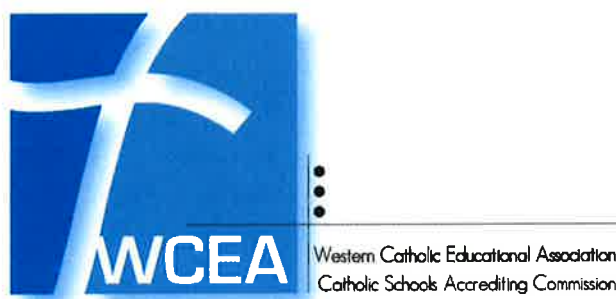


REPORT OF FINDINGS

ST. ANNE CATHOLIC SCHOOL
1813 MARYLAND PARKWAY
LAS VEGAS, NEVADA 89104
DIOCESE OF LAS VEGAS



AND

WESTERN ASSOCIATION OF SCHOOLS AND COLLEGES

IMPROVING STUDENT LEARNING 2012

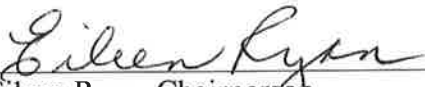
**A SELF STUDY PROCESS
FOR CATHOLIC ELEMENTARY SCHOOLS**


MARCH 15-17, 2017

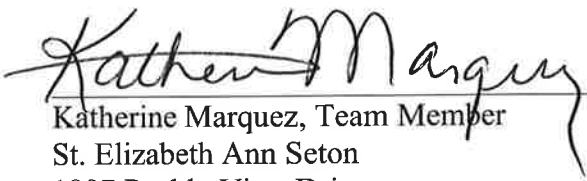
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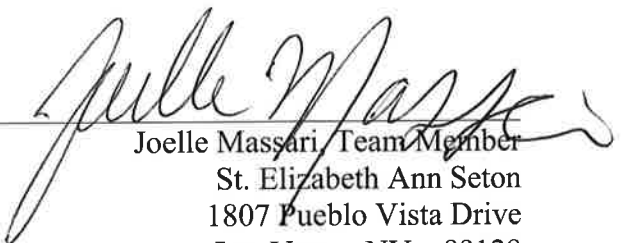
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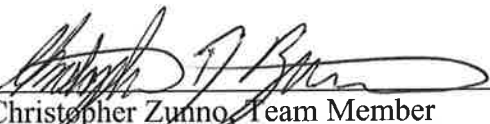
St. Anne Catholic School E-273


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PREFACE

We, the Visiting Committee, wish to commend you, the pastor, administration, faculty, staff, parents, and student body of St. Anne Catholic School for working together to make the school a loving, caring and learning environment. We pray that the good work that you have done and the plans that you have made for the future will help you become an even better school.

The team found our three days at St. Anne Catholic School professionally rich and personally rewarding. We experienced a community where everyone is striving to provide a Catholic environment where quality education is a priority.

We wish to thank all of you, pastor, principal, faculty, staff, parents and students for your warm and gracious hospitality and welcoming us with their Crusader pride.

May the Christ we serve bless you with every success as you journey into your future.

Chapter 1: Introduction

A. How the Self Study was Conducted

The Visiting Committee observed that the Self Study was a collaborative effort of the entire community. The Self Study began with training for the faculty, staff, and school board in the fall of 2015. Due to the small size of the faculty, it was determined that the leadership team would include all faculty members and the new administration under the guidance of the Superintendent. The principal invited parents and members of the parish community to participate in the Self Study. Each monthly faculty meeting, as well as Self Study workdays, were used to complete each section of the document.

Self Study meetings began in January 2015 through November 2016. After chapters were completed, drafts were sent to the School Board members for additional input. The completed document was presented to the Pastor and School Board for a final review.

Although there were no obstacles encountered in completing the Self Study, the principal has served the school for less than one year. However, upon her appointment, the principal became fully immersed in the Self Study. With many changes in the administration and faculty, the Self Study process fostered a dialogue between and among staff members and shareholders of the school. The Self Study was focused on Improving Student Learning.

B. Involvement and Collaboration of Shareholders in Completing the Self Study

Accreditation Factor #1: *The school involves all shareholders in data review, analysis and dialogue about perceived accomplishments in the area of student learning, and in developing, implementing and monitoring goals for improvements in student learning.*

The Visiting Committee observed that St. Anne Catholic School has been highly effective in involving all shareholders in preparing the Self Study document. These shareholders included the pastor, Superintendent, School Board, administration, faculty, staff, parish staff, students, and parents.

Shareholders were made aware of all revisions through various forms of communication. Shareholders had an opportunity to give input in the Self Study through meetings and surveys. The parish community was kept abreast of the process through the parish bulletin. The shareholders have many opportunities to observe the accomplishments of the students.

The list of Significant Accomplishments were prepared and agreed upon by the faculty and staff and then presented to the School Board. Action plan goals were developed and are to be completed over three years with regular updates provided to all shareholders. An organized system of communication is utilized to keep the community well informed of school activities, needs, and accomplishments. Communication will include updates on the progress of the Action Plan. This communication will be an integral part of faculty and school board meetings as well as the annual progress report.

St. Anne Catholic School involves shareholders on the progress made in the spiritual and academic achievement of all students.

Chapter 2: Context of the School

A. School Profile

St. Anne Catholic School has been highly effective in compiling and analyzing the updated data of the school. The school opened in the fall of 1954. All eight grades were established by 1959. St. Anne Catholic School currently serves a student body of 282 students from 189 families. The school is 48% Hispanic, 19% white, 11% Asian, 6% Black, 3% Pacific Islander and 13% multiracial. This is reflective of the surrounding community. Of the 282 students, 92% are Catholic and attend various parishes.

The socio-economic status of the area directly surrounding St. Anne Catholic School has changed very little over the last six years. The school is located in a low-to-middle income area of the city. The recent passage of Assembly Bill 165 and proposed Senate Bill 302 provides parents with options, allowing them to choose an educational path that best fits the needs of their children. This will provide a positive impact on student enrollment.

There have been four principals and two pastors in the last six years. Changes in administration during this time have been a concern to many parents. Parents expressed a great appreciation for the caring faculty and staff, prayer, Mass, good communications, discipline, values, family environment, safety, and academic excellence. Parents also commented that they would like to see improvements to the facilities as well as program offerings.

Student surveys were very positive. They appreciate their teachers and the privilege of attending a Catholic School. The students enjoy attending Mass each week and feel safe. Students appreciate their teachers, enjoy the sports, and like being involved with the community in service projects. During our on-site visit, the SLE for the week was devoted to service. St. Anne Catholic School has a long tradition in the Diocese of Las Vegas. The school community is proud that multi-generational families attend the school.

B. Use of Prior Accreditation Findings to Support High Achievement of All Students

Accreditation Factor #2: *The school has used the prior accreditation findings, both those discovered by the school and those identified by the Visiting Committee, and other pertinent data to ensure high achievement of all students and to drive school improvement.*

St. Anne Catholic School has been effective in completing the prior accreditation findings. There were three target goals identified by the school during the last visit and the previous visiting committee left an additional one. These goals identified by the school are as follows:

1. Update all aspects of technology: software, computer lab, internet access, and administrative software.
2. Build and continue professional development, including Catechetical Certification.

3. Strengthen retention, recruitment efforts, and financial stability through board committees under the newly created St. Anne Catholic School Advisory Board.

In addition, the previous visiting committee left an additional goal. The goal was to develop a technology plan and implement curriculum guides.

The Visiting Committee observed that St. Anne Catholic School was effective in addressing the target goal of developing a technology plan and implementing curriculum guidelines. The visiting committee acknowledges that the first target goal could be included in this additional goal. In June 2011, the school was awarded a grant from the E.L. Weigand Foundation of \$145,000. In addition, the school had \$50,000 designated for technology. This plan was instrumental in obtaining and updating the technology throughout the school. The library and computer lab were remodeled and 35 Apple Computers were purchased. Wi-Fi was installed across the school campus and each classroom received a digital projector and Apple TV. Each teacher received a MacBook Pro and I-Pad for classroom use. Seventy-two I-Pads were purchased for use in the classrooms. In addition, the school office was updated with Apple computers and a new administrative management program.

Target goal number two: Professional development has focused on improving writing across the curriculum, training for use of new technology, catechist certification, support for differentiated learning, the implementation of Common Core standards, and in-service of the new textbook series for math and literature. Catechist certification was a priority in the last accreditation. Due to the turnover in teachers and through the use of data the school has identified this goal again as a critical goal. All teachers are actively working to advance their Catechist Certification. Obtaining and advancing Catechist Certification has been established as critical goal one for St. Anne Catholic School.

Target goal number three: In fall 2013, the School Advisory Board was revamped. The Board was increased from five to ten. With the change in administration, a new School Advisory Board and PTO were created during the 2015-2016 school year. Presently, the new members are becoming familiar with their roles and learning how to serve the needs of the school community. With the establishment of the new school board this year training began to help identify the roles in this capacity.

Chapter 3: Quality of the School Program

A. Assessment of the School's Catholic Identity

Accreditation Factor #3: *The school is Catholic, approved by the Local Ordinary (Canon 803), providing opportunities for community worship and participation in the Sacraments, and promoting evangelization and service to the community.*

The Visiting Committee observed that the total school community is highly effective in their support of evangelization through the integration of the Roman Catholic Faith. The school is involved in prayer experiences and the reception of the Sacraments on a regularly scheduled basis. The Religion curriculum and teaching methodology are alive and vibrant in the classrooms; aligned with Roman Catholic teachings; approved by the Department of Education of the Diocese of Las Vegas; and meet the requirements set forth by the USCCB. In August of 2016 the school enhanced the religion curriculum by implementing the family life program, which provides students with understanding of human sexuality based on moral principles of the Catholic Church.

The faculty, administration and staff participate in continuing faith formation throughout the year through annual days of reflection, Diocesan in-services, on-going on site in-services, periodicals and the upcoming Diocesan Conference. The school and parish build a faith community that is welcoming. The principal and pastor have open door policies, which support and promote a Christ-centered environment. St. Anne Catholic School recognizes parents as the primary educators of their children, to ensure that the school lives up to its mission of being a true ministry of Saint Anne Catholic Church. The school maintains an active partnership with parents whose fundamental concern is the spiritual and academic education of their children.

Catholic identity permeates the environment of the school and is visibly seen throughout the school campus. The Mission, Philosophy, and the Schoolwide Learning Expectations are displayed throughout the school.

Students are actively engaged in service to the community and parish. Students are involved in ministry such as altar serving, choir, and preparing for weekly liturgies. Students have regular opportunities to celebrate the Sacraments with the parish community through attending Mass or weekly liturgies. Students receive the sacrament of Reconciliation during Lent and Advent. The school recognizes the need to plan a special celebration for the schools' patron saint.

St. Anne Catholic School realizes that all teachers need to be actively engaged in their personal faith journey and adhere to Diocesan catechist certification and renewal requirements. School leadership will ensure that all teachers attain levels I, II, and III Catechist Certification. Teachers will continue to present parents with progress reports for both academics as well as achievement of Schoolwide Learning Expectations three times per year.

B. Defining the School's Purpose

Accreditation Factor #4: *The school's purpose is defined through the school's mission statement, philosophy, measurable Schoolwide Learning Expectations, Arch/diocesan curriculum standards (local curriculum standards where Arch/diocesan standards don't exist), and other governing authority expectations.*

The Visiting Committee observed that Saint Anne Catholic School is highly effective in defining the school's purpose. The school's current mission statement, philosophy, and measurable Schoolwide Learning Expectations are reflected in the nature of the school. They address Catholic leadership, provide spiritual welfare, and model the teachings of Jesus as well as reflecting a commitment to Catholic Identity. All shareholders have been encouraged to read and review the school's current Mission Statement, Philosophy, and SLEs and offer comments and recommendations. The school's curriculum standards fully define the spiritual and academic purpose of the school in setting high expectations for student achievement.

The Parish and school work together on the Catholic formation of the students through their ministry and support the parents who are the primary educators of children. The SLEs are clearly displayed in each classroom and throughout the school.

The Visiting Committee observed St. Anne Catholic School students are highly effective in living out the SLEs, a goal defined by the administration and faculty. St. Anne Catholic School will continue to work with families to help students live the SLEs both at school and at home.

C. Organization for Student Learning to Support High Achievement of All Students

Accreditation Factor #5: *The organizational structures of the school focus on high achievement of all students, and communicate student progress to all shareholders.*

The Visiting Committee observed that St. Anne Catholic School is effective in maintaining organizational structures that are understood by all shareholders. The school accomplishes this through the collaborative efforts between the faculty, staff, pastor, principal, vice principal, newly formed School Advisory Council, Parent Teacher Organization (PTO) and parents. Morning meetings and monthly staff meetings provide teachers with opportunities to communicate with regard to curriculum, student progress and teaching methods. The staff feels strong about making good, productive, and professional decisions, which will focus on the high achievement of all students.

In response to surveys, St. Anne Catholic School was recently able to add a counselor to the staff to meet a variety of student needs. Parents indicated their satisfaction with the school's prompt response to this need.

The school has recognized the need to provide an in-service to the School Board to ensure their understanding of roles and the manner in which they can support the high achievement of all St. Anne students. Training will continue into the next school year. The school feels the need of more family involvement in the annual Fun Fair event, which benefits the school financially. Parent surveys indicate a need for stability in faculty and administration.

D. Data Analysis and Action to Support High Achievement of All Students

Accreditation Factor #6: *The school uses educationally sound assessment processes to collect data. The school disaggregates and analyzes student performance data and uses the analysis as a basis for instructional/curricular improvement.*

The Visiting Committee observed that St. Anne Catholic School was effective in analyzing data to support student achievement. St. Anne Catholic School disaggregates, analyzes and generates reports on a variety of student assessments throughout the school year. Although the faculty has made great strides with disaggregating and analyzing data the visiting committee agrees with the school in identifying this as a critical goal to ensure this practice is ongoing and systemic.

Aligned with the other Catholic schools in the Las Vegas Diocese, St. Anne Catholic School administers the Terra Nova battery and ECRA writing assessment. In addition, they also utilize My Access, an online writing prompt tool that offers individualized feedback on a 6-point holistic scale.

Terra Nova scores are reviewed by administration and staff to identify the areas of growth. They examined the results to identify strengths and weaknesses in each area that is being tested. In their results, the school has identified that there are more students in the bottom quartile in comparison to the Diocese averages. The school states that the reason for the significant number of students scoring in the bottom quartile is due to a large number of new students enrolled in St. Anne and their relative adjustment to instructional practices. As a result of analyzing testing data over the course of the last year, the faculty of St. Anne Catholic School noted incremental growth in the top quartile students. St. Anne Catholic School has identified students in the lowest quartile on the Terra Nova and indicated the subset of the battery where weakness exists. Examining data also helped their leadership team to determine a significant gender-based achievement gap in Social Studies. This resulted in identifying the weakness as a Self-Study Action Plan goal.

The faculty of St. Anne Catholic School also uses the ECRA Writing assessment to determine measurable outcomes for student learning. Formative and summative assessments are also being used to determine student growth. Unit tests, quizzes, essays, projects, reports, and observations are used to monitor student progress and differentiate instruction. St. Anne Catholic School has implemented a variety of strategies to help student performance such as additional instruction in reading and math with the use of Title I funds. Accelerated Reading, Accelerated Math, Simple Solutions and newly adopted reading, language arts, and math series have been implemented to offer academic support to students in the first and fourth quartiles.

As a result of the analysis of testing outcomes, St. Anne Catholic School sent a number of teachers to the SDE differentiated conference, which is held annually in July in Las Vegas.

Students are being challenged at St. Anne Catholic School through authentic experiences. Teachers are using reading as a model for writing and providing meaning and context for their students. Various assignments require students to expand their vocabulary, reading, comprehension, research, grammar, writing skills and critical thinking skills. The school

provides the annual All Catholic School Spelling Bee, Science Fair and Forensics Competitions to foster and encourage a comprehensive learning environment.

St. Anne Catholic School continues to demonstrate a need in professional development to ensure their teachers have the tools necessary to improve student learning and student engagement. As reported to the visiting committee, teachers conduct a data analysis analyzing student performance on every summative assessment. In addition, the principal comments and provides specific feedback to drive instructional decisions.

E. High Achievement By All Students Toward Clearly Defined SLEs and Curriculum Standards

Accreditation Factor #7: *All students make acceptable and measurable progress toward clearly defined Schoolwide Learning Expectations and challenging, comprehensive, and relevant curriculum standards.*

St. Anne Catholic School is highly effective with incorporating the SLEs and curriculum standards to support the high achievement of all students. It is evident that St. Anne Catholic School incorporates Catholic values into the curriculum. The Visiting Committee observed through our discussion with students a genuine, authentic and sincere understanding and internalization of the SLEs.

St. Anne Catholic School faculty includes the Schoolwide Learning Expectations in their lesson plans in which the principal reviews and monitors. SLEs are assessed and reported every trimester. SLE reports are provided and communicated to parents. St. Anne Catholic School recently charted SLEs using class progress lists and individual tracking forms from kindergarten through eighth grade to ensure that each student is making acceptable progress.

St. Anne Catholic School uses Teaching for the 21st Century Graded Course of Study, developed by the Archdiocese of Cincinnati. It enables teachers to spiral the curriculum, which reinforces knowledge from previous grades. The course of study has been aligned with the Common Core State Standards. The newly adopted math and reading programs are aligned to the diocesan curriculum guides. St. Anne Catholic School faculty use formative and summative assessments, field trips, co-curricular activities, Teaching for the 21st Century course study to ensure students are challenged and instruction is relevant and comprehensive. St. Anne Catholic School uses multiple assessments to measure student achievement. Terra Nova testing, Lexile reports, ECRA writing assessment, and My Access provides teachers with students' areas of growth. Teachers also use progress reports, report cards, tests, projects, observations and anecdotal records to monitor growth and modify instruction.

St. Anne Catholic School is integrating technology into the curriculum and recognizes the need for additional professional development in the area of technology. The Visiting Committee observed faculty using digital media resources to support instruction.

St. Anne Catholic School uses a variety of strategies to modify and differentiate curriculum. Teacher instruction, technology, modeling, cooperative learning, small group and ongoing practice are used to modify instruction. St. Anne Catholic School uses a variety of techniques to

enhance student learning. The Self Study indicates that assessment is frequent and varied through the use of grouping, modeling, and one-to-one instruction. These aforementioned instructional strategies are used to support students who demonstrate difficulty in mastering standards.

The school recognizes that students who fall in the bottom quartile will need differentiated instruction to meet their academic needs as well as challenge the students who excel. St. Anne Catholic School used their recent in depth study in Social Studies to disaggregate gender specific data to analyze boy and girls' performance in grades 5 through 8. The data over time has revealed that boys are outperforming girls every year; however, within the last two years girls have shown growth. The areas where the girls show difficulties in are mapping skills, geography, history and government. St. Anne Catholic School recognizes the need to help close the learning gap between girls and boys in grades 5 through 8.

F. Instructional Methodology to Support High Achievement of All Students

Accreditation Factor #8: *The staff applies research-based knowledge about teaching and learning in the instructional process. Assessment is frequent and varied, integrated into the teaching/learning process, and informs curriculum planning.*

St. Anne Catholic School is effective with the use of instructional methodology to support the high achievement of all students. The Visiting Committee observed that St. Anne Catholic School implements and assesses students' Catholic values using the Schoolwide Learning Expectations. Class progress lists and individual student tracking forms are used to continually monitor students' Catholic values. St. Anne Catholic School uses an online tool called Schooltoolstv.com as a means to promote life-skills. This site encourages good behavior, reduces bullying and encourages academic performance through daily videos. Faculty members have various levels of Diocesan Catechist Certification, ranging from incomplete to completed Level I and II of catechist certification.

St. Anne Catholic School uses a variety of strategies to modify and differentiate curriculum. Teacher direct instruction, technology, modeling, cooperative learning, small group and ongoing practice are used to modify instruction. St. Anne Catholic School uses a variety of techniques to enhance student learning. The Self Study indicates that assessment is frequent and varied through the use of grouping, modeling, and one-to-one instruction. The faculty of St. Anne Catholic School uses research based instructional methodology. The visiting Committee observed research based instructional practices specifically with the use of Kagan Cooperative Learning Structures and the Jane Schaffer Writing Program.

St. Anne Catholic School recognizes the need for professional development to support the high achievements of all students. A number of teachers have attended a conference on differentiation during the summer of 2016 using Title I funds. St. Anne Catholic School students have the opportunity to attend the computer lab weekly, and it is available on Fridays for additional teacher use. The Visiting Committee observed students using Accelerated Reader, Kid Pix, yearbook design, problem of the day, ebooks, and various early literacy programs.

G. Support for Student Spiritual, Personal, and Academic Growth

Accreditation Factor #9: *Within the school's community of faith, students have opportunities to participate in support services and activities to assist them in accessing the curricular and co-curricular programs to achieve the Schoolwide Learning Expectations, Arch/diocesan curriculum standards (local curriculum standards where Arch/diocesan standards don't exist), and other governing authority expectations.*

The Visiting Committee observed that the school is highly effective in providing support programs for their students that are rooted in Catholic values. The students begin each day with prayer and review of the SLE for the week. The Pledge of Allegiance is recited and the National Anthem is sung each day. Closing exercises include lowering of the Flag and praying an Act of Contrition. Additional prayers are offered throughout the day. The Stations of the Cross are observed during Lent as well as other liturgical celebrations.

St. Anne Catholic School participates in a variety of co-curricular and extra-curricular activities designed to help students fulfill the SLEs. Students are involved in outside community service projects such as annual food, clothing, and toiletry collections. The "Souper" Bowl is held during Catholic Schools Week. This is a collection of soup for local food banks.

The students at St. Anne Catholic School are provided opportunities for personal and academic growth within the school community. The students participate in academic activities such as Forensics, Science Fair, Geography Bee, Spelling Bee, Math Olympiad, and Multicultural Week activities. The school has been successful in achieving first place in Diocesan as well as Nevada competition in Spelling resulting in the school's representation in the national competition.

The discipline policies focus on apology, forgiveness, and responsibility, which support the teachings of their love of God. Students are accountable for their actions and consequences are given for age appropriate behaviors. Staff surveys indicate the need to create and maintain consistently enforced policies across grade levels. Through discussion with parents and faculty, beginning this year a parent notification form was implemented to document and communicate student behavior. The parent notification forms are sent home regarding inappropriate behavior and missing homework. In addition, merit awards are also utilized to recognize good behavior and choices.

St. Anne Catholic School utilizes Federal Funds, which are allocated to sustain specific programs within the school. Funds have also been used to improve writing across the curriculum, training in technology, and support for differentiated learning. Staff recognizes the need for further professional development to support all students especially in the area of differentiated instruction.

Administration, faculty, and staff recognized the need to have a counselor at school to support the students in all areas. A school counselor has been hired through United Testing Services, which will provide annual screening for speech, vision, and hearing as well as support for students in other areas.

Teachers utilize many forms of communication to keep parents informed of student progress such as progress reports, report cards, conferences, etc. Teachers are also available for additional conferences if the need arises. They also generously donate their time before, during lunch and recess, and after school hours for assisting students with make-up work, classwork, and tests.

Students are recognized for their progress in academic and character awards such as Trimester Honor Roll Awards, Schoolwide Learning Expectation Awards and Accelerated Reader Awards. After-school clubs are offered to students such as geography and chess. Summer camps are also offered for students in the areas of technology, math and sports. Parents express an appreciation for these programs for their children.

Parents have expressed a desire for the school to plan additional opportunities to enhance the schools curricular and co-curricular programs. Their desire is to include a foreign language, art and music as part of the curricular program.

Safety is a priority at St. Anne Catholic School. Emergency plans have been developed and are practiced regularly.

H. Resource Management and Development to Support High Achievement of All Students

Accreditation Factor #10: The pastor, principal, school board develop, implement, and monitor resources and plans to ensure and support high achievement of all students of the Schoolwide Learning Expectations, Arch/diocesan curriculum standards (local curriculum standards where Arch/diocesan standards don't exist), and other governing authority expectations.

The Visiting Committee observed that St. Anne Catholic School is effective in establishing an appropriate budget to support the high achievement of all students. Budgeting procedures for the school follow both Diocesan and Parish directives. After input from the faculty, the budget must be approved by the pastor, finance committee and principal. It is then presented to the Diocese of Las Vegas for final approval. Careful monitoring of the budget ensures the financial stability of the school.

The recent passage of Assembly Bill 165 and the proposed Senate Bill 302 now provide Nevada parents with options, allowing them to choose an educational path that best fits the needs of their children. Funds provided can be used for education-related expenses as well as tuition at our Catholic schools. Currently, the school has 45 students receiving tuition funds from Assembly Bill 165. Additionally, students receive funding from the Diocesan tuition assistance program and the JMJ Tuition Assistance Committee.

St. Anne Catholic School recognizes the need to develop a strategic plan that incorporates curriculum, finance, marketing, and facilities components to ensure the continued academic and spiritual growth of the students. This strategic plan will not only have a direct impact on improving student learning by providing additional learning programs to maximize student-learning achievement and ensure the long term viability of the school. The Visiting Committee

strongly advises the school to move forward with the development of this plan in a timely manner.

After interviews with the principal and parent group, the Visiting Committee recognizes that the administration is highly effective in keeping the parishioners and parents informed of the school's fiscal status through the principal's involvement in reviewing the monthly reports.

Chapter 4: The Action Plan

A. Design and Alignment of the Action Plan with the Self Study Findings

Accreditation Factor #11 (*The Action Plan addresses the school's critical goals to enhance student learning that supports high achievement of all students of the Schoolwide Learning Expectations, Arch/diocesan curriculum standards (local curriculum standards where Arch/diocesan standards don't exist), and other institutional and/or governing authority expectations.*)

Schoolwide Lists of Significant Accomplishments and Critical Goals

Schoolwide Significant Accomplishments

1. Catholic Identity permeates the school community.
2. The pastor, principal, faculty and staff are dedicated faith-filled role models.
3. A cohesive mission, philosophy and Schoolwide Learning Expectations exist which are integrated into the daily experience at St. Catholic Anne School.
4. Mutual respect and appreciation among administration, faculty, parents and students is clearly evident.
5. Students have a genuine, authentic and sincere understanding and internalization of the SLEs.
6. Strong communication between shareholders supports the improvement of student learning.
7. Variety of support services offered to the students helps to develop the whole child.
8. The Parent Teacher Organization (PTO) for their assistance in guiding families to benefit from AB 165.

Critical Goals identified by school

1. Obtain Level I, II, and III Catechist Certification for all faculty and staff.
2. Provide professional development focused on differentiated instruction and assessment.
3. Create a Long Range Strategic Plan.
4. Tracking longitudinal student growth in achievement of the SLEs, from year-to-year, using the SLE rubrics, report cards and tracking forms.
5. Incorporate an Art, Music and Foreign Language component within the school curriculum.

The Visiting Committee observed that St. Anne Catholic School has been highly effective in identifying five critical goals that are focused on improving student learning. The Visiting Committee strongly agrees that a long-term strategic plan is vital to the continued success of St. Anne Catholic School. Even though the Visiting Committee does not recommend changes to the Action plan, we encourage St. Anne Catholic School to move forward with the development of a strategic plan which will be comprehensive in order to address curriculum, technology, finance and development, facilities and maintenance, enrollment and marketing, staffing and health and safety issues.

The Visiting Committee observed that St. Anne Catholic School has been highly effective in aligning and addressing the critical goals for the high achievement of all students. After further discussion with the leadership team the visiting committee agrees with the timeline and implementation of the Action Plan. This Action Plan is highly effective in identifying specific strategies and activities to be accomplished. St. Anne Catholic School has measurements in place to monitor growth of student learning based on the goals of the Action Plan.

OPTION A: *Modification of a critical goal:*

N/A

OPTION B: *Critical Goal Identified by the Visiting Committee:*

N/A

B. Capacity to Implement and Monitor the Action Plan

Accreditation Factor #12: *The school demonstrates the capacity to implement and monitor an Action Plan that ensures high achievement of all students of the Schoolwide Learning Expectations, Arch/diocesan curriculum standards (local curriculum standards where Arch/diocesan standards don't exist), and other governing authority expectations.*

St. Anne Catholic School is highly effective monitoring the processes and procedures in place to assess, evaluate, and inform shareholders of the progress made toward completion of the Action Plan. In addition, the school is required to submit a WCEA annual progress report. The Visiting Committee is confident that St. Anne Catholic School will be able to implement, monitor and accomplish these goals in a timely manner. Close adherence to the timeline and reviewing this process will be beneficial to the strengthening of the Action Plan.

The Visiting Committee does not foresee any impediments to the successful completion of critical goals as outlined in the Action Plan.

Visiting Committee Summary Thoughts:

We would like to acknowledge the St. Anne Catholic School community for their welcoming spirit from our first visit with the school and throughout our three-day experience. It is obvious to the Visiting Committee that Catholic identity permeates the school. It is evident that this is a faith filled community dedicated to the mission of Catholic education. The pastor, principal, faculty, staff, parents, and students model the mission, philosophy and SLEs. We are grateful for the opportunity to experience the vibrant life at St. Anne Catholic School. We thank them for the gracious hospitality that has been extended to us during our visit.