



Case Statement for Bishop David Thompson Catholic Schools of York County

MISSION: SAINT ANNE CATHOLIC SCHOOL

Mission Statement

Uniting the long-standing tradition of Catholic education, with a personal learning experience, we become strengthened by the grace of the Holy Spirit and balanced in our lives. We are empowered to develop our individual identity and become virtuous leaders of society. We are faithful. We are fearless. We are St. Anne.

School Motto

Cultivating intellect, faith and integrity

Core Value Statement

LET IT BE KNOWN TO ALL WHO ENTER HERE THAT CHRIST IS THE REASON FOR THIS SCHOOL, THE UNSEEN, BUT EVER-PRESENT TEACHER IN ITS CLASSES, THE MODEL OF ITS FACULTY AND THE INSPIRATION OF ITS STUDENTS. In keeping with the bountiful tradition of Catholic education, we Inspire Excellence in God's Children by educating the whole person as articulated and demonstrated by our Core Values:

We are St. Anne!

We are Servants

We are Scholars

We are Athletes

We are Artists

We are a Community

School Philosophy

In keeping with the Vatican's recommendations on Catholic education, we believe that parents are the primary teachers of their children and must be recognized as being responsible for their children's education. To assist parents in their responsibilities, St Anne School is committed to providing a safe and nurturing environment for the child to achieve his/her personal potential as a human being, a constructive participant in society and member of the Church. We hold in the highest regard the development of the whole child, i.e., the intellectual, physical, emotional,

spiritual, social and cultural dimension of his/her personality. We assert the dignity of each student and celebrate its sources in the love of the Father. We proclaim the Catholic way of life as manifested in Scripture, doctrine, and principles of moral values and practices of faith. We value each member of our school community and foster individual growth in the virtues of faith, hope and love. We believe that each of our students is called to serve humanity and that we are charged with preparing them for this service by providing them with a strong academic foundation, a desire for knowledge and a sense of community.

HISTORY - ST. ANNE CATHOLIC SCHOOL

Saint Anne School opened in September of 1951 with twenty-four students in kindergarten and first grade in the renovated church rectory at 613 Saluda Street, Rock Hill. The second grade was added in 1952. A new school building, four classrooms and office area, opened at 648 South Jones Avenue in 1954. It was also in that year that the U.S. Supreme Court in the case of Brown vs. the Board of Education of Topeka ruled that segregation, as it had been practiced under the "separate but equal" doctrine of Plessy vs. Ferguson case, was inherently unconstitutional. From that time, St. Anne School was a racially integrated school - the very first in South Carolina and for several years, the only one.

By 1958, the school had expanded to eight grades and the first Sisters, Servants of the Immaculate Heart of Mary, came to staff the rooms. St. Anne's first eighth grade class (seven students) graduated in 1958. The convent was built in 1960, and the auditorium was built in 1964. After a study in 1975, school officials phased out the 7th and 8th grades. The fall of 1976 saw the opening of an addition with two classrooms and a library. Saint Anne offered grades 1 - 6 in separate classrooms. A kindergarten program that had been offered at Saint Mary's location closed in 1978.

In the fall of 1982 during the tenure of Principal, Sister Virginia Concepta, the school opened an all day five-year-old-kindergarten for twenty-two students in rented facilities at Bannon Hall of St. Mary's Parish. Recognizing that both parents work outside the home in many families, the school began offering extended care in 1983. The school began an extensive self-study process, OPERATION SEED, that same year. A diocesan visiting team came on site in 1984, and the study was completed in 1985. During the summer of 1987 the school purchased two used mobile units from Our Lady of Peace School in North Augusta. The library shared one mobile unit with the four-year-old program that opened in the fall of 1987. Parents could choose between a half or full day with this new program. In October of 1987 our five-year-old kindergarten program moved from Bannon Hall into the second mobile unit.

Rock Hill School District began leasing four mobile units to Saint Anne School in the fall of 1990. The extra space permitted the school to offer two classes for K-5, an art room, audio-visual room, parish teen room and offices for Saint Anne Parish. On November 21, 1991, Sister Irene Loretta, a representative from the Sisters, Servants of the Immaculate Heart of Mary, visited the school to announce the withdrawal of the sisters from the school effective in June 1992. Reasons cited were: a dearth in vocations and a lack of

vitality of the IHM community life in Rock Hill. The IHM council felt that Saint Anne School was a strong school which would continue to thrive and grow under the direction of its vibrant group of lay people. Emily Theriault was named principal for the 1992-1993 school year. In 1992, expansion involved two classes for grade one. In 1993, the second grade expanded to two classes, a seventh grade was added and the enrollment reached 293 students.

A complete middle school program was offered in the fall of 1994 for grades 6, 7, and a new 8th grade. A full curriculum in compliance with state and diocesan regulations was begun. Two mobile units from Chester County School District were purchased to house the middle school. That same year, two third grade classes were offered and the enrollment reached 330. On June 2, 1995, Saint Anne School graduated eighteen eighth grade students, their first class of eighth graders in 20 years (since the class of 1975).

In June 1998, St. Anne School moved its location from 648 South Jones Avenue to 1698 Bird Street. On July 11, 1998, St. Anne Parish sold the South Jones Avenue property to the Girls' Home of Rock Hill. The new Parish Life Center and Educational Facility was officially dedicated by Bishop David Thompson on July 26, 1998, on the Feast Day of St. Anne. The first day of classes for students in the new building was held on August 21, 1998. On September 29, 1999 Robert J. Baker was ordained and installed as Bishop of Charleston. On June 19, 2004, Bishop Baker dedicated the parish life center as the Father William Pentis Family Life Center in celebration of Father William's twenty-one years as Pastor of St. Anne Catholic Church.

For years, the Catholic community expressed interest in a Catholic high school in York County. The closest Catholic High School was in Charlotte, North Carolina. For a period of time this option worked for some families, however, Charlotte Catholic High School became overcrowded, the commute from Rock Hill to South Charlotte unmanageable, and the tuition at Charlotte Catholic increased beyond what most of the Rock Hill families could afford. At a time when enrollment in the Diocese, and Catholic Schools nationwide was falling, the community of St. Anne transformed this challenge into an opportunity in 2013. The Catholic community of St. Anne (pastor, parents, school faculty, and administration) came together, researched, and put together a unique proposal to the Diocese of Charleston. The goal was not to build a separate high school, but to extend the current St. Anne Catholic School (K3-8) to become St. Anne Catholic School (K3-12). On February 10, 2014 Bishop Robert Guglielmone blessed the expansion of St. Anne to include high school grades 9-12. After adding one grade per year on to the former St. Anne Catholic School K3-8, St. Anne successfully graduated its first class in 2018. St. Anne is proud of its achievements and success over the years. Academically, the students are competitive and driven toward high achievement. They are consistently top performers on the national standardized tests year after year.

I. EXECUTIVE SUMMARY

With the support of the Catholic Schools Office and the blessing and approval of Bishop Robert Guglielmone, St. Anne Catholic School is the first in the diocese to provide students with a Catholic education K3-12. St. Anne provides an academically-strong

education in the Upper Midlands Region of the Diocese of Charleston. The student body is made up of students from all parishes in York County and South Charlotte, as well as approximately 20% non-Catholic students. The school receives about \$850 per student from the supporting parishes which contributes an average of \$200,000 to the annual budget. St. Anne has modeled its curriculum after the diocesan high schools, developing life-long learners through offering an interdisciplinary, liberal studies education focusing on religion, literature, philosophy, creative arts, mathematics and science.

Bishop Guglielmone charged the school leaders and the Diocese of Charleston Catholic Schools Task Force to develop a plan to “Revitalize the Catholic Schools in the Diocese of Charleston,” in order to sustain enrollment and operational vitality. In 2014, the community of St. Anne took this challenge and transformed it into an opportunity to increase enrollment by expanding to high school. The Catholic community of St. Anne embraced this responsibility by uniting together, so the youth in York County will have the opportunity to stay immersed in the Paschal mystery until their education comes to completion at the end of grade 12. At the time, the closest Catholic High School was in Charlotte, North Carolina which is not an option for most of our families. After adding one grade per year on to the former St. Anne Catholic School K3-8 starting in 2014, St. Anne successfully graduated its first class in 2018. The configuration of St. Anne School K3-12 serves as a model for other Catholic school communities in the Diocese of Charleston who do not have access to a Catholic High School.

Rapid planning and collaboration began immediately following the meeting where Bishop Guglielmone approved the expansion project in 2014 and has continued over the past four years. Parents, faculty members and the school/church administration met weekly to work out all details necessary for opening an academically strong faith-based school. Priorities were placed on spiritual development curriculum, budgeting, recruitment, and fundraising. The St. Anne Annual Development Fund was resurrected in an effort to begin to raise funds for facility improvement and tremendous focus was placed in the area of school advancement. With the guidance of the Catholic Schools Office, the St. Anne Staff created a rigorous course catalog, established policy published in a Parent-Student Handbook, and committed themselves to the success of this project.

In 2015, the school had 19 classrooms. With creative scheduling, St. Anne was able to accommodate the 9th grade class. However, St. Anne quickly ran out of space for the growing enrollment. The greatest need St. Anne faces is facility expansion and improvement. To make the best of available resources, teachers managed on the St. Anne Campus by sharing classrooms and using every space in the building including the library and stage for instruction. In addition, through successful budgeting and fundraising four additional classrooms and a new reception area were added to the school. By the fall of 2016, it became critical that other options be explored for facility space and to have a solid plan in place for educational purposes and for recruitment and retention. Parents and students want to see a “brick and mortar” building, or at least be assured there is a strategic plan for the future. The planning committees determined the environment of the school would greatly benefit from the capability to offer separate spaces for the lower and

high school students. It would allow for age-appropriate interaction among students, which is sometimes a concern for parents.

St. Anne Catholic School, the only Catholic school in the county for more than 65 years, has experienced a 22% enrollment growth over the last five years. As further research for facility expansion options continued, the community of St. Philip Neri expressed interest in our project of expanding Catholic Education in York County. After critical collaboration that sought to ensure the long-term sustainability of Catholic education in York County, the parish community of Saint Philip Neri in Fort Mill graciously embraced SAS's high school as a ministry of its church and opened their doors to welcome grades 9-12 to the Saint Philip Neri campus during the 2017-2018 school year. Due to additional enrollment growth for grades 9-12, a long-term solution for permanent space needed. As such, Bishop Robert Guglielmone accepted a plan that the high school would operate at the SPN campus through May 2022. This arrangement will allow the Freshman class of 2018-2019 to be educated at a single campus for all four years of high school. This partnership has been a pivotal turning point in the commitment to Catholic Education in York County.

Through a joint effort to advance the long-term viability of Catholic education in York County beyond the most recent agreement, both parishes have been in constant collaboration to develop a strategic longer-term plan for the further evolvement of our existing partnership. In the spring of 2018, SPN surveyed their parishioners and conducted a Feasibility Study of Catholic Education in York County. Although the results came back in strong favor of pursuing Catholic education in York County, the Pastor and parish councils of SPN have delayed their commitment to a partnership until September of 2018. However, as a result of continuous enrollment at St. Anne School, a pivotal growth opportunity for the high school, and in alignment with the vision of the Catholic Schools Task Force of the Diocese of Charleston, a steering committee made up of St. Anne Catholic School administrators, faculty, staff, parents (from area parishes), and pastors has come together to not only support Catholic education as an essential ministry of the Catholic Church, but to plan for further expansion of Catholic Education in York County. At this time, St. Anne continues to be the only parish fully committed to this project. Saint Philip Neri continues to be in close collaboration with St. Anne as they consider a partnership and there is discussion taking place at our other parishes regarding Catholic Education.

Unfortunately the Catholic school model of "one parish, one school," that had successfully served students for more than 200 years is no longer sustainable for most elementary schools. In order to be proactive with Catholic Education in York County, this team has proposed the establishment of one educational entity that serves as an umbrella over St. Anne Catholic School and all future developing schools in the York County Deanery. This would provide a "regionalization" model, with its administration directed and advised by representatives of all parishes who embark in Catholic Education in the deanery. St. Anne Catholic School continues to be the only Catholic School in York County, serving students on two campuses. By uniting together in the ministry of Catholic education, students will benefit from the support and resources of all

parishes. For the 2018-19 school year, the school system will encompass the St. Anne Campus (Full Day Preschool through 8th grade) and the St. Philip Neri Campus (High School grades 9-12) under the proposed name of *Bishop Thompson Catholic School*. In the years to follow, this configuration may change to accommodate the growing needs of York County. Should SPN, or any parish in York County, decide to invest in Catholic Education they would do so under the Bishop Thompson umbrella.

Bishop David Thompson, the former Bishop of the Diocese of Charleston who had a personal connection to both parishes, was an avid supporter of Catholic education and the Oratory community. Bishop Thompson became the 11th Bishop of Charleston in 1989. He was a faithful servant with an infectious spirit who significantly impacted the faith life of many throughout the state. Bishop Thompson had a deep love of his faith, life and friendship, and his gregarious charm and sense of humor created a wonderful connection with those in the Catholic community. Bishop Thompson was an advocate for Catholic education. From the time he was a priest and named the founding principal of Notre Dame High School in Allentown, Pennsylvania to his time of service as the Bishop of Charleston, he set parochial education standards that improved the quality of diocesan schools. To read more about Bishop Thompson, see our website for his biography.

The school administration and faculty have successfully met the original goals of expanding St. Anne Catholic School to serve students from start to finish. The Community of St. Anne continues to look toward the future. St. Anne enrolled its inaugural freshman class in 2014 and now has one successful graduation under its belt. A sizable majority of our top priorities for school expansion were met such as planning curriculum, budgeting, technology implementation, extra-curricular activities, with an emphasis on spiritual development. The next priority now aims to answer Bishop Guglielmone's vision to revitalize Catholic Schools in the Diocese of Charleston that is the heart of our vision for the future of St. Anne School. To do this it is imperative that Bishop Thompson Catholic School is established as the uniting entity for the future of Catholic education in York County.

II. MISSION FULFILLMENT

A. To Students

The St. Anne Catholic School mission is to educate students from start to finish (K3-12) in the Roman Catholic/Christian faith while preparing them for college and beyond. "St. Anne is the beacon for limitless opportunity and support; The teachers and faculty not only foster independence, but also encourage investigating any curiosity we may have, no matter the significance of the interest itself. The small class-size influences any spark of confidence that allows for students to develop ideas and present connections while in class. St. Anne is a place where embarrassment does not exist, meaning that the school cultivates kids who have no fear." **Student, Class of 2019**

B. To the St. Anne and Saint Philip Neri Parishes

With over 65 years of history, St. Anne Catholic School is clearly an extension and part of the St. Anne parish. After just one year of our high school being located in Fort Mill, students have been embraced by the community of St. Philip Neri. Each week a class of students plans and participates in all parts of the mass (in both churches). Students gather weekly and on Holy Days for Masses, participate in the Sacraments, liturgical celebrations, Eucharistic Adoration, and praying the Rosary in both churches along with parishioners and families. Parishioners are invited to Christmas programs, musicals, plays, Open Houses, and other school events throughout the year. St. Anne students serve not only at school Masses, but for weekend Masses, and funerals. Older students are actively engaged in both youth groups (St. Anne and St. Philip Neri).

C. To the Catholic Church and Society

St. Anne Catholic School students have a strong moral core steeped in Catholic/Christian values with the courage to stand alone if needed. They are committed to living their faith through the liturgical, sacramental life of the church, and through the development of a strong awareness to Social Justice and diversity. By immersion in the Pascal mystery from start to finish (K3-12), St. Anne Students possess a firm foundation in the faith that leads to commitment to life-long faith development. Upon graduation, it is our hope students continue to live a faith-filled life through college and beyond. As they enter adulthood, St. Anne students will give back to the Catholic Church through time, talent, and treasure. Faculty at St. Anne strive to prepare our students for the responsibilities as productive and virtuous leaders of our society.

III. OPERATIONAL VITALITY

As outlined in the *Catholic Schools Standards Project*, “Catholic schools are temporal organizations committed to the Church and the mission of Catholic education including a commitment to a culture of excellence and rigor. These schools exist in a milieu of constant socioeconomic challenges grounded in continuous need for sustainable financial planning, human resource/personnel management and professional formation, facilities maintenance and enhancement, and the requirement for institutional advancement and contemporary communication. Catholic schools must adopt and maintain standards for operational vitality in these areas and define the norms and expectations for fundamental procedures to support and ensure viability and sustainability.” Furthermore, “Standards for operational vitality must focus on the ‘operation’ of the school—how it works and how it is supported—in four key areas: finances, human resources/personnel, facilities, and institutional advancement. The leader/ leadership team must manage each area and be subject to the direct oversight of the governing body in these matters.”

<https://www.catholicschoolstandards.org/>

A. Finances

The school Pastor and Principal engage in financial planning in collaboration with the Parish Finance Council, according to the National Catholic Standards, in effort to:

- Seek advisement on budgeting and management of funding
- Set annual tuition each year

- Delineate costs for key target areas such as instruction, tuition assistance, salaries, equipment, technology, capital projects, and other planned projects
- Provide annual report to the community explaining gaps in income and expenses and per pupil costs
- Ensure that appropriately developed financial plans and budgets are implemented using best practices in financial planning

Total Operating Budget	\$2.6 million
Total Fundraising (average)	\$130,000 annually
Subsidy received from supporting parishes	\$200,000 annually
Tuition Assistance provided by school	\$130,000 annually

**St. Anne School has zero debt and has ended the school year in the black consistently since 2012.*

Enrollment Management and Opportunity

Enrollment in Catholic schools has been a concern nationally as well as in the diocese. The Catholic schools in the Diocese of Charleston have experienced a 10% decline in enrollment in the past 10 years, compared to a 20% enrollment decline in Catholic schools nationwide. This loss is entirely at the elementary school level; secondary enrollment has remained stable. Beginning in 2012, under the leadership of the current Pastor/Headmaster and Principal, enrollment at St. Anne Catholic School began to show the opposite trend. St. Anne has experienced a 22% growth in enrollment. With the addition of the high school, enrollment has grown from an average of 265 students in 2012 to 365 students in 2017. The greatest growth took place for the 2017-18 school year, and the high school will serve over 70 for 2018-19. Through survey and research, we have concluded that providing children with a consistent education from preschool through senior year is important to families. The K3-12 model has proven to be a success and dynamic recruiting tool, especially for families wanting a Catholic Education from start to finish.

Founded in September 1951, St. Anne Catholic School has provided a faith-based, quality education to children in Rock Hill, SC and surrounding communities for more than 65 years. The cities of Rock Hill (and now Fort Mill) are thriving residential communities located outside of Charlotte, NC. The cities have been striving to attract national and global economies. Accredited by Southern Association of Colleges and Schools (SACS), St. Anne Catholic School serves children from nearby cities in South Carolina like Chester, Ft. Mill, Indian Land, Lake Wylie, and York. Demographic research on the Rock Hill Deanery shows this area to be one of the fastest growing Catholic populations in the state of SC. This report is included as an addendum.

Rich with history, St. Anne was the first racially integrated school in the state of South Carolina. St. Anne School continues to welcome all children. Although 83% of our students and teachers are practicing Catholics, all children who are “seeking a Catholic and academically strong education” are welcome. The student body is made up of a diverse population that consists of Native American, Asian, Black, Native Hawaiian, and Latino children. One third of our first graduating class was Vietnamese. With thriving

Latino and Vietnamese communities in the St. Anne Parish, the school has implemented enrollment strategies to recruit these students. The school participated in the University of Notre Dame's Latino Enrollment Institute in 2015. As a result, the Latino population grew from about 3% to 13%. The overall diversity of the school has grown from 17% to about 20% minorities in total. Our success can be celebrated by visiting the website of the University of Notre Dame: <https://ace.nd.edu/news/articles/csa/success-stories>

St. Anne School embraces diversity not only with cultures and ethnicity, but with learners as well. In the fall of 2014, a special education teacher was hired to serve Exceptional Needs students through an "Inclusive" model. This program has proven to be a success and in 2017, the Pope Francis Center for Student Success was established as a hub to serve these students. The St. Anne student body is made up of approximately 8% of exceptional-needs students. St. Anne also serves gifted children in the lower grades and offers honors, AP, and dual enrollment classes for students in the high school.

Enclosed you will find the following documents to support the history of the enrollment trends as well as the opportunities for the future:

- St. Anne School Five Year Enrollment History
- St. Anne Student Body Demographics
- The Rock Hill Deanery Catholic Population Growth
- St. Philip Neri Feasibility Study Results

B. Human Resources/ Personnel

St. Anne Church and school share Human Resources to create a unified parish as a means of using good stewardship of resources. Some of the shared positions include Informational Technology (IT), Parish Manager, Building Supervisor, and Administrative Assistants. Additionally, the Parish Finance Council consists of representatives of both the school and church. The school benefits from this council with advisement on budgeting, development of strategies to offer competitive compensation for staff, and forward financial planning. Currently, St. Anne School pays its faculty and staff 81% of the local school district's salary scale.

The school is committed to professional growth. A portion of the budget is designated for learning opportunities for teachers, and the school takes advantage of Titles II and IV which provide funding from the local school districts. Professional Growth has included:

- Active participation in Diocesan Professional Development
- Around 75% of all teachers completed the Read to Succeed requirement
- NCEA Conference
- NCTM (National Council of Teachers of Mathematics) Conference
- South Carolina Reading Conference
- IEW (Institute of Excellence in Writing)
- The University of Notre Dame Latino Enrollment Institute
- Catholic School Leadership Training
- Arts Integration and STEAM Conference
- iSTEM Project in cooperation with the Rock Hill School District
- STEM Centers of America

- Winthrop University Education Department- Special Education Consultation
- Annual Book Studies have included the *Educator's Handbook for Inclusive School Practices*, *Universal Design Daily*, *The Growth Mindset*, *GRIT*, and *The Energy Bus*

C. Facilities

In 2013-14 (prior to the addition of grades 9-12), the school facility included 18 classrooms, gymnasium (not HS regulation), cafeteria, library, adequate office space

School Renovations/ Expansion 2014-2018:

- Six additional classroom spaces
- Relocation of reception for safety and security purposes
- Addition of Chemistry Lab
- Leasing the ministry building on the campus of Saint Philip Neri (Fort Mill) for high school classroom space
- Current projects include a modular chemistry lab to be located at St. Philip Neri and fundraising for a 14-passenger bus

D. Institutional Advancement

According to the *Catholic School Standards*, the final key area of Operational Vitality is Institutional Advancement. Working toward the benchmarks outlined in this document, St. Anne School has restructured its governance model for the 2018-19 school year. A team has been developed under the direction of the Principal/Pastor and the guidance of the Director of Advancement, who is an employee of St. Anne School. The team consists of volunteers who assumed the roles of Planned Giving Officer and Fundraising Coordinator. In addition, the Headmaster/ Pastor of the school will work with this team to develop an Alumni Relations program. This team will be responsible for the planning and implementation of:

- a communications/marketing plan to effectively reach targeted audiences
- an enrollment management plan for recruitment and retention
- a development plan to insure key strategies are in place to grow and maintain significant funding prospects. This plan will include the *Bishop Thompson Catholic Schools Endowment*, should this project be approved.

IV. ACHIEVEMENT

A. Academic Excellence

- HS students have the opportunity to earn the Silvester Program for Math and Science Endorsement upon graduation
- MAP Scores ABOVE the National norm in Reading, Language, and Math in all grades
- St. Anne students' growth was above the Diocese in six out of seven grades tested in reading and in five out of seven grades tested in math
- SAT: Peak Score= 1400, Average Score = 1142
- PSAT (grades 7-11): Peak Score= 1340, Average Score = 1053

- 77 College Acceptances by our first graduating class of 10 students and \$1.6 Million in College Scholarships
- SAS middle school students accepted into the Notre Dame Ignite Program each year
- Duke Tip and SC Junior Scholars
- AP Honor Roll- Diocese of Charleston was 1 of 3 districts in the state recognized. SAS had four (out of 17) sophomores earn perfect scores.
- Athletics Team – Third Place
- Annual Publication of *Eustoria* Literary Magazine – published completely by students
- St. Anne Geography Bee Representative at the State Competition
- Student selected to participate in the *Perry Initiative, Building the Pipeline for Women in Engineering* at MUSC

B. Service

- Catholic Relief Services Global High School- Gold Level
- Operation Rice Bowl
- Middle School House Program serves Mira Via, The Haven Men's Shelter, Pilgrim's Inn, and St. Vincent DePaul Society
- Fifth Grade makes sandwiches weekly for the Dorothy Day Soup Kitchen
- Third Grade Lemonade Sale, proceeds donated to the St. Vincent DePaul Society
- Girl Up Club serves the education of girls in countries where they do not have a voice- Raised over \$2,000 to help by girls' bikes in Malawi so they can travel to school.
- Student selected as Teen Advisor, Co-Chair of Teen Advisors of Girl Up Club
- Student selected to speak on panels about the importance of "Empowering" young girls and women at the Canadian Embassy in Washington DC and Cannes, France
- Three students selected to attend the Hugh O'Brian Leadership Summit (HOBY), which provides leadership skills to empower students to lead as they serve.
- Washington DC Service Trip
- Box of Joy- Christmas gift box sent to underprivileged children

C. Outstanding Artists

- The John Paul the Great (JPG II) Program for the Arts- Certificate program for HS students excelling in the Arts
- The National Art Honor Society and the International Thespian Society
- HS student acceptances have included the Governor's School for Art, The Winthrop University's Music Program, the University of Notre Dame Rome Study Abroad program, The Charlotte Children's Theater Acting Conservatory Program, and the Oregon Shakespeare Summer Seminar
- Annual Spring Musicals have included *Godspell*, *The Sound of Music*, and *Fiddler on the Roof*
- Shakespeare Performances have included: *Twelfth Night* and *The Tempest* (performed in uptown Charlotte)
- Shakespeare Competition Winners, Wingate University

- Show Choir
- Elementary Student Performances have included *Peter Pan* and *Alice in Wonderland*
- Students cast in the Charlotte Children’s Theater Summer Series *The Tempest*, *As You Like It*, *The Taming of the Shrew*, *Bat Boy*, and *Evita*.

D. Competitive Athletes

- Conference Champs- MS Basketball (Boys and Girls) and MS Cross Country, High School Volleyball (Girls)
- Inaugural Baseball Teams for MS and HS
- Elementary Intramural sports
- Fielded 14 middle and high school teams
- 76% of MS students participate in athletics
- 85% of HS students participate in athletics

E. Faculty Achievements

- Combined total of over 500 years of teaching experience
- Over 50% hold advanced degrees
- Four teachers are currently in doctoral programs
- Attended colleges and universities all over the world
- Over 40% of the St. Anne Faculty have earned Basic or beyond Catechist Certification.

IV. NEW DIRECTIONS – THE FUTURE!

A. Continuous Improvement Plan

In alignment with the requirements of Advanced Ed and the Catholic Schools Office, our school develops a Continuous Improvement Plan annually. The Draft of the 2018-19 plan is attached.

B. Strategic Plan - Establishment of *Bishop Thompson Catholic Schools*

According the NCEA and an abundant amount of research, Catholic Schools nationwide are faced with a set of common challenges including declining enrollment, cost to educate exceeding tuition, increased instruction/ administrative costs and depleted financial resources. The Catholic school model of “one parish, one school” that has successfully served students for more than 200 years is no longer sustainable for the majority of elementary schools. Operational vitality has moved to the top of the list of urgent goals for the future. Catholic Schools and Diocesan officials must carefully review the structures and “governance models: regional, parish-based and partnership” and strategically plan for the long-term future of Catholic education.

Over the past five years, the St. Anne School faculty, staff, administration, parents, and community have demonstrated a strong commitment to joining area Catholic Churches and Schools who are looking for ways to insure the future of Catholic Education, one of the greatest ministries of our church. The St. Anne community has researched Catholic

Schools and understands the urgency in turning potential threats and challenges into opportunities. In his article, "The Catholic Schools We Need," Archbishop Timothy Dolan of New York questions, "Have we Catholics lost the nerve, the dare and dream that drove our ancestors in the faith, who built a Catholic school system that is the envy of the world?" He concludes that the entire church suffers when the Catholic schools disappear. Research shows that students who attend Catholic school are proven to become leaders in the Church and society. An investment in Catholic education is an investment in the future of the Catholic Church. The University of Notre Dame's Alliance for Catholic Education asks all Catholics to join them in making Catholic schools accessible for generations to come. The Bishop David Thompson K3-12 expansion project makes this a possibility for all students in the Upper Midlands Region of the Diocese. As the most Rev. Roger J. Foys, Bishop of Covington has said, "While there may be alternatives to Catholic education, there are no substitutes."

As a response to the needs of our families and to the *Revitalization of Catholic Schools* project in the Diocese of Charleston, St. Anne School began the expansion project in 2014 from a K3-8 school to a K3-12. With the addition of the high school, St. Anne experienced growth across the board, particularly in grades 6 and above. Parents like the idea of a "start to finish" education in one school. This growth created a need for additional space ahead of our original plan, which led to the partnership between St. Anne and St. Philp Neri. Parents and students want to see a "brick and mortar" building, or at least be assured there is a strategic plan for the future. Parents, before committing long-term to St. Anne High School, want to know that there is a short-term plan as well as a long-term vision. In the spring of 2018, the Saint Philip Neri parish committed to leasing the ministries building to St. Anne School through 2022 as a short-term solution. This guarantees space available for the rising freshmen class through their graduation. Beyond providing the solution to St. Anne School's space needs, this partnership has brought the two communities together working toward the future of Catholic Education in York County.

One current trend in Catholic Education is "Regionalization," transitioning elementary schools from a parish-based to a more sustainable regional model. Catholic Schools become a ministry of the region, not just one parish with a school. In most areas of the country, Dioceses are closing and consolidating schools to form small school systems or regions to work under the direction of the Catholic Schools Office. The Catholic Community of York County is seeking permission to form *Bishop Thompson Catholic Schools* (a regional model) to be proactive for the future of Catholic Education. The data shows the great need for expanding in York County and beyond. It is our request to be proactive and start the "region" before adding additional schools to our community. Once established, a strategic plan can be developed to insure the operational vitality of Catholic Education in York County.

Benefits include:

- Comprehensive and uniform instructional programs
- Strengthened Catholic Identity and mission
- Stabilized enrollment and tuition costs

- Collaboration in fundraising, technology, athletics, etc.
- More effective use of resources, including facilities

To give School Parents assurance of long term commitment to offer Preschool-High School Catholic Education, a parent-led meeting was held on June 7, 2018 to continue the discussion on the future of Catholic education in York County. Representatives from St. Anne parish, St. Anne School, St. Philip Neri parish, the Byzantine Catholic Community of Fort Mill (a mission of the Byzantine Catholic Eparchy of Passaic) and St. Mary's were in attendance. Father John Guiliani and Lynda Curry (from SPN) were also present.

The outcomes of this meeting included:

1. St. Philip Neri and SAS both believe that it is in the best interest of all to work together when building Catholic education in York County under one umbrella. Therefore, it is recommended that SAS move forward to establish the umbrella name of *Bishop Thompson Catholic Schools* to serve as a "regional" title. SPN is not certain at this time if they wish to move forward in partnership. They will wait until September to make this decision. However, the group felt a regional title would give great direction to the future of Catholic Education in York County. Please see attached Bio of Bishop David Thompson.
2. SPN has agreed to continue leasing the ministries building to SAS through the end of 2022. The ministries building presents challenges to the high school due to the lack of space for art, chemistry, athletic fields, and a gymnasium. Those present recommended a "short term" plan for the growth of Bishop Thompson Catholic Schools, St. Anne Catholic School.
3. In the long run, 3 feeder elementary schools for one MS/HS is ideal. Each feeder would be preschool through grade 6. It is proposed that the HS would house grades 7-12.
4. St. Philip Neri has a thriving preschool population that has long expressed interest in a Catholic elementary school in Fort Mill. Father John and Lynda Curry plan to poll their existing preschool families to gauge current interest.
5. The feasibility study confirms that the fastest growth is in Fort Mill.
6. All agree that there is a lot of untapped potential within St. Philip Neri parish. How do we access those families? The following proposal was made by the group present at the meeting:
 - Relocating the high school back to the SAS campus.
 - Relocating one class of each grade K-6 to the ministries building of SPN.
 - The elementary school on the campus of SPN will serve K5-6. Each class will have no more than 15 students (total of 90 for the school).
 - St. Anne Catholic School will also serve grades K5-6 on the campus of SPN. The school will still be called St. Anne Catholic School, SPN Campus, operating under current SAS administration and under the umbrella name of *Bishop Thompson Catholic Schools*. Students will matriculate to St. Anne in the 7th grade.

- St. Anne Catholic School will serve K3-12 on the Rock Hill campus. This will include one class of K3-grade 6 (160 students), two classes of 7-8 (80 students), and up to 200 HS students. At this time, all current SAS students will have the option to stay on the RH campus. New families will be admitted to SAS with the understanding that they may be required to move to the SPN campus for 2019-20.
- In the interim, continue to work with SPN on the master facilities plan for Catholic schools in York County. Also, continue to leave the invitation open for all parishes in York County to research the need for Catholic education at their location. This could mean just preschool or perhaps another preschool-grade 6 school somewhere in York County.

Benefits of establishing *Bishop Thompson Catholic Schools*:

- The result of establishing “regionalization” **before** expanding Catholic Education in York County, will show proactive planning for the future of Catholic Schools and the Church.
- Schools will be able to more effectively fulfill their mission by sharing resources.
- Future schools will benefit from the rich history of St. Anne Catholic School (over 65 years).
- Instead of being a ministry of a parish, all parishes in York County will have the opportunity to share in this ministry by considering some form of school in their area. With the tremendous growth in Lake Wylie, Indian Land, and Fort Mill there is great opportunity for additional elementary schools and preschools.
- Financial Benefits include:
 - Comprehensive and uniform instructional programs*
 - Strengthened Catholic Identity and mission*
 - Stabilized enrollment and tuition costs*
 - Collaboration in fundraising, technology, athletics, etc.*
 - More effective use of resources, including facilities*
 - Financial benefits that comes with purchasing materials in larger quantities.*
- St. Philip Neri is continuing to work with their parishioners to discern the next steps and hope to have some concrete details by September.

Following the June 7th meeting, Mrs. Shaileen Riginos (principal of St. Anne Catholic School) and Mrs. Melanie Rainier (assistant principal of St. Anne Catholic School) met with Sandra Leatherwood and Jacqueline Kasproski in Charleston for advisement on the next steps. During this meeting, S. Riginos and M. Rainier reviewed the events that transpired since August of 2017. In December of 2017, there was a meeting where SPN agreed to move forward with a partnership with SAS under the umbrella name of Bishop Thompson Catholic Schools. A draft of bylaws and sample governance model were created by Father Fabio Refosco. The announcement was agreed to take place in January with enrollment for the 2018-19 school year.

Following the December meeting, the leadership of SAS was informed that SPN wanted slow the process before committing to the partnership. SPN was planning to conduct a survey to determine if their parish was in favor of a Catholic School and a feasibility study to determine if there was a need for the expansion of Catholic education in York County. The results of the SPN Survey and Feasibility Study were shared at the SPN Town Hall Meeting in May. M. Rainier was in attendance. Both the study and survey results came back with positive results, indicating an incredible opportunity for Catholic Education in York County, especially in Fort Mill.

Sandra Leatherwood advised M. Rainier and S. Riginos to have Father Fabio send a letter to Bishop Robert Guglielmo to seek his blessing for the establishment of *Bishop Thompson Catholic Schools*. This letter must be addressed to the Bishop and copied to Msgr. Droze, Sister Pam Smith, Sandra Leatherwood, and Jacquie Kasproski. Mrs. Leatherwood later confirmed with Father Miles that this letter must be signed by both Fr. Fabio Refosco and Fr. John Guiliani. Although St. Philip Neri is not committing to a partnership at this time, Fr. John's support of the *Bishop Thompson Catholic Schools* title and project is necessary. In the future, should SPN decide to join in on the mission to build Catholic education in York County, they are committed to working with the school administration and parish of St. Anne under the regional title *Bishop Thompson Catholic Schools*.

C. Next Steps:

1. If we are blessed to move forward, an advisory board and governance model will be created. The tasks of the advisory board include the review of:
 - Mission and Vision statements
 - Financial structure of St. Anne School
 - Student enrollment history and projections
 - School buildings and capital needs
 - Editing and finalizing BTCS Strategic Plan
2. Establish a School Endowment Fund for facility expansion, once determined the best locations/ structure of each BTCS.
3. A webpage will be created and monitored by the St. Anne School Advancement Office to keep the community of York County informed.
4. The webpage and strategic plan will be published and launched by September 15, 2018.
5. Allow the Parent Steering Committee to schedule a meeting to continue the discussion about the change in locations for the 2019-20 school year. This meeting should be open to ALL St. Anne School families and pastors/ parishioners from all five churches who have an interest in the development of Catholic Education in York County.
6. School personnel will do a demographic study of current study body to determine how to pursue changing the locations effectively.

7. Saint Philip Neri will poll preschool parents to determine interest for following school year.

D. New Resources Needed

Our greatest challenge at St. Anne School is our facility. Parents and students want to see a “brick and mortar” building, or at least be assured there is a strategic plan for the future. During the 2017-18 school year, a Vitality Summit was held to create focus groups to address our most urgent needs. These include a bus for transportation between campuses and to athletic events, a chemistry lab/art facility at the high school, and athletic facilities (gymnasium, lockers, field upgrades). Our school has been able to recruit and retain an extremely qualified and dedicated staff; however, through research and collaboration with the Catholic Schools Office our high school needs to build enrollment to 400 students. This will allow us to hire adequate staff in order to offer an academically excellent curriculum with appropriate staffing.

E. Maintaining Quality Catholic Education

In alignment with the Diocese of Charleston strategic plan, St. Anne school strives to build and maintain a culture of faith by hiring a staff and faculty who embrace the mission and Catholic identity of our community, who live the faith, and who are capable and comfortable witnessing to it. All teachers have either earned or are working toward Catechetical certification required by the Diocese. Each year upon signing the annual contracts, the Pastor/Headmaster reminds our staff of their commitment to teach in Catholic schools as a ministry or vocation, not simply a job or occupation. This school year, St. Anne School will have Campus Ministers and Chaplains on both campuses who will lead the integration of religion and faith into everything in the St. Anne community. The St. Anne staff participates in annual retreats and various catechist training classes throughout each school year.

F. Timeline

A detailed timeline for strategic planning will be developed once the approval and official blessing from the Most Reverend Bishop Robert Guglielmone is received.

IV. Development Efforts

A. Need:

In order to keep tuition affordable so that a Catholic Education can be offered to all those who desire, there is a gap between tuition revenue and basic operating expenditures of an average of \$70,000 per year. Additional funding is needed to meet the demands of a 21st century education which includes the following:

- comprehensive arts and science program
- competitive athletic and extra-curricular programs
- retention of highly skilled staff
- state of the arts facilities to accommodate growth, especially in the areas of high school, science, athletics, and the arts.

When the salaries of the faculty and staff are taken into consideration, even more funding is needed to bridge the gap between faculty salaries and the potential earnings in the local public school districts which amounts to about \$400,000 annually. By raising funding, the high quality faculty and staff will be retained, and the school will continue to attract exceptional faculty and staff. Since 2012, our funding efforts have provided the following:

- Tuition assistance, making Catholic Education accessible to all children
- Technology- iPad project, Chromebooks, Smart TVs, projectors, replacement of promethean boards, teacher devices
- Phases 1 and 2 of painting the school
- Software Learning Licenses for programs such as, IXL, AR, Naviance
- Renovation of kindergarten kitchen to add classroom for lower school
- Turn one middle school classroom into a Chemistry Lab
- New Reception Area
- Renovation of library to add three additional classroom spaces
- General repairs and maintenance such as the replacement of air conditioning units and upgrading fire proof room for archives and student records
- JPG Program for the Arts and Sylvester Program for STEM Leadership staff
- Increase salaries by 2% for faculty and staff (we are still an average of 30% lower in salaries than the local public school)
- Relocation of St. Anne High School to SPN Campus

1. Ongoing Communication

While a new website was developed two years ago, plans are underway to consider restructuring and redesign. Moving forward, it is critical for transparency that a page on our website is developed and dedicated to strategic planning and continuous improvement. Social media at St. Anne will continue to increase and have a strong following. The Principal sends a weekly update and the Director of Advancement sends a quarterly newsletter, *The Eagle Source*. St. Anne School has a weekly presence in the St. Anne parish bulletin and periodically in the St. Philip Neri parish bulletin.

2. Fundraising/ events

Our school focuses on five primary fundraising events: SCRIP (year-round), SOAR Summer of Arithmetic and Reading, CSW National Day of Giving, Boosterthon, and the Gala. All of these fundraisers generate operating funds for our annual budget, technology, facility improvements, and tuition assistance.

3. Tuition Assistance

St. Anne Catholic School benefits from nearly \$200,000 in tuition assistance all supporting parishes in the Rock Hill Deanery, which is allocated toward our total school budget. The school offers about 4% of the total school budget toward assisting families who are not able to pay full tuition. About half of this assistance is allocated toward active members of the St. Anne Vietnamese and Hispanic communities. Through the course of the year, the St. Philip Neri community has also graciously adopted various students to help offset their tuition.

4. Endowment

Ten for Tomorrow Fund: St. Anne School has instilled the ten members of the first graduating class with virtues that will carry them through a life time. As their senior gift to the school, the inaugural graduating Class of 2018 decided to leave a legacy and create the Ten for Tomorrow Fund. The name was inspired by the ten gifts they received from their time at St. Anne School: Academic Excellence, Integrity, Honesty, Individuality, Kindness, Innovation, Perseverance, Ambition, Compassion, and Humility. *As each has received a gift, use it to serve one another, as good stewards of God's varied grace* 1 Peter 4:10. The fund is to be used as a monetary source for the school, and the money that is raised will go towards capital projects that will help current and future students make the best use of the ten qualities. Each student donated \$20.18 to start the fund and the tradition has been started for the classes to come where students will each contribute the amount of their graduating year.

Future BTCS Foundation: To foster and promote the growth of *Bishop Thompson Catholic Schools* an endowment fund will be started immediately should the Most Reverend Bishop Robert Guglielmone bless this project. Through this endowment, the Board of Directors will solicit, manage and expend gifts in support of BTCS Foundation and in furtherance of its objectives on behalf of *Bishop Thompson Catholic Schools*, including its faculty, staff, and students.

5. Grants and Awards

Currently St. Anne Catholic School belongs to the St. Anne Parish. As such, the school has benefited annually from the Bishop's Annual Appeal to fund projects such as the construction of a Chemistry Lab on the St. Anne campus, purchasing Chromebooks for middle school students, and upgrading the safety of the building. In addition, Catholic families benefit from tuition assistance through the Saint Elizabeth Ann Seton grants. St. Anne Catholic School has a thriving Special Needs program and therefore students benefit annually from the Exceptional SC grant. The school receives around \$200,000 each year which is applied toward the general tuition of qualifying students and toward the Exceptional Needs fee which helps the school offset the cost of the Pope Francis Center. Currently the School Advancement Team has secured a volunteer grant writer to help the school research and earn grants for the future development of the school.

B. Opportunities to invest

St. Anne Catholic School welcomes support in terms of time, talent and treasure. The school requires a minimum of 10 volunteer hours per family per year; however, most families contribute well beyond this requirement. Donors desiring to see St. Anne Catholic School grow are encouraged to contribute financially in one or more of the following ways:

- Participation in the Annual Fund campaign
- Participation in the SCRIP program
- Pledge our students through SOAR and/or Boosterthon
- Participate in the National Catholic Schools Day of Giving during Catholic Schools Week
- Attend the annual St. Anne Gala

- Contribute directly to the Ten or Tomorrow Fund or Faith in the Future Scholarship Fund
- Gift the school's operating expenses at anytime

PROPOSAL- WAITING APPROVAL