

GRACE Board of Trustees
February 13, 2018
Minutes
6:30 p.m. - GRACE Administrative Offices

Members present: Sue Amtmann, Jessica Beauchamp, Mary Burich, Gerry Faller, John Hanley, Ed Kippley, Sheila Kujava, Chet Lamers, Chris Steier, Marv Wall

Others present: Gregory Balza, Kim Desotell, Lori Ashmann-Recorder

Members not present: Dan Bins, Phil Busch, Lisa Jackovich, Bill Micksch, Amy Pautzke, John Peterson, Melissa Wolcanski

Mary Burich called the meeting to order and led an opening prayer. It was acknowledged that there were no Wisconsin Parental Choice Program parents present for the Choice forum.

1. Meeting Minutes: Motion made by Marv Wall and by Chris Steier to approve the December 12, 2017 meeting minutes. Motion carried. Motion made by Marv Wall and seconded by Sue Amtmann to approve the meeting minutes presented by the Committees. Motion carried.
2. Notre Dame School of De Pere: Gregory Balza, Principal of Notre Dame School of De Pere, was welcomed to meeting and provided a report highlighting the student body, community, initiatives and challenges (ATTACHMENT A). Discussion followed. Chet Lamers, Jessica Beauchamp and Marv Wall contributed observations and insights of the school community, activity, and Principal Balza's leadership. The uniqueness and positive aspects of having two school buildings was further discussed in addition to parish support. Appreciation was extended to Principal Balza for his continuing positive contributions.
3. Disciples on the Way: Strategic and Mission Plan for Catholic Schools (LINK to <http://www.gbdioc.org/education-portal/catholic-schools.html>): Kim Desotell reviewed Bishop's Ricken's announcement in January for which the web link to the video and the plan document were previously communicated by email. The overview document was cited (ATTACHMENT B). Discussion followed involving Curia re-organization, forthcoming details, unification efforts, commitment and support of the Bishop, building parish/school bridges, and GRACE involvement.
4. GRACE Strategic Planning: Mary Burich advised that an initial small group will be meeting February 21st: Bill Micksch, Sue Amtmann, Mary Burich, Kim Desotell, Gerry Faller, John Peterson and Marv Wall. Planning is being facilitated by Dr. Dean Stewart. The group will report back to the full Board. The full Board will be involved as progress takes place. Discussion followed.
5. St. Thomas More Catholic School: Gerry Faller informed the group that the Proxy making formal request to the Bishop to relocate the school has been submitted. Communications have taken place with school families, school staff, and parishioners; the Board is free to discuss the initiative with others. School staff have had a walk-through of the proposed new site and are excited at the possibility. Discussion followed.
6. President's Report: Kim Desotell provided her report:
 - a. A PowerPoint presentation highlighting Catholic Schools Week activities was provided.
 - b. The staff appeal has been positive with contributions from staff exceeding \$6,000.
 - c. The Diocesan Strategic and Mission Plan announcement was well communicated and involved orchestrated messages at the schools with staff.
 - d. Alpha implementation is taking place; parish leaders are receiving training and teachers will receive training in the future.

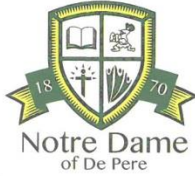
- e. Curriculum team is making strides with its initiatives and a curriculum cycle has been developed.
 - f. Consideration is taking place regarding the possibility of consolidated athletics for GRACE schools.
 - g. Social media teacher thank you posting, Holy Family School's "Snap Out of It Challenge", Golden Apple Awards selection, and Father Dane Radecki Leadership and Service Award recipient discussed.
 - h. Accreditation and enrollment updates provided. Enrollment is being monitored daily. Principals today underwent a retention session with O'Conner Connective personnel.
 - i. The 2017-18 Annual Appeal has surpassed its goal and continues to receive gifts. There was 100% participation by the Board of Trustees and the Principal Leadership Team.
 - j. Diversity has been increasing in GRACE schools. Gerry Faller reviewed statistics involving increasing Hispanic/Latino student population from last year to this year. Discussion followed. GRACE considers data for staffing, resource allocation, and measures to make all feel comfortable and welcome in the school environment.
7. Committee Reports:
- a. Education and Catholic Identity Standards – Sue Amtmann
 - i. ECIS continues to interface with Team Curriculum (Kay Franz and Laura Blicharz).
 - 1. New teacher newsletter has been of significant benefit. Each newsletter provides a teacher spotlight, grade-level specific activities, faith integration, technology tips and resources. The tool is valuable and user friendly.
 - 2. ECIS received a Build Your Own Curriculum (BYOC) demo. This resource will allow identification of power standards and promote consistency in curricular efforts. Current focus with this resource is math.
 - 3. Team Curriculum is also addressing ACRE testing data and evaluation will take place concerning results.
 - ii. ECIS has a subgroup addressing the Catholic Identify Tool and its alignment with standards.
 - iii. Committee will be addressing MAP Scores in March.
 - b. Finance and Facilities – Marv Wall
 - i. Marv reviewed the financial report; finances are in the black. December ending reports reflects six months experience and supports a break-even trajectory.
 - ii. Committee has been communicating with the Holy Family School Site Advisory Council (SAC). Marv Wall and Kim Desotell will be attending future SAC meeting and an update will be provided to the Board at the April meeting.
 - iii. SAC target determinations are being addressed with consideration being given to different approaches. A proposal will be forthcoming.
 - iv. Consultants have requested a parish subsidy evaluation and work is taking place. Discussion followed.
 - c. Human Resources – Mary Burich
 - i. Committee met in January and is addressing exit interview process, equal employment opportunity statement, and continued policy work. Discussion

followed. The Pulse Survey will be conducted every other year which allows for action planning and steps given survey results.

8. Other:
 - a. GRACE: Gold Summer Camp development continues. The site of the camp will be the Father Allouez Catholic School - Resurrection Campus. This site allows, in part, maintenance support, central location and green space. Enrollment will launch by month-end. Next year's enrollment may onset during Catholic Schools Week.
 - b. Green space is not present at the Ss. Peter and Paul Parish location proposed for relocation of the St. Thomas More Catholic School. Efforts are taking place to determine if the current school playground can be relocated with donor support.

9. Adjournment: The meeting was adjourned at 7:51 p.m.

Next Meeting: April 10, 2018



Notre Dame School of De Pere
GRACE Board of Trustees Meeting
02/13/2018



Students - Our student body of 350 students live out our mission of developing young minds into future leaders of the Catholic Faith and the community. Since August 22nd, we had a growth of 14 students which is just short of a 5% increase in total population. We have also had over a 99% retention rate of current families this 2017-2018 school year since the start of the school year.

Community - The GRACE, Notre Dame, and Parish community have been so welcoming and helpful since I started my career here in July. I am so glad to be part of the GRACE family because of the team and community it provides its families and leaders.

Intiviates

- Leadership Team
 - Cross grade bands
 - Guide in new initiatives
 - Conducted Leadership Assimilation
- Marketing
 - Blogs
 - Facebook / Instagram
 - Parish Level Invites
 - Alumni Testimonials
- Follow Up / Touch Points
 - Parent Tour / Thank You Card
 - Principal Email
 - Blog / Website Teacher
- Community/School Culture
 - Christmas Celebration
 - Teacher Shout Out
 - Road Rally
- SNC Partnership

Areas of Challenge

- Middle School Scheduling
 - Solution: Cohort
- Meeting social emotional needs of students

Disciples on the Way
STRATEGIC & MISSION PLAN FOR CATHOLIC SCHOOLS - OVERVIEW

We seek to build Catholic schools that will overflow, families that will be engaged in their parishes and communities that will be transformed by the love of God. We begin with the growth of our Catholic schools. We will focus on **OUR STUDENTS, OUR STAFF, OUR EDUCATION, OUR OPERATIONS** and **OUR FUNDING** which will be foundational in our accomplishing our mission.

We encourage you to join us in this effort as we, together, are Disciples on the Way.

FIVE STEPS TO BUILDING VIBRANT CATHOLIC SCHOOLS



OUR STUDENTS

Our schools will be schools of student discipleship.

- Our schools will mirror the mission of the diocese—in building young disciples.
- Faculty, staff and administrators will be supported in their faith and profession.
- We will more deliberately engage families to meet their spiritual needs.
- Parishes and schools will partner together to be strong and full.

OUR STAFF

We will support great school leaders and staff and help realize their plans.

- Providing guidance for our boards to clarify roles, responsibilities and opportunities.
- Our school leaders will be hand-selected, mentored and developed.
- The Diocese will create an Office of Catholic Schools to offer meaningful resources and support, under the direction of Superintendent Todd Blahnik.
- We will enhance budgets for staffing—including enhancing our salaries and resources for more staff.
- All schools will create strategic and mission plans asking “What do we need to be great?” Not simply what can we afford.

OUR EDUCATION

We will enhance our academic excellence at all schools.

- Curriculum benchmarks and standards will be developed across the Diocese.
- Post high school preparation will have intentional focus.
- We will utilize technology and new educational models.
- Programs for students of all abilities will be developed and supported.

OUR OPERATIONS

We will showcase professional excellence in all our operations.

- We seek enrollment management approaches in line with colleges and universities.
- A diocese-wide marketing campaign to promote our schools will take place.
- We will partner with parishes to enhance our school facilities.
- Partnerships with colleges, universities and corporations will expand programming.

OUR FUNDING

We will fund our schools to be great.

- Our approach to tuition rates at all levels will be reviewed and likely modified.
- Our financial aid structuring will help those in need enroll.
- In partnership with the schools and the parish—the Diocese is committed to allocating meaningful resources for our schools.

Our Vision

We are missionary disciples striving to lead all people to the Kingdom of God.

Our Mission

As friends and followers of Jesus, we are devoted to fostering households and communities of discipleship through the mission and ministry of the Catholic Church.

Our 150th Year Diocesan-wide Efforts as Disciples on the Way:

- Alignment to Mission and Vision
- Schools Strategic and Mission Plan
- Parish Strategic and Mission Plans
- Alpha Participation
- Fundraising Planning



Diocese of
Green Bay

QUESTIONS? | Contact us at education@gbdioc.org or (920) 272-8273.