school leader/leadership team and staff person(s) to ensure the implementation of contemporary, multiple information technologies to reach targeted audiences and to establish reliable and secure databases and accountability to stakeholders.

13.1 Evidence Folder

Evidence Cited:

- Active Social Media Presence
- Annual Fund 2021-2022
- Flocknote Usage for Middle School Mania
- Google Admin Console
- Marketing Plan
- Powerschool
- SchoolMessenger
- Schoology
- Schoology Parent Handbook
- Zoom Education License

13.2 The enrollment management plan requires the governing body (diocesan and local) to review and the school leader/leadership team to supervise annual and continuous measurement and analysis of both enrollment and retention patterns for all groups according to ethical practices.

School Rating: 3

Visiting Team Rating: 3

Level:

The enrollment management plan requires the governing body (diocesan and local) to review and the school leader /leadership team to supervise annual and continuous measurement and analysis of both enrollment and retention patterns for all student groups. The measurement and analysis actually takes place, according to plan, and the information is used to direct decision-making related to tuition, marketing, communications and other aspects of school operations that are linked to overall enrollment.

13.2 Evidence Folder

Evidence Cited:

- Crimsonbridge Information
- Enrollment Committee Reports
- Enrollment Management Plan
- Faculty Meeting Agenda About Retention and Enrollment
- Faculty Meeting Agenda - Enrollment
- Projected Tuition Totals 2%, 3%, 4% Increase for 2022-2023 - Tuition Rates

13.3 The development plan requires school leader/leadership team, in collaboration with the governing body (diocesan and local), to ensure that key strategies are in place to identify, grow and maintain significant funding prospects, including alumni(ae), over time and when appropriate.

School Rating: 3

Visiting Team Rating: 3

Level:

The development plan requires school leader /leadership team, in collaboration with the governing body (diocesan and local) to ensure that key strategies are in place to identify, grow, and maintain significant funding prospects, including alumni (ae), over time and when appropriate. School leaders act on the plan.

13.3 Evidence Folder

Evidence Cited:

- 2021-2022 Development Plan
- Annual Fund 2018-2019
- Annual Fund 2019-2020
- Annual Fund 2021-2022
- Annual Fund Announcement-Church Bulletin
- S.W.O.T. Analysis 11.01.18

Add school's goals and areas for growth identified in your Self Study report in this section.

**GOALS
OPERATIONAL VITALITY**

1. Coordinate with the Alumni Committee to provide more current data for the parish email and text messaging platform, which has a subset of data used by the school.
2. Develop a plan to increase student enrollment to 540 in the next five years.
3. Continue to develop and promote the Middle School Video Production Program to include a student-run morning newscast.
4. Identify and implement stewardship strategies in support of environmentally sound practices such as green initiatives within the school building, and with respect to any initiatives of the parish.
5. Explore ways to increase revenue through the Annual Fund to \$25,000 by expanding participation levels across donor groups.

The Visiting Team recommends the following strategies and resources to address the identified curriculum areas from All Saints Catholic School:

In the area of math:

IXL, Everyday Math (K-4), Khan Academy, Mountain Math, Reflex Math, Prodigy Math

In the area of English/ Language Arts:

**Professional Development in the area of science of reading
Word Study, Daily 5, CAFE, guided reading**

The Visiting Team supports the school's goals for Professional Learning Communities, broader data analysis and expansion of resource staff in order to support these two curriculum areas.

