

“Saint Andrew’s: Our Faith/Our Future ”

Saint Andrew’s School Challenges

School Planning Team Creates Challenges

The School Planning Team (SPT), consisting of over 200 school parents and parishioners have met over the last five months. The School Planning Teams have produced 59 challenges, in seven defined planning areas. These challenges will be reviewed and solutions given at our last School Convocation on Monday, August 28th, at 7 PM.

Challenges Created

Buildings and Grounds

1. How do we effectively create a master plan consisting of “bricks and mortar” for the school community integrated with the parish plan?
2. How do we make a new school a reality?
3. How do we effectively convince church and school administration that our master plan can be funded and must be implemented as well as monitored?
4. How do we address any other short term needs to include improving; library, athletic fields, art center, bathrooms, security, science lab and computer lab and cafeteria prior to development of a Master Plan?
5. How do we create a more effective early childhood facility and address space and academic and coder requirements?
6. How do we bring our school facility up to code for our students?

Church and School Relationship

1. How do we gain and use the resources of the parish to ensure the proper spiritual personal formation of our children?
2. How do we establish a schedule or system which will allow us to get priests available and have a presence in the school?
3. How do we make the school a priority in the work load of church employees and vice versa?
4. How do we see that the school children and parents are customers and same from school to church?
5. How do we create a standardized system or approach to spirituality and religious education in the school?
6. How do we create sacramental preparation that meets expectations and opinions of parents and children of church?
7. How do we set up the organizational chart and structure for the church and school to create a functional relationship where both are mutually beneficial and not functioning in silos?
8. How do we create a conduit which will allow both sides to reach out to each other when dealing with every issue?

Communication

1. How do we implement an open dialogue between administration and the parent community, so that we can better understand the overall school operation?
2. How do we implement a system of communication with compassion which will directly result in an attitude that is positively influenced?

3. How do we establish a more effective standardized vehicle for communication between teachers and parents regarding short term and long term assignments, academic progress and classroom expectations?
4. How do we develop a plan for teachers to communicate between and within grade levels in regards to tests, project assignments and curriculum in order to assure academic continuity?
5. How do we develop and market the best image of Saint Andrew’s to the entire community, this marketing plan with include church and school and past, present, and future families?
6. How do we best utilize email and web site communication from school to families?
7. How do we develop or create a mutual communication support system between church and school to foster unity?

Leadership, Administration, Finance

1. How do we create a budget process that is forward looking for the next 5 to 10 years this is not expense centric? (generate revenues for capital improvements – proactively, technology, salaries, wages, insurance and tuition assistance)
2. How do we implement and install an administrative policy of open communication and resolution of problems? (teacher/administration, parent/teacher issues, grievances, escalation process)
3. How do we inspire the church to make a larger financial and non financial investment in the school?
4. How do we embrace continuing improvement and development in leadership, finance and administrative operation of the school?
5. How do we lower the student/teacher ratio to maximize the student experience and allow us to cater to gifted as well as students who struggle?
6. How do we implement and install a consistent administrative policy for teacher development, recruitment, evaluation and assessment which will include students and change?
7. How do we implement and install a consistent administrative policy for curriculum development, evaluation and assessment?
8. How do you create a system that makes administration, teachers, students and parents accountable?

Positive Learning Environment

1. How do we create a positive respectful environment where students are confident, self esteem is high and each person's unique talents and abilities are recognized and nurtured? How do we maintain these traits and establish a philosophy of positive discipline for our children that is consistent, effective, and age/grade appropriate?
2. How do we enrich the curriculum and address different learning styles and abilities so that all students' learning needs are met? How can we offer an adaptable curriculum commensurate with the cultural and technological demands of today and into the future?
3. How can we develop grade level and threaded/multi-level curriculum to ensure that key concepts are developed at each level and develop a more robust curriculum in areas currently lacking? How can we maintain academic success with less homework and make the homework be substantive versus needless busy work?
4. How can we get the administration to recognize that it must work together with families and staff to acknowledge problems, address them openly and honestly (not hide and/or ignore them), take a positive approach to finding creative solutions, and have the strength and commitment to implement productive and necessary change with the willingness to make the "hard" decisions? How do we establish a process to determine teacher effectiveness and accountability on a yearly basis that includes personal, classroom, and student goals and objectives all consistent with a positive approach to learning?
5. How can we establish grading policies that effectively measure the academic performance of the students? How can we change the grading to be confidential for the students and readily accessible to parents? How can we remove the strict bell curve grading and scale when most students at SAS perform at higher levels than their peers in average schools?
6. How can we get the teachers, administration, staff, students and parents to live by example our Christian faith and practice our Christian values at St. Andrews School? How can we create and implement a zero tolerance policy for negative, degrading, embarrassing, humiliating, and inappropriate comments or actions by teachers, staff, administrators, students, and parents that regardless of the offender, would sustain an immediate and appropriate consequence?
7. How do we establish and develop additional competitive safe sports and P.E. programs where students develop strong bodies, mental skills and toughness, and school spirit? How do we incorporate additional physical activity into the school day?
8. How do we update policies like the uniform and absence policies to provide more choices and be more family friendly? How do we ensure that all policies are applied equitably to all students?
9. How do we bring a full time accredited counselor to handle academic and persona issues, along with spiritual counseling to our students?

10. How do we create a more nurturing successful 6th grade environment, which includes improved appropriate discipline without public humiliation and labeling, teacher accountability, and teacher focus on success of a student in partnership with parents to better prepare 5th graders to be 6th graders?
11. How do we establish or create a conduit which will allow the administration to be more responsive and receptive to all?
12. How do we create a nurturing environment with assertive discipline and more affirmation to produce children who want to come to school?
13. How do we assess students academically and develop an individual education plan for children with learning differences?
14. How do we improve the physical environment for pre-school and kindergarten?
15. How do we reduce class size without sacrificing quality and cost of education without reducing number of students?

Technology, Learning Resources

How do we develop a broad and sustainable IT Plan?

1. How do we keep hardware/software/multi-media/lab and other technologies up to date?
2. How do we develop a continuous and mandatory plan for teacher technology development?
3. How do we enhance our electronic communication in: webpage, emails, intra/inter/extra net between teachers student teacher, teacher parent?
4. How do we enhance the current curriculum with technology for: gifted, challenged, foreign languages, music and reading?
5. How do we use technology to improve instructional efficiency so that students have access for more PE, foreign language, art, and music in upper grades?
6. How do we improve usage of parent/corporate knowledge by teachers? (external)
7. How do we survey parents, corporate/external and direct them where needed in a manner that enhances real learning for the students and teachers?
8. How do we fund all of these challenges?

Welcoming, Openness, Acceptance

1. How do we consistently enforce school policies in areas such as: discipline, "paw" and conflict resolution in a respectful, compassionate and understanding manner toward our students and their families?
2. How to create a systematic program of written materials to maintain a "lifeline" of mentor support programs for, new families, transfer families and existing families in a timely manner?
3. How do make the focus of school events welcoming to all, add a time for fellowship for all not just fundraising?
4. How do we create and maintain an open door policy to enhance the positive learning environment for students, teachers, parents and administration?
5. How do we create an environment in which volunteers and families feel welcome, valued, acknowledged and want to take ownership in the school?
6. How do we create or implement a positive program to address student character building, self-esteem, bullying, special learning needs, value their differences and diversity in themselves, their families and administration?
7. How do we change the physical environment of the front office, create a welcoming atmosphere for all visitors while maintaining a sense of privacy when needed?

