



2020-2021
End-of-the-Year Report



Message from Mrs. Vance



Dear OLG School Community,

What an unbelievable and successful school year! I am so blessed and honored to be part of this parish community as the principal and to work with the parents, staff and of course the children. I am amazed each day as I learn something new and uncover another bit of the history that has occurred in this generous community. One of the highlights of each school year is completing the end of the year report and sharing all of the information and statistics related to the school with our stakeholders. This end of the year report is an accumulation of our accomplishments this year and progress we have made on our strategic plan.

Throughout the school year, we have been implementing changes this year to meet the various goals that had previously been identified for the school. Our school is accredited through the Minnesota Non-Public School Accreditation Association (MNSAA) and requires an end of year report on our progress as it relates to the strategic plan that was created for the last accreditation on-site visit that occurred five years ago. OLG will be preparing to create a new plan during our self-study next year and on-site evaluation visit in 2022.

Please know that you are welcome to reach out if you have questions on this information. I am thankful for your prayers for the students and staff and your support of this ministry through your Sunday giving, the education endowment, fundraisers and of course the AOM campaign. We are blessed to have a thriving school at Our Lady of Grace.

Yours in Christ,

Mrs. Vance
Mrs. Ginger Vance
Principal



Our Catholic Faith

This year in an effort to strengthen our commitment to proclaim and celebrate God's love, we worked to heighten the spiritual development of our students and staff in several ways. Our service opportunities were limited due to the pandemic, but those that were completed were very impactful. One of the most successful was for St. John Paul II Catholic School as they received \$25,000 to purchase needed curricular items for their classrooms and athletics programs. Scholarship dollars were sent to Ghana and the teacher raffle contributed dollars to support our front line workers and a teacher whose spouse is going through some extensive medical treatments.

The teachers and staff received a weekly newsletter from Mrs. Vance and it contained an "Our Catholic Faith" section where the doctrine of our faith was shared, along with Catholic customs, traditions and liturgical calendar highlights. There were also links to "Saints of the Day" videos that staff could watch or share with their students. A "Check it Out" section of the news note often had articles or connections to Catholic faith instructional materials, which enhanced and updated classroom projects and practices.

With the review of religion materials this year, we did a deep dive into the standards and materials that are being used to teach our children about our Catholic faith. Observations during religion classes were also completed in some grades to evaluate the need for staff development and if additional resources were needed.

School and parish staff participated in Faith and Fellowship on a monthly basis. Staff members shared their faith testimonies and listened to a nationally recognized speaker to help us deepen our faith. Staff also participated in Adoration and prayer during these Faith and Fellowship meetings.

As COVID restrictions began to ease, classes visited the Adoration Chapel and our students participated in the Day of Mercy opportunities and attended confession and spent time in prayer and Adoration during the twice a year events.

Commitment to Service

Middle School Service Club

- 60 Students (20-6th, 25-7th & 15-8th graders)
- 5 Mom Leaders
- 18 events
- 200+ hours of service
- 700+ Valentines for Homeless Kids
- 200 Sets of Resurrection Eggs for School & Faith Formation Students
- 5000+ Goody Bags for Drive Thru Blessings & Communion, Ash Wednesday, Easter, AOM Ground Breaking & Fr. Kevin's 25th Anniversary of Ordination

Student Council

- Held weekly meetings via ZOOM
- Created Their Motto: *Live to Serve*
- Led the Catholic Schools Week Teacher Raffle and raised an all-time record of over \$10,000 in donations to support our school, local and global communities
- Created goodie bags for frontline workers
- Sponsored the Sole Searching Shoe Drive for Sharing and Caring Hands; we collected a record breaking 643 pairs of shoes!
- The VEAP Food drive brought in 2,335 lbs of food.

Receiving the Sacraments

84 First Reconciliations / First Communions
59 Confirmations

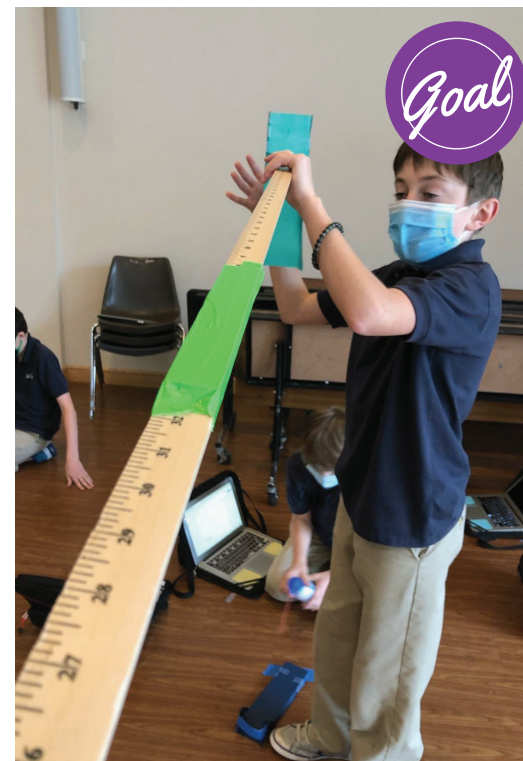


School Improvements in Academics & Learning



OLG will ensure high quality academic programs to meet the needs of all students.

One of our strategies this year was focused around creating a practical curriculum review cycle. We examined materials for mathematics and religion for the K - 8 programs. This curriculum review cycle ensures that we are using best practices and current materials that are research-based and meet academic standards. The review process included committee members who examined materials, completed lesson evaluations, participated in publisher presentations, and research. While the standards are important to guiding what we teach, the materials we choose through the curriculum review process, help guide how we teach. Philosophies for each curricular area were developed and a review of the Spanish scope and sequence was started.



Create an optimal assessment system to collect data in order to evaluate and ensure the continuous intellectual, social and physical development of each student.

Throughout the year we have provided parents and teachers access to videos from Dr. Jules Nolan and Ms. Stein to guide our wellness goals for social, emotional and physical well-being of the children. The videos were well received and impactful during this challenging pandemic year.

To create an optimal assessment system, we have returned to implementing the MAP testing in the fall and spring to accurately measure growth and progress of our students. Also, we have positively impacted learning, not only in each grade level, but by drilling down to a more individual improvement plan for each student.

OLG added to the regular reading and math areas that were traditionally tested by including language usage (writing skills) and science, for the first time. Parents were delighted in the fall and spring to receive reports with the scores and individual notes from Mrs. Vance about their child's progress and how to help their child improve. As instructional leaders, our principal and assistant principal are very involved with assessments and improvements for student and teacher learning.

Accommodation plans written by the Learning Specialists were updated to a new format to provide a well-rounded plan that included supports that focus on what parents, the student and the teachers can do to impact the student's success.



Enrollment

Enrollment Trends

Enrollment trended up this past year. OLG had many more tours over the summer than in typical years. We are looking forward to the completion of the AOM project as it will allow us to add some great new options for our students enticing them to complete their 8th grade graduation at OLG.

	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16
Kindergarten	75	75	75	60	66	75
1st Grade	81	81	72	70	80	70
2nd Grade	81	64	69	82	68	73
3rd Grade	72	68	81	68	74	81
4th Grade	73	84	70	73	85	84
5th Grade	86	74	74	84	85	80
6th Grade	70	75	76	74	78	81
7th Grade	67	66	65	74	71	54
8th Grade	64	62	70	67	49	68
Totals	669	649	652	652	656	666

Develop a marketing plan designed to reach and maintain full school enrollment and create a connection with alumni for development.

OLG generously received a grant from the Catholic School Center of Excellence (CSCOE) for marketing. These dollars provided ads for our school that were sponsored on Facebook and Instagram. We also created signs/banners and an ad for a local parent magazine. Our marketing efforts created a video shoot of the school for virtual tours during the pandemic and virtual open house events were held.

Development brought in grant dollars for the Learning Specialist position. This position has been added as a permanent position for the upcoming school year. We are grateful for this additional support for our students. We also had a successful Give to the Max Day.

We are combing through old school records to build our alumni database and hope to have more on that endeavor as we approach the 75th Anniversary celebration for the parish.



Design and implement a professional development model that supports the practice of reflection and professional learning by teachers to ensure successful learning by students.

Teachers were invited to participate in Hoonuit, which is a professional online learning organization that offers professional development to teachers, assisting them in meeting the Continuing Education requirements to keep their teaching licenses current. Hoonuit is unique in its design as school administration is able to assign specific topics to teachers based on our observations and areas that teachers need to improve. Teachers are also able to self select their learning opportunities.

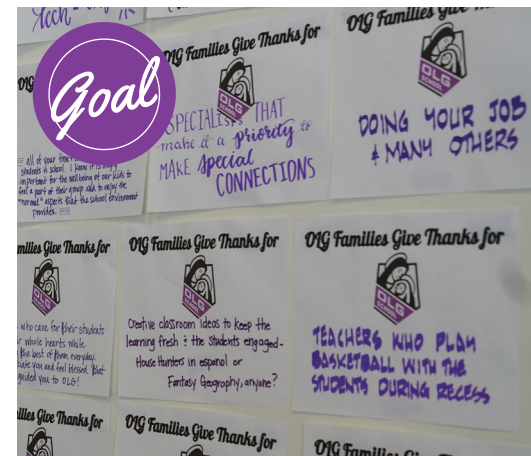
The Learning Specialists participated in a special training on special education law, as it impacts them daily in the creation and regulation of the various learning plans for the students.

Teachers working with the Grove's Reading program received monthly training. Professional articles were shared and discussed. They also reviewed the AimsWeb data to impact teaching and learning.

A workshop day included a pick your learning model, where there were various speakers and topics presented and teachers could choose a variety of professional development courses for the day.

Speakers on mental health were brought in at the start of the year and an additional presentation was given to a specific grade level to assist with helping a student with special needs.

Professional organizations for reading, science, math and social studies were joined and the professional journals and books were shared with the teachers and are being added to a new professional library section in the school library.



OLG will improve and enhance its welcoming, safe, and supportive environment, so that our school is an exemplary place for student learning.

Safety was certainly in the forefront this year with COVID procedures and precautions needing to be put in place. We were unable to welcome our usually strong group of volunteer parents, but our PSO and chairpersons for the various committees worked hard to create many fun events for the students and teachers.

Several new teachers were hired and each was assigned a mentor to assist them throughout the school year. New families were also assigned mentor families to help new students and parents acclimate to the school and parish communities.

The Family Focus committee also planned a wall of thanks for the faculty and staff that was shared in the entry area for all to see.



Learning Support

Groves Reading Program

During the school year the students in grades K - 2 participated in the Groves reading program. As you can see by the chart, the program helps identify students who are beyond the first two levels of instruction. Tier 1 is regular classroom instruction. Tier 2 is small group classroom instruction.

When students are moved into Tier 2 and still do not make adequate progress, they are then moved into Tier 3 and work with Mrs. Hannon. The intensive interventions assisted with filling the gaps and moving the students out of the critical concern level of Tier 3.

Be aware that the numbers may not change dramatically as students flow into and out of the Tier 3 instruction as needed based on their AimsWeb scores. This means that 5 students in winter and 5 students in spring could be 5 different students than the previous evaluation period.

	Fall	Winter	Spring
Kindergarten	0	0	0
1st Grade	2	8	7
2nd Grade	6	5	5
3rd Grade	4	4	3
Total K-3	12	17	15

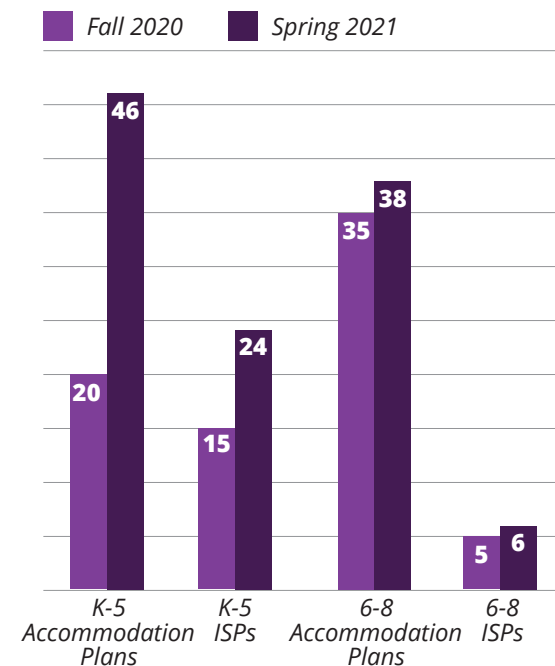


Learning Specialists and Counseling Services at OLG

This year our generous donors helped to provide a grant for an additional learning specialist in our school. The learning specialists assist students with accommodations or Individual Service Plans (ISPs) due to diagnosed challenges that can impact school success. We are so grateful for the increased staffing in this area and have budgeted for the additional role to continue next year.

The chart shows the increasing need in this area throughout this school year. The chart does not include students in speech services. We anticipate continuing need in this area and hope to expand this department in the future to better support our learners.

OLG is fortunate to provide onsite counseling services for students through Phoenix Counseling Services. The number of students needing services this year has increased significantly and we have added money to our budget to have services available four days next year. Currently, over 50 students are seeing the counselor weekly or bi-weekly and she is working with 10 small groups on social skills or friendship skills.





Financials 2020-2021

The school is the largest ministry of the parish and receives a generous parish investment to help cover expenses related to shared maintenance, communications, development, building costs and various improvements. That amount is expected to be at \$1,610,067. If this were included in the actual school expenses, it would represent 27% as a slice on the pie chart.

The number above does not include additional purchases related to COVID. The parish investment amount also covers the difference between the standard tuition rate and the parish investment rate.

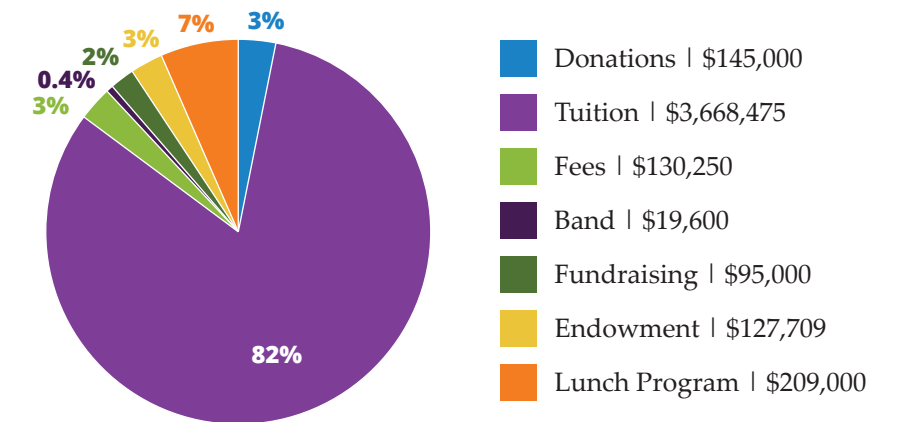
These dollars are not directly received as income for the school but they cover a significant number of shared costs between the school and the church. Be aware that the school works hard to manage its fiduciary responsibilities of the school budget and its relationship to the overarching parish budget.

In addition to the parish support, we are so grateful and appreciative of the PSO (parent association) and Men's Club for their support of the school through their time and financial support through fundraising and major projects. It takes a village...



School Income

As you can see, the bulk of the school's income is based on tuition. The balance between affordability and the actual costs can be challenging on many fronts. It is my goal that we work to increase donations and grants and decrease the percentage related to tuition. It takes time to build this type of model, and I look forward to beginning this transformation. As our Alumni Association begins to take shape this will help to make the change possible.



TOTAL Income | \$4,476,034



Our Lady of Grace will ensure that it has the financial means and stability to continue to provide a high quality Catholic education program for students at an affordable tuition rate.

All families who would like their child to receive a Catholic education at OLG are encouraged to enroll, regardless of the family's financial status. Financial assistance was available to those who qualified. In the 2020-21 school year there were applications for 63 students and 78% qualified for financial assistance. OLG generously budgeted over \$170,000 to provide financial assistance. Of the budgeted amount, 80% was used to help qualifying families at the start of the year. We do hold some of the dollars for families who may have a sudden change in financial status or families who apply after the start of the school year. This year we had families applying for assistance all the way into May.

Tuition

	'21-'22	'20-'21	'19-'20
Parish Investment Rate	\$5,825	\$5,525	\$5,425
Standard Tuition Rate*	\$7,425	\$7,125	\$7,025

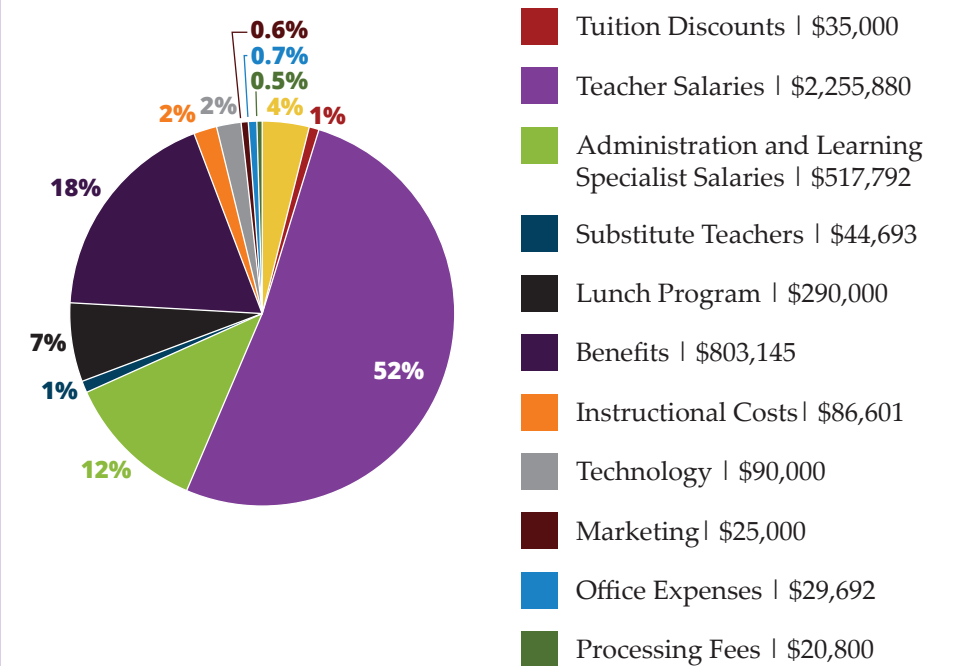
*20-21 Standard Tuition Rate was based on the original budget approved by the Finance Council.



School Expenses

Our three largest slices of the pie are related to salaries and benefits. In the area of administration salaries, the learning specialists are included. Next year they will be with teacher salaries in the budget. Benefits are a large expense as the parish generously pays 100% of the employees health and dental benefits and matches up to 3% of retirement dollars employees have deducted. Our average teacher salary is \$58,000. Our teachers are some of the highest paid in the Archdiocese.

We are so appreciative of the parishioners for their support of the school ministry and for their continued prayers and generosity.



TOTAL Expenses | \$4,371,760



Technology

A school the size of OLG relies heavily on technology, especially with a 1:1 student program, which was essential this year with distance learning happening intermittently throughout the school year. We were very blessed to offer in-school learning for much of the school year, but we did not miss a beat when needing to move online. The online learning expectations and formats were improved over the previous year and provided a more impactful learning platform for our students as was demonstrated in the high MAP test scores.



Implement technology systems that support differentiated and individualized learning.

This year many apps and subscriptions were used to provide classroom and distance learning supports for student learning and growth. The IXL program, Khan Academy and other programs provided individualized learning across all grade levels. Seesaw was instrumental in providing ways for our youngest learners to share what they had learned with their teachers and parents.



Maintain a sustainable technology replacement schedule and budget.

Technology costs are a significant part of our expenses each year as you can imagine. The replacement of 300 devices per year is a costly endeavor and can easily be over \$200,000. We are blessed to have the technology fund, which is often supported through our PSO fundraising efforts and Give to the Max. While we purchase some of the items on our replacement schedule, we do sometimes lease the equipment instead. Discussions have been held related to changing the replacement schedule, but we are still examining a variety of options and cost saving measures.



OLG will use technology to improve, enhance, and extend student learning.

This year we purchased a fleet of Chromebooks for our third through fifth grade students and repaired a number of Smart Boards in the classrooms. Some teachers participated in training with Tierney to evaluate math growth across the grade levels and how to implement various strategies to improve student learning and mathematical understanding.

MAP Test Results

We have completed the MAP growth tests for the 2020-2021 school year. Below you will see the comparison charts for the last several years. Please note that the scores from 2019-20 have an * as they are winter test scores and not spring scores as in other years. With the plethora of challenges that the students and teachers faced during the pandemic, you will see that incredible learning continued at OLG despite the challenges of the pandemic and distance learning. Our 2020-21 scores are within a few points of other years. It is incredible! OK, our students and teachers are incredible!

The bolded grade level RIT score at the end of each row indicate the RIT score that is equivalent to where students should be in their learning at this point in the school year. As you can see, OLG students continue to amaze and push the boundaries. Even in a pandemic our students beat the national grade level expectations.



Math RIT Scores

	'20-'21	'19-'20*	'18-'19	'17-'18	'16-'17	National Grade Level
Kinder.	166	158*	169	166	171	157
1st Grade	188	185*	194	194	195	176
2nd Grade	198	192*	199	202	204	189
3rd Grade	213	207*	218	219	215	201
4th Grade	225	219*	225	229	228	211
5th Grade	234	233*	242	240	241	219
6th Grade	240	239*	243	245	247	223
7th Grade	246	245*	250	249	245	227
8th Grade	249	253*	254	248	251	230



Reading RIT Scores

	'20-'21	'19-'20*	'18-'19	'17-'18	'16-'17	National Grade Level
Kinder.	<i>Aims Web</i>	159*	165	167	168	153
1st Grade	182	183*	190	188	192	171
2nd Grade	199	193*	198	203	188	186
3rd Grade	208	205*	212	212	210	197
4th Grade	216	214*	217	217	217	205
5th Grade	223	222*	225	225	223	211
6th Grade	227	227*	229	227	228	215
7th Grade	229	231*	232	232	230	218
8th Grade	233	234*	237	248	239	222





Our Lady of Grace Catholic School Mission Statement

Our Lady of Grace Catholic School is a Catholic Community of parents, educators and students whose greatest commitment is to spiritual and academic growth.

As members of God's faith community, we proclaim and celebrate God's love.

As parents, we acknowledge our role as teachers of our children.

As educators, we center our teaching on Gospel values, assess the individual needs of each child and encourage the pursuit of academic excellence.

As students, we accept the responsibility to learn to our greatest potential and to be life-long learners.

This growth occurs within a mutually supportive environment that fosters in each of us a love for God, love for one another and a desire to serve the greater community.



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