

**RESPONSE TO TEAM REPORT RECOMMENDATIONS**

**DIVINE MERCY CATHOLIC SCHOOL, FARIBAULT**

**Visit Date: November 7-9, 2018**

Please contact [smueller@mnsaa.org](mailto:smueller@mnsaa.org) for an electronic copy of the template.

Recommendations	School Response
<p><b>Standard 1: Mission and Philosophy</b></p>	
<p><b>Standard 2: Teaching and Learning</b></p> <ul style="list-style-type: none"> <li>• <i>The team recommends that the school complete philosophy statements for art and physical education. (MNSAA #2.02: Philosophy Statements)</i></li> <li>• <i>The team concurs with Divine Mercy Catholic School's challenge identified in the self-study regarding the need to communicate assessment results to the broader community. (MNSAA #2.15: Assessment Results Communicated)</i></li> </ul>	<ul style="list-style-type: none"> <li>• Art and Physical Education philosophy statements have been completed. (please see attached)</li> <li>• Assessment results are communicated to students and parents. We will be including them in our new annual State of the School newsletter. We are working on this to be disseminated the first week of June this year and annual thereafter.</li> </ul>
<p><b>Standard 3: Climate for Learning</b></p> <ul style="list-style-type: none"> <li>• <i>The team recommends the school to review safety practices regarding secure all exterior and interior doors. (MNSAA #3.05: Facilities and Equipment)</i></li> </ul>	<ul style="list-style-type: none"> <li>• As addressed in our response to provisional accreditation, we have reviewed all safety practices with staff, adjusted practices during drop-off and pick-up at Preschool, and added signage to all maintenance closets and doors.</li> </ul>
<p><b>Standard 4: Communications &amp; Community</b></p> <ul style="list-style-type: none"> <li>• <i>The team recommends Divine Mercy Catholic School provide an annual comprehensive State-of-the-School Report to its stakeholders. (MNSAA #4.07: Annual Report to Stakeholders)</i></li> </ul>	<ul style="list-style-type: none"> <li>• Divine Mercy Catholic School will be publishing a comprehensive State of the School Newsletter this June. We had relied on the parish financial report, and other avenues of communication in the past. Our new annual practice will be to collect all this information in one publication to be disseminated annually the first week of June.</li> </ul>
<p><b>Standard 5: Personnel</b></p>	

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<p><b>Standard 6: Leadership and Governance</b></p> <ul style="list-style-type: none"> <li>• <i>The team concurs with Divine Mercy Catholic School's plan to provide an orientation for new SAC members. (MNSAA #6.04: Governance Development)</i></li> <li>• <i>The team recommends the Divine Mercy Catholic School's SAC develop a plan for self-evaluation. (MNSAA #6.04: Governance Development)</i></li> <li>• <i>The team supports Divine Mercy Catholic School's plan to update its facility plan to include long-term budgeting for capital improvements. (MNSAA #6.07: Financial Support of the Program)</i></li> <li>• <i>The team recommends the school develop a written compensation schedule for support staff. (MNSAA #6.08: Compensation)</i></li> </ul>	<ul style="list-style-type: none"> <li>• As noted in the Divine Mercy Catholic School Advisory Council By-laws, we had relied on the annual School Advisory Council orientation provided by the Archdiocese of St. Paul/Minneapolis for orientation in the past. Due to distance and scheduling issues, this has become impractical. We will develop a new orientation procedure in conjunction with Objective 3, Strategy 1, Action Step 6 in the new strategic plan. This new plan will be put into action by next year and noted in new By-laws.</li> <li>• In conjunction with the new orientation process outlined in the previous bullet point, we will provide a self-reflective evaluation process for the School Advisory Council.</li> <li>• As part of Objective 2, Strategy 2 we are currently in the process of planning for a new school building at the site of the new Divine Mercy Church building. These plans and their progress will be reported annually on our strategic plan.</li> <li>• Support staff have been added to the current compensation plan. (see attached)</li> </ul>
<p><b>Standard 7: School Strategic Plan</b></p>	
<p><b>Most Significant Areas Identified for Growth</b> <i>(may be noted already above)</i></p> <ul style="list-style-type: none"> <li>➤ <i>The team concurs with Divine Mercy Catholic School on the need to develop a long-term facility and financial plan to address current capital improvement needs. (MNSAA #6.07: Financial Support of the Program)</i></li> <li>➤ <i>The team recommends Divine Mercy Catholic School provide a comprehensive</i></li> </ul>	<ul style="list-style-type: none"> <li>• As noted above, as part of Objective 2, Strategy 2 we are currently in the process of planning for a new school building at the site of the new Divine Mercy Church building. These plans and their progress will be reported annually on our strategic plan.</li> <li>• As noted above, Divine Mercy Catholic School will be publishing a comprehensive State of the School Newsletter this June. We had relied on the parish financial report, and other avenues of communication in the past. Our</li> </ul>

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<p><i>State-of-the-School Report to stakeholders which includes assessment results and school revenue and expense financials to all stakeholders. (MNSAA #4.07: Annual Report to Stakeholders)</i></p> <ul style="list-style-type: none"><li>➤ <i>The team supports Divine Mercy Catholic School in their strategic planning to expand collaboration with Bethlehem Academy.</i></li><li>➤ <i>The team concurs with Divine Mercy Catholic School's need to develop a written process for orientation for new SAC members and volunteers. (MNSAA #4.01: Orientation of New Members)</i></li><li>➤ <i>The team recommends Divine Mercy Catholic School review the safety practices regarding securing all exterior and interior doors. (MNSAA #3.05: Facilities and Equipment)</i></li></ul>	<p>new annual practice will be to collect all this information in one publication to be disseminated annually the first week of June.</p> <ul style="list-style-type: none"><li>• Expanded collaboration with Bethlehem Academy is addressed in our strategic plan Objective 3, Strategy 4.</li><li>• As noted above, Divine Mercy Catholic School will develop a new orientation procedure in conjunction with Objective 3, Strategy 1, Action Step 6 in the new strategic plan. This new plan will be put into action by next year.</li><li>• As noted above, as addressed in our response to provisional accreditation, we have reviewed all safety practices with staff, adjusted practices during drop-off and pick-up at Preschool, and added signage to all maintenance closets and doors.</li></ul>
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