

REPORT OF THE VISITING TEAM  
TO THE SCHOOL COMMUNITY OF  
St. Francis Borgia Catholic School

SCHOOL IMPROVEMENT PLAN  
Team Visit Dates:  
March 10-11, 2020

## INTRODUCTION

We, the members of the Visiting Team, wish to thank the educational community of St. Francis Borgia School for the welcoming attitude and spirit given to us the past two days. At the heart of this school is a desire for continued Catholic education in the Washington Deanery as shown by the students, faculty, and administration. “Unified in faith and tradition to empower virtuous hearts and minds” is the school’s mission. St. Francis Borgia School is a place seeking to fulfill that mission.

We commend Fr. Joe Wormek for his leadership at St. Francis Borgia Parish and School. His attention to the school’s evangelization, finances, and building maintenance shows his dedication to Catholic education for the community. His commitment to the spiritual growth of the students is commendable.

We commend Fr. Tony Ritter for his visibility and spiritual direction throughout the parish and school. Fr. Tony’s presence in the building, teaching classes, and work with the parish youth, leading the youth ministry, are assisting to form the children in their Catholic faith.

We commend Mrs. Linda Pahl for her educational leadership at St. Francis Borgia School. She has embraced the commitment of success and growth of her students, faculty, and parents. During her time as principal, she has established academic and behavioral expectations that shape the whole child and provide a clear vision for the future.

We commend Ms. Delaney Brewer for her spiritual leadership at St. Francis Borgia Parish and School. She goes above and beyond for the students serving as a true model of the faith. Ms. Brewer’s work with the day schools students, PSR students, and youth ministry is making a difference in the parish and school community. The Visiting Team appreciates the strong relationship of cooperation displayed between Fr. Wormek, Fr. Tony, Mrs. Pahl, and Ms. Brewer.

We commend the faculty and staff of St. Francis Borgia School for their dedication to creating a positive learning environment for all students. A sincere love for the school is evident with the time, differentiation, and flexibility witnessed by the individual members. St. Francis Borgia is blessed to have such a dedicated faculty and staff.

We commend the School Improvement Committee members for their diligence and dedication toward the process. The parents and teachers worked to create a well written plan to guide the direction of the school into the future.

We commend the students of St. Francis Borgia School for welcoming the Visiting Team into their school and classrooms. We appreciate the student participation and spiritual reverence displayed during the visit.

The Visiting Team congratulates St. Francis Borgia School for the tireless and thorough energy given to the evaluation process and needs of the school. The community’s dedication to Catholic education is commendable and will provide opportunity for growth in the future.

## COMMENDATIONS

The Visiting Team commends St. Francis Borgia School Community for:

### **Catholic Identity**

- The beautiful all-school Liturgy led by the 6th grade students along with the participation from the choir.
- A commitment to service of others through a set number of service hours for 6th - 8th grades.
- Offering class retreats at each grade level.
- Providing opportunities for community prayer i.e. daily morning prayer in the gym, weekly all school liturgy, Adoration and Benediction, weekly Scripture services for grades K-2.
- Providing a chapel in the school building that allows both students and faculty the opportunity to be in the presence of the Lord in the building where they learn and work.
- For establishing the practice of faculty prayer partners in an effort to strengthen relationships and provide ongoing love and support to one another.
- For the Catholic Identity that is everywhere throughout the buildings in artwork, classroom patron saints, prayer tables, and liturgical displays, such as the Lenten door decorations.
- For incorporating the use of prayer buddies who attend Mass together and work together to perform charitable activities.
- For the education and emphasis given monthly to the life of a saint and designated virtue.
- For bringing together the day school and PSR families during Advent and Lent celebrating as one community in faith committed to charity, integrity, and compassion.

## COMMENDATIONS

The Visiting Team commends St. Francis Borgia School Community for:

### **Educational Issues**

- Utilizing technology throughout all grade levels to support the instructional process.
- Implementing a Behavior Matrix that utilizes positive, consistent language to promote desired behaviors.
- The use of Google Classroom in grades 3 - 8 and the daily use of Chromebooks for student engagement and learning.
- Differentiating within the classrooms, including small-group, large-group, and one-on-one learning.
- The development of CARE teams to create a positive change for at risk students.
- The inclusion of Leaders in Training, (L.I.T.) in which students review behavior expectations by modeling examples of positive behaviors.
- The implementation of Guided Reading Model, Math ability grouping, STAR Reading and Math assessments, Challenge Program through the Washington Public School District, and Response to Intervention to ensure students' needs are adequately met.
- Teaching and practicing positive social skills to help students respect and care for one another in an emotionally and physically safe classroom environment.

## COMMENDATIONS

The Visiting Team commends St. Francis Borgia School Community for:

### **Institutional Issues**

- Providing an outdoor classroom and Mary prayer garden for students to practice faith and learn outdoors.
- The excellent upkeep of the building facilities and grounds and the continued renovations to the school building, such as air conditioning throughout the building.
- Using building facilities efficiently to create space for extracurricular and support staff, i.e. Band room, STREAM Lab, Science Lab, Art Room, and Computer Lab.
- For the marketing committee that is made up of multiple stakeholders of the school and their use of many forms of social media to market their school in a positive way.
- Providing for the needs of the students with a full-time nurse, counselor that comes twice a week, as well as the training that the staff members attend to meet the health needs of students.
- For utilizing an annual parent survey to recognize areas of growth and strength to advance the school.
- For providing excellence in academics and faith formation under the provision of a low subsidy from St. Francis Borgia Parish through a collaborative budgeting process.

## EVALUATION OF THE SCHOOL IMPROVEMENT PLAN

### Catholic Identity

**Improvement Goal: Create a school environment that provides all students the behavioral skills necessary to reach their God-given potential and become responsible lifelong learners by upholding our Catholic faith as the basis for the foundation of our students.**

**1. Is the Improvement Goal clearly defined?**

The Visiting Team recommends rewriting the goal to state: “Create a student centered behavioral approach that incorporates positive, consistent language in which students demonstrate virtue in action.”

**2. Is there a plan for assessing achievement of the Improvement Goal?**

Yes, there is a plan for assessing the achievement of the Improvement Goal.

**3. Are the activities consistent with the school’s philosophy, mission, and goals for student learning?**

Yes, the activities are consistent with the school’s philosophy, mission, and goals for student learning.

**4. Are there activities that the Visiting Team recommends in addition to or in place of those in the plan?**

The Visiting Team recommends the following additions and/or revisions:

- Activity 2: Rewrite the behavior section of the student handbook to reflect age appropriate behavior expectations
- Activity 3: Provide professional development on Positive Behavior Supports
- Activity 4: Include Positive Behavior Supports to strengthen the monthly saint and virtue focus
- Activity 5: Review and revise the behavioral approach as needed

**5. Is there reason to believe that if the activities are fully implemented the Improvement Goal will be adequately addressed?**

Yes, with the addition of the new activities the Visiting Team believes that the Improvement Goal will be adequately addressed.

**6. Is there a clear assignment of responsibility for activities?**

The Visiting Team recommends adding the following:

- Activity 3: Leadership Team

**7. Are the activities attainable in the suggested timeline?**

The Visiting Team recommends adding the following:

- Activity 2: Spring 2020 - Annually
- Activity 3: Fall 2020 - Annually
- Activity 4: Spring 2021 - Ongoing
- Activity 5: Summer 2021 - Ongoing

**8. Is the Evidence of Implementation adequate to reflect successful completion of the activities?**

The Visiting Team recommends the Evidence of Implementation for the new activities to state:

- Activity 2: Revised Student Handbook
- Activity 3: Professional Development agendas and sign in sheets
- Activity 4: Monthly resources provided to teachers and Principahl Periodical
- Activity 5: Revised Student Handbook

## EVALUATION OF THE SCHOOL IMPROVEMENT PLAN

### Educational Issues

**Improvement Goal: Improve student mastery of grade level skills and content by providing a strong curriculum and a firm foundation.**

**1. Is the Improvement Goal clearly defined?**

Yes, the Improvement Goal is clearly defined.

**2. Is there a plan for assessing achievement of the Improvement Goal?**

Yes, there is a plan for assessing achievement of the Improvement Goal

**3. Are the activities consistent with the school's philosophy, mission, and goals for student learning?**

Yes, the activities are consistent with the school's philosophy, mission, and goals for student learning.

**4. Are there activities that the Visiting Team recommends in addition to or in place of those in the plan?**

There are no additional activities that the Visiting Team recommends in addition to or in place of those in the plan.

**5. Is there reason to believe that if the activities are fully implemented the Improvement Goal will be adequately addressed?**

Yes, the Visiting Team believes the Improvement Goal will be adequately addressed.

**6. Is there a clear assignment of responsibility for activities?**

Yes, there is a clear assignment of responsibility for activities.

**7. Are the activities attainable in the suggested timeline?**

Yes, the activities are attainable in the suggested timeline

**8. Is the Evidence of Implementation adequate to reflect successful completion of the activities?**

Yes, the Evidence of Implementation is adequate to reflect successful completion of the activities.

## EVALUATION OF THE SCHOOL IMPROVEMENT PLAN

### Institutional Issues

**Improvement Goal: St. Francis Borgia Grade School will provide and maintain appropriate instructional resources, support services, and functional and safe facilities to ensure student and staff safety.**

**1. Is the Improvement Goal clearly defined?**

The Visiting Team recommends rewriting the goal to state: “The security and safety of the school community will be further enhanced through the revision and implementation of new safety procedures outlined in the Emergency Operations Plan.”

**2. Is there a plan for assessing achievement of the Improvement Goal?**

The Visiting Team recommends rewriting the assessment to state: “The updated Emergency Operations Plan will be used as the assessment of the Improvement Goal.”

**3. Are the activities consistent with the school’s philosophy, mission, and goals for student learning?**

Yes, the activities are consistent with the school’s philosophy, mission, and goals for student learning.

**4. Are there activities that the Visiting Team recommends in addition to or in place of those in the plan?**

The Visiting Team recommends the following revisions and/or additions:

- Activity 1: “Update safety committee members and conduct safety committee meetings”
- Activity 6: “Hold emergency drills with first responders”

**5. Is there reason to believe that if the activities are fully implemented the Improvement Goal will be adequately addressed?**

Yes, with the addition of the new activities the Visiting Team believes that the Improvement Goal will be adequately addressed.

**6. Is there a clear assignment of responsibility for activities?**

The Visiting Team recommends adding the following:

- Activity 2: Safety Committee

**7. Are the activities attainable in the suggested timeline?**

The Visiting Team recommends clarifying the timeline for each activity.

**8. Is the Evidence of Implementation adequate to reflect successful completion of the activities?**

The Visiting Team recommends the Evidence of Implementation for the new activities to state:

- Activity 2: Revised Emergency Operation Plan

## CONCLUSION

St. Francis Borgia School has completed the Preparation, Needs Assessment, Plan of Action, and Visiting Team phases of the School Improvement Process. The school can now implement the recommendations from the Visiting Team into their Plan of Action and begin the five year Implementation Phase. The Visiting Team is appreciative of the time spent at St. Francis Borgia School; we hope our recommendations will assist the School Improvement Plan. We are convinced the overall Plan for Improvement connects with the needs and vision of your school. Your plan is meaningful, and when initiated, it will make St. Francis Borgia School an even greater presence in the community. We ask God's blessing on St. Francis Borgia School in all your work to educate the children in your parish.

The report we have presented is the consensus of the team members listed below.

## VISITING TEAM SIGNATURES

Regional Director: \_\_\_\_\_  
Sharon Lenger, Office of Catholic Education and Formation

Team Members: \_\_\_\_\_  
E. Anne Hanneken, Facilitator of the Visiting Team

\_\_\_\_\_  
Kelly Cassinger, Visiting Team Member

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Christina Harisberger, Visiting Team Member

\_\_\_\_\_  
Arlesa Leopold, Visiting Team Member

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Joette Schwoeppe, Visiting Team Member