

Archdiocese of Indianapolis

St. Monica School

Indianapolis, Indiana
Corporation #9200
School #c445



School Improvement Plan 2020-2023

Updated in Blue July 2021

Updated in Green June 2022

MISSION

St. Monica Catholic School Ministry is a community of families united in values who celebrate differences, form lifelong learners in an academically robust environment, and engage all students and families to grow as disciples of Christ. As a diverse community, St. Monica School will provide the best Catholic education in a disciplined and caring environment; teaching students to invest in lifelong learning and service and inspiring spiritual growth as signs of God's love.

VISION

It is the vision of St. Monica Catholic School to support the spiritual, social-emotional, and cultural needs to develop all students in academics, self-discipline, spiritual growth, and service in order to represent visible signs of God's love. (Developed and adopted April 2021) It is the vision of St. Monica School to aid students in the development of values, academics, self-discipline and spiritual growth, in order that they might serve as visible signs of God's love.

Table of Contents

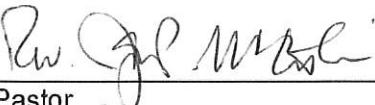
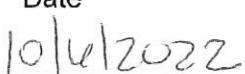
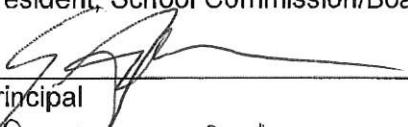
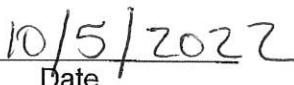
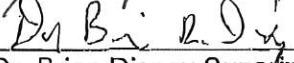
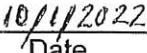
Contents	Page
Mission Statement	Cover Page
Vision Statement	Cover Page
Table of Contents	1
Approval Signatures	2
School Improvement Team	3
Goal Planning (SMART Goals)	
Mission and Catholic Identity Goal #1	
Academic Excellence Goal #2	
Academic Excellence Goal #3	
Operational Vitality Goal #4	

St. Monica, C445, Indianapolis:

School Improvement Plan - Archdiocese of Indianapolis

School Name: St. Monica
Address: 6131 N Michigan Road
City/State/Zip: Indianapolis, IN 46228
Phone: 317-255-7153
Corporation: # 9200
School: # C445
Grades: PK-8
Enrollment: 353

School Improvement Plan 2020-2023 Approval

	
Pastor	Date
	
President, School Commission/Board	Date
	
Principal	Date
	
Dr. Brian Disney, Superintendent of Catholic Schools	Date

(After obtaining all required signatures excluding Dr. Disney's signature upload to your school's Google folder by September 15, 2022,
OCS will review, sign, and return signature page which you will upload in School Google Folder and the
IDOE Assurance #1.)

School Improvement Team

Name of Team Member	Role of Team Member
Stacie Hernandez	3-5 grade representative
Ted Bourke	Middle School Representative
Kelly Young	Resource Representative
Sara Hammer	Pk-2nd grade Representative
Josh Wolff	Specials Representative
Christine Exline	Assistant Principal
20-21 School Commission Members	Updated reviewed, interviews & Surveys completed
21-22 School Commission Members	Updated reviewed, interviews & Surveys completed

School Improvement Plan Mission and Catholic Identity Goal Planning

Goal: With the inclusion of the School Commission, students, parents, teachers, staff, pastoral leaders, and administrators, we will review and improve our physical environment to express our Catholic culture and faith by January 1, 2023. (NCSB 2.6)

Analysis of Data:

Data Sources:

1. Latest School Improvement Journey recommendations
2. Self-Assessment of NSBECS
3. LEI initial report and goals

Analysis: Though our community has evolved, our building has remained unchanged for the last 7 years. Halls are “sterile” and lack visual representation of our Catholic identity. It was noted in our continuous improvement plan and our initial latino engagement report that we needed to better represent our families’ culture within the building and represent our patron saint, Monica.

Benchmark:

2.6 Catholic culture and faith are expressed in the school through multiple and diverse forms of visual and performing arts, music and architecture.

Effective Interventions: We will use suggestions from our Latino Outreach Initiative and the continuous journey plan to guide our process. A task force will be created to ensure progress and engagement in the goal. That task force will have a school commission representative to provide updates monthly.

Activities or strategies:

- Door 4 entry will honor our patron saint, St. Monica, through visual representations of her and her attributes to act as a guide for our students and staff
- Spaces in hallways will represent the various Catholic cultures within our community in particular, Our Lady
- Grade levels will be assigned an aspect of the space to research and develop
- Students, with teacher guidance, will present a plan for implementation
- Families will be invited to contribute visual representations of Our Lady from their culture to be integrated into the building

Accountability:

Teachers and administrators will be responsible for implementing the activities and creating a timeline for completion to include approval from the pastor.

Research: The assessment of our school was done following an accreditation process deemed reliable.

Professional Development:

Staff meetings prior to implementation will include examples of spaces representing patron saints of other schools. These meetings will also reflect on making connections with saints and how visual arts connects cultures.

Resources:

- Research on St. Monica, Artifacts, relics, icons, and paintings
- Examples from other schools
- Latino Engagement Report
- LEI representative feedback

Parent Communication: Families will be notified quarterly on the progress through visual and written explanations using aspects of our text messaging system and social media.

Timeline: We will begin in Spring of 2021 and continue until Spring of 2023. We will review our progress annually and make any changes at that time.

June 2021 Update:

- Door 4 entry was approved by parish for use of displaying images of St. Monica. A bulletin board has been added and a survey of our families was sent out in April to begin collecting resources. One full color rendering from a parishioner has been submitted and prepped for display. This is ongoing.
- The space on floor 2 has been approved for Our Lady representations from all over the world. Several pieces have been added this spring and summer from different donations. This is ongoing.
- We have invited families through the newsletter and survey to contribute visual representations of Our Lady from their culture to be integrated into the building. This will be added to our newsletter Monthly.
-

Starting in November 2021:

- Grade levels will be assigned an aspect of the space to research and develop.
- Students, with teacher guidance, will present a plan for implementation.

June 2022 Update:

- Door 4 entry is ongoing for development of various St. Monica and St. Augustine renderings. A Saint of the Week has been added to the space this year and updated with the saint and bullet points about the saint.
- The space on floor 2 has 9 statues of Our Lady representing 5 different cultures. This is ongoing.
- We continue to invite families through the newsletter to contribute visual representations of Our Lady and St. Monica from their culture to be integrated into the building.
- Each grade has a specific space within the building to develop that represents Catholic faith, multiple cultures, and/or St. Monica and St. Augustine.

School Improvement Plan Academic Excellence Goal Planning

Goal: By 2022 Spring administration of the NWEA, All students will demonstrate national average growth following the 2020 NWEA Growth Norm Values listed in Appendix A in both the Math and Language Arts NWEA assessment as demonstrated in the all school data report following each administration of the assessment. (NCSB 7.1)

Analysis of Data:

- Fall, Winter, and Spring NWEA
- 2020 WIDA
- MTSS data

Analysis: 67% of all students demonstrated national average growth in at least 2 areas of assessment. We found a correlation with lack of WIDA growth and lack of NWEA growth as well as a correlation between students on Tier 2 MTSS support and NWEA growth.

Benchmark:

- We will review NWEA scores after each administration starting with Fall 2020 scores as a baseline looking for a 25% improvement with each administration of the assessment.

Other assessments: WIDA

7.1 The curriculum adheres to appropriate, delineated standards, and is vertically aligned to ensure that every student successfully completes a rigorous and coherent sequence of academic courses based on the standards and rooted in Catholic values.
 7.6 Classroom instruction is designed to engage and motivate all students, addressing

the diverse needs and capabilities of each student, and accommodating students with special needs as fully as possible.

7.9 Faculty and professional support staff demonstrate and continuously improve knowledge and skills necessary for effective instruction, cultural sensitivity, and modeling of Gospel values.

Evidence-Based Interventions:

- SIOP training in all classrooms through 5th grade to address the WIDA testing correlation
- Review and revise ENL pull out and push in support to ensure evidence based approaches are being implemented

Activities or strategies:

- Integrate the SIOP model into the classroom once trained
- Ensure all classrooms are set up with visuals that assist our ENL population
- Monthly review of NWEA data, goals, and objectives discussed in PLC teams
- Identify students not meeting the expected growth and provide additional LA and Math support through Title 1 teacher, Tier 2 MTSS intervention, or after school tutoring through title services.

Accountability: All staff will be accountable for implementation with direction accountability by the academic pillar task force.

Research: *These interventions were prescribed by the ENL Director from Washington Township based on their success during our consultation.*

Professional Development:

They will need an understanding of how language acquisition works which will be provided by our ENL teaching staff and Washington Township SIOP training. Title services for these trainings have been budgeted.

Resources: *Title services, SIOP training availability, and teacher meetings*

Parent Communication: Parent communication of progress will be through individual letters after each NWEA assessment.

Timeline: We will begin in Fall of 2020 and continue until Spring of 2023. We will review our progress after each assessment and make necessary changes at that time.

June 2021 Update:

- Second Grade team attended SIOP training Summer 2021.
- Hired Middle School Language Arts teacher with SIOP endorsement.
- Summer 2021- Replaced former ENL structure with new personnel and plan to support specific ENL needs dictated by strengths and weaknesses from WIDA results.
- Continue to train Elementary teachers in the SIOP model as trainings are available.
- Created and implemented monthly data meetings with all PLC groups scheduled for the entire school year.
- Hired two Title 1 teachers to work with students during the school day to implement LA & Math support based on WIDA and NWEA data.
- Participating in Marian University's Learning Loss grant to train teachers in Orton Gillingham and serve as tutors for students in need using WIDA and NWEA data.
- Professional Development on language acquisition will be implemented through staff meetings and alternating PLCs by Blazing Brilliance.
- Completed year long guided book study of "White Fragility" as directed by author for all staff.

June 2022 Update:

- All staff have completed the book study "Engaging Students with Poverty in Mind"
- All staff have attended a minimum of 8 hours of training on Tier 1 best practices
- We have a dedicated professional development coordinator that oversees the implementation of our goals to improve student performance in ELA and Math acquisition.
- We continued our relationship with Marian University for learning loss
- We purchased and implemented an entirely new curriculum through HMH to address the vertical alignment inconsistencies found within our ELA program.
- We purchased and implemented a new McGraw Hill math curriculum for 6th-8th grade to address the missing standards found in our previous set of materials.
- Continue to reinforce the use of 2 title 1 teachers for the 2022-23 school year.
- NWEA data to be reviewed vertically at 2nd 1:00 dismissal day PD.

**School Improvement Plan
Academic Excellence Goal Planning**

Goal: We will address our students' social emotional learning needs using multiple modes of intervention to increase in-class time by reducing suspension by 80% by January 2022.

Analysis of Data:

1. MTSS data
2. Suspensions
3. Office Referrals
4. Amygdala Reset room use

Analysis: After analyzing the above data points, a high percentage of out of class time was spent to address social-emotional learning behaviors. Quick and diverse classroom interventions were missing from the data.

Benchmark:

Progress will be measured using MTSS tier 2 strategy intervention data, total number of suspensions per year, total number of office referrals per month, and amount of use of the Amygdala Reset Room.

7.5 Classroom instruction is designed to intentionally address the affective dimensions of learning, such as intellectual and social dispositions, relationship building, and habits of mind.

Evidence-Based Interventions:

Interventions will be developed after training takes place. This will be updated to reflect those interventions.

- Cultural Sensitivity Training
- Book Study - White Fragility
- Neuroscience PD with Dr. Lori Desautels

Activities or strategies:

- *Implement classroom strategies set forth through training*
- *Ensure all staff have the opportunity for the above intervention training*
- *use data through Paramount Schools to track nurse visits related to class behaviors*
- *Data visualization of classroom, Amygdala Room, MTSS intervention interweave*

Accountability: Administration will be accountable for ensuring all staff have been provided the training necessary to implement strategies and activities in the building.

Research: These interventions were determined based on Applied Neuroscience Research, consultation with Dr. Lori, and consultation with the Cultural Sensitive Director at IUPUI, Dr. Dennis Rudnick.

Professional Development: Teachers will need the training necessary to understand student behaviors as they relate to social emotional learning and how to address them in a timely appropriate manner. The Neuroscience PD, Cultural Sensitivity training, and book study will provide them with awareness of self and how to specifically address student needs.

Resources: Training, books, PLC time, and Title funding to purchase supplies needed for classrooms.

Parent Communication: Parents will be notified of growth yearly in the end of year report from the school administration.

Timeline: We will begin in Fall of 2020 and continue until Spring of 2023. We will review our progress annually and make any changes at that time.

June 2021 Update:

- We have hired a full time Social Emotional Learning Coach.
- We created 15 minutes in the morning for SEL for middle school.
- We created 30 minutes in the afternoon for Executive Function for the middle school.
- We are using from Second Step and Bullying Prevention from the Committee for Children.
- We implemented and continue to use Close Gap to provide students with access to support as needed throughout the day.
- We have reconfigured our staff job descriptions so that our Amygdala Room is now run by someone for the duration of the school day and those job descriptions have been delivered to all staff members for clarification.
- Data on suspensions and expulsions is skewed due to COVID; However, we only had 2 suspensions for the 20-21 school year.
- Coordination of Care meetings are scheduled every other month with our school nurse, Social Worker, SEL Coach and administration to review student needs and patterns.
- In the Fall of 2020 Dr. Lori Desautels presented a Neuroscience PD for all staff.
- Spring 2021 four staff attended Butler University's Neuroscience Symposium.

June 2022 Update:

- Continue to use full time SEL coach and added a second social worker
- School year 22-23 we are adding Cloud 9 Mental health awareness programming
- Replacing the Digital Literacy special with Lifeskills class that will also focus on mental health and self care.
- Continue to use Second Steps for all grade levels
- Continue to use Close Gap at all grade levels
- Provide monthly parent support materials through the newsletter and backpack mail that support healthy living.
- SEL coach provided informational and transformational lessons within our

- monthly PLC meetings.
- Adopted a new curriculum that incorporated more authors and protagonists of whom our various cultures are able to relate.

School Improvement Plan Operational Vitality Goal Planning

Goal: St. Monica School has developed a comprehensive marketing plan to encompass enrollment, fundraising, communication both inside and outside of the school, and redesign of the school website to ensure institutional advancement in the short and long term. Teachers, staff, and administrators will implement the plan weekly to include classroom and school data and visuals that focus on our pillars of Faith, Family, Academics, and Service.

Data Sources: We used feedback from our marketing survey sent out to parents in January 2020, our self assessment, and our previous accreditation journey report that all clearly demonstrated a need for improved communication through an increased use of social media and text messaging and a website that was easier to navigate.

Data Sources:

1. Self-Assessment of NSBECS
2. School Commission Parent Survey 1/2020
3. Continuous Improvement Journey

Analysis: All 3 data pieces revealed a need to improve communication through multiple modes. A marketing plan needed to be developed and implemented to ensure continuity and invite families more to engage instead of just inform families.

Benchmark:

13.1 The communications/marketing plan requires school leader/leadership team and staff person(s) to insure the implementation of contemporary, multiple information technologies to reach targeted audiences, and to establish reliable and secure databases and accountability to stakeholders.

Effective Interventions:

- Weekly schedule of data and visual submissions for teachers and staff
- Daily assigned tasks for each staff member in charge of specific communication
- Monthly meeting to review marketing plan to ensure on target activities
- Quarterly short parent surveys for implementation checks
- Bi-Weekly administrative meetings to review current status of plan

Activities or strategies:

- Teachers will submit pictures and short information pieces to be submitted in newsletters, text messages, website, and social media
- Create and Integrate Instagram into our Facebook page to promote daily photo representations of our pillars
- Create a weekly website newsletter that links to various volunteer opportunities and send through text message system

- Send a minimum of 3 and maximum of 5 text messages a week to provide links to volunteer opportunities, upcoming activities, and important information

Accountability: The communication task force and administration will be accountable for these activities.

Research: *After reviewing other effective marketing plans and in consultation with our marketing intern, these activities will appropriately meet our goals.*

Resources: Marketing analysis, school commission family survey, Marketing intern, LEI review, Facebook, Remind101, Instagram, and our website are our current resources with other resources being investigated.

Parent Communication: Our quarterly parent survey results will be provided to all families after each survey is complete.

Timeline: We will begin in Fall of 2020 and continue until Spring of 2023. We will review our progress annually and make any changes at that time.

June 2021 Update:

- Using a new company for website development and hosting that better connects the church with the school.
- Increased budget line item to include marketing aspects such as yard signs, and social media ads.
- Summer of 2020 worked with a marketing intern to develop logos that will be used in the Fall of 2021.
- Switched student information systems to PowerSchool and School Messenger which will provide us more opportunities for two way communication.
- Offering adult Spanish classes to staff targeting conversations with parents to improve communication.
- Staff member designated for regular social media updates.
- For the last two years, we have been a part of and followed the Latino Enrollment Initiative's suggestions.
- Summer of 2019 both administrators attended the Latino Engagement Institute at Notre Dame.
- Tri Lingual signage was developed and installed in the Summer of 2020.
- April 2021 a family survey was sent out requesting information regarding cultural heritage to assist school with the addition of items to represent the family heritage of our school families.
- School Commission parent survey was sent out in January of 2021 to serve as a comparison to the parent survey from 2020.
- Weekly newsletter posted on our website that is easily translated into all languages represented in our school.

June 2022 Update:

- Our website has been used more as a portal this year than just informational and contains ongoing surveys and ways to make connections
- Updated our mission statement to reflect our mission

- Marketing has included new table and logo table cloth with clean signage and pamphlet holder to advertise our school during registration as well as all activities to invite parishioners to participate
- Regular announcements in bulletin and through the Mass announcements about school activities and accomplishments
- School messenger has been ineffective. We will switch to Flocknotes in October 2022 for better texting and email capability.
- Completing the final steps to get multilingual directional property signage.
- Parent survey sent in February. Determined to be ineffective. School commission is working on a more effective survey for the coming school year.
- New family survey to go out mid October to gather information about why they chose St. Monica. Data to be used for the coming registration period.
- Continue to use the website based newsletter.

Additional goals and revisions to goals will be done during our staff meetings and through electronic exchanges through September 15th 2021.

Additional goals and revisions to goals will be done during our staff meetings and through electronic exchanges through September 10th, 2022.