

Governance and Leadership

Standard 6

An excellent Catholic school has a qualified leader/leadership team empowered by the governing body to realize and implement the school's mission and vision.

Narrative Summary

The administration of St. George Catholic School sets high expectations for themselves, faculty and staff members. All members work diligently to fulfill these expectations.

In support of the mission of St. George Catholic School the administration team regularly engages in professional development activities that seek to clarify and articulate the mission and vision of St. George Catholic School to all shareholders.

Formation, development, recruitment, retention, and assessment of all staff members are critical to the continued high expectations of our shareholders. The administration provides resources and opportunities that enable staff members to fulfill these expectations. Opportunities for professional development allow teachers and staff to keep abreast of current educational research, deepen and enrich their faith life, and enhance their teaching strategies. Administrators, teachers and staff are encouraged to integrate Gospel values with academics.

Commendations

The administrative team meets all diocesan requirements for school leadership preparation based upon experience and education. All members of the administration team regularly participate in continuous learning in professional growth beyond what is

required, for example, participating in annual diocesan professional development opportunities at the River Center, attendance at the National Catholic Educators Conference (NCEA) and MAT courses.

The administrative team takes additional responsibility for the oversight of personnel through formative and summative assessment using the E-Walk model supported by the Diocesan Catholic Schools Office. During the 2014-2015 school year over 500 e-walks were conducted. Additionally each teacher receives two formal evaluations during the school year.

Professional growth opportunities help ensure fidelity and commitment to our mission as a high performing school. A rigorous 4 day new staff orientation is provided annually for all new staff members. The faculty is encouraged to collaborate and network with one another. A portion of each staff meeting is devoted to professional development. In the AdvancEd Program Effectiveness survey, 94% of staff strongly agree/agree that teachers systematically and regularly collaborate in order to increase student achievement and improve teacher effectiveness. Teaching staff is encouraged to seek additional opportunities to hone their craft and a line item in our budget is dedicated to teacher development.

To ensure academic excellence, collaboration and articulation of curriculum vertical planning meetings, weekly lesson plans and testing data analysis provide evidence that SGS is committed to a process of continually reviewing, developing, and improving the school's curriculum and instructional practices.

Lastly, the administrative team works in close collaboration with the School Finance Council and the Pastor to make decisions regarding operational vitality. The school finance council meets four times annually to prepare and review the budget and spending.

Recommendations

In the area of curriculum development and professional development, it was felt that continuous focused training needs to be maintained to sustain recent improvements. It is recommended that an annual defined plan for continuous improvement be implemented. The Diocese is addressing this need by implementing PD360, an on-line professional development program.

Rating of Standard

Based on the evidence, recommendations and benchmark ratings for Standard 6, St. George Catholic School receives a score of 3.