

# **Town Hall Meeting:** **St. John the Baptist School**

**October 23, 2023**

**Lord, as we gather today at this meeting we ask that You  
will be in our midst.**

**Help us to be able to discuss the matters at hand in a  
reasonable way, and be willing to accept that  
the only way, is Your way.**

**Breathe life into our ideas and help us to build a team that  
has love and respect at its heart.**

**Lord, come give us the inspiration to be the best we can be  
for ourselves, our school, our children, and You.**

**Amen**

**A recap of the year**

---

# Our School

We have 126 students in PreK 3- 8th Grade.

We will graduate six 8th Graders this year.

We have 10 Full-time NYS Certified teachers, 4 Part-time teachers, and 3 aides.

We have 2 AIS ( Academic Intervention Support) teacher.

We have a self sustaining cafeteria, of 1 manager, 1 cooks, and 1 monitor, that prepares nutritious and handmade food daily.

We have 1 Pastor..

We are a Parish School and the only school in our Fields of Grace Family.

# Our School

We offer rigorous and NYS aligned curriculum in Pre K 4 - 8th grade, Algebra I to qualifying 8th Grade students, and Spanish classes to 7th and 8th

We offer special subject instruction in Art, Music, Physical Education, and Library.

We offer a faith filled Religion curriculum to Pre K 3 - 8th grade students, with Sacrament Prep for Reconciliation and First Communion. We engage in regular mass attendance and encourage student participation in every mass.

We provide our students Special Education support (PT, OT, Speech, and Resource Room) and AIS support in Reading and Math. We use STAR assessments three times throughout the year to determine appropriate academic supports.

We are a STREAM school and offer STREAM academies to every student in Pre K 4 -8th Grade.

We offer music lessons, specialized clubs, sports, and service opportunities.

We have a 1-1 technology ratio for students in 1st - 8th grade.

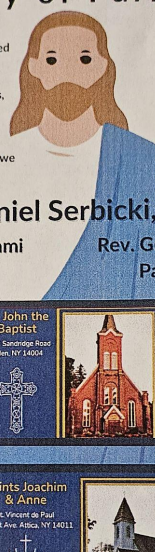
# Our Parish

## Fields of Grace Family of Parishes

We are thrilled to unveil our family's new name, which fosters unity while preserving our cherished parish names. This exciting update brings us a shared identity and a digital platform for sharing events, faith formation info, family achievements, and community updates across Family #13. Moreover, it allows us to recognize the nine churches that constitute our strengthened and cohesive family. Embracing this positive change, we look forward to a brighter and more connected future together.

Fields of Grace, combines the imagery of fields, which reflects the rural landscape and farmland, with the concept of grace, which represents divine blessings and spiritual abundance. The name conveys a sense of God's grace permeating the community and the surrounding natural environment. It suggests a community rooted in faith, where the grace of God is recognized and celebrated in everyday life.

**Rev. Daniel Serbicki, Pastor**  
**Rev. John Arogyasami**  
Parochial Vicar  
**Rev. George Devanapalle**  
Parochial Vicar



<b>St. Maximilian Kolbe</b> Holy Name of Mary 8806 Church St. East Pembroke, NY 14036	<b>St. John the Baptist</b> 2021 Sandridge Road Alden, NY 14004	<b>St. Maximilian Kolbe</b> St. Francis of Assisi 18 West Main St. Corfu, NY 14036
<b>St. John Neumann</b> St. Mary's 3054 Main Street Syracuse, NY 14145	<b>Saints Joachim &amp; Anne</b> St. Vincent de Paul 50 East Ave. Alden, NY 14011	<b>Immaculate Heart of Mary</b> Our Lady of Good Counsel 10075 Aldenburgh Road Durien Center, NY 14040
<b>St. John Neumann</b> St. Cecilia's 991 Comptons Road Shelton, NY 14145	<b>Saints Joachim &amp; Anne</b> St. Joseph's 2311 Route 98 Varysburg, NY 14167	<b>Immaculate Heart of Mary</b> Sacred Heart of Jesus 1230 Clinton St. Borrongton Center, NY 14011

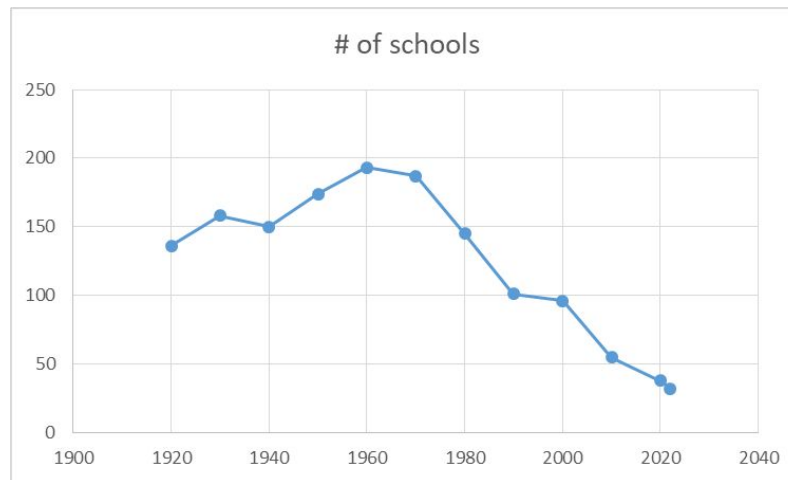
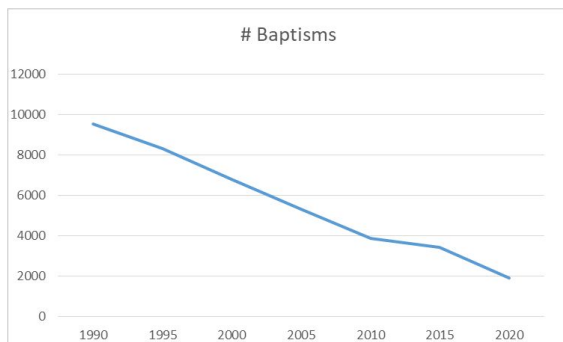
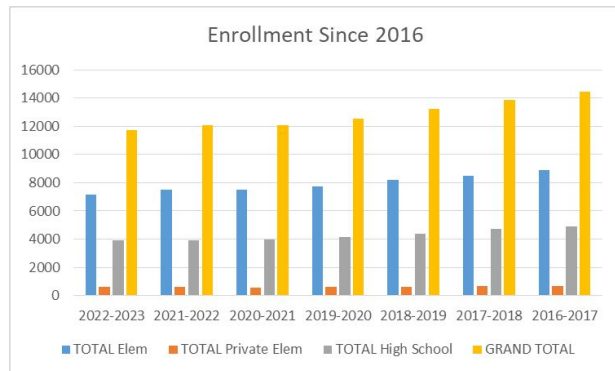
**WWW.FIELDISOFGRA.FAMILY**

Website:

<https://fieldsofgrace.family/>

Our Family has 9 Parishes with 13 locations.

# Data from the Diocese



# Health Scorecard- Diocese of Buffalo



## 2022 ELEMENTARY SCHOOL HEALTH SCORECARD

METRIC	LOWEST	AVERAGE	HIGHEST
<b>% LEARNING ACCOMMODATIONS</b> <i>Percent of students with learning accommodations</i>	1.09%	7.84%	18.03%
<b>% HISPANIC</b> <i>Percent of Hispanic students</i>	0%	2.79%	9.60%
<b>% NON-WHITE</b> <i>Percent of non-white students</i>	0.50%	12.33%	82.20%
<b>FREE &amp; REDUCED STUDENTS</b> <i>Poverty students qualifying for free/reduced lunch</i>	0%	19.91%	81%
<b>% BISON</b> <i>Percent of students on BISON scholarships</i>	2%	17.70%	81%
<b>% CATHOLIC STUDENTS</b> <i>Percent of students who identify as Catholic</i>	15%	74.51%	98%
<b>% CATHOLIC FACULTY/STAFF</b> <i>Percent of Faculty/Staff who identify as Catholic</i>	50%	78.02%	100%
<b>% CATHOLIC HIGH SCHOOL ENROLLMENT</b> <i>Percent of the Class of 2022 registering at a Catholic high school</i>	0%	64.38%	91%
<b>COE</b> <i>Cost of education (per pupil)</i>	\$4147	\$6749	\$14,697
<b>% SUBSIDY</b> <i>Percent of parish school income from parish subsidy</i>	0%	22.43%	49%
<b>% FUNDRAISING</b> <i>Percent of income from fundraising</i>	0.42%	7.20%	25%
<b>AV TEACHER SALARY VS. DISTRICT AVERAGE</b> <i>Average teacher salary compared to average public school salary</i>	37%	48.94%	58%
<b>STUDENT:TEACHER RATIO</b> <i>student teacher ratio</i>	5:1	10:1	14:1
<b>AVERAGE %ILE ON NYS TEST</b> <i>Average percentile on state test across all grades and all tests</i>	24%	60%	79%
<b># STREAM ACADEMIES</b> <i># of STREAM units taught this year</i>	0	5.03	17
<b># TIMES BOARD REVIEWED FINANCIAL STATEMENTS</b> <i># times School Board has reviewed financial position in last year</i>	0	6.28	12
<b># TIMES HSA HAS MET</b> <i># times the Home School Association has met in the last year</i>	0	7.75	12
<b>5 YEAR ENROLLMENT TREND</b> <i>P% enrollment +/- over past 5 years</i>	-184	-34	88
<b>KINDER ENROLLMENT VS. 10-YEAR AVERAGE</b> <i>This year's Kinder enrollment compared to 10-year rolling average</i>	-12	-1	9
<b>% 5-YEAR STUDENT RETENTION AVERAGE</b> <i>Average retention of Class of 2022, 2023, 2024, and 2025 over past 5 years</i>	20%	54%	77%
<b>% TEACHER RETENTION</b> <i>Number of June 2021 teachers retained to September 2021</i>	41%	72%	100%

- Created to provide data on schools within the Diocese.
- This is a reporting tool, not a ranking tool.



# Health Scorecard- St. John the Baptist School



ST. JOHN THE BAPTIST  
SCHOOL - ALDEN (EST. 1853)

METRIC	SCHOOL SCORE	DIOCESAN AVERAGE
% LEARNING ACCOMMODATIONS <i>Percent of students with learning accommodations</i>	18.03%	7.84%
% HISPANIC <i>Percent of Hispanic students</i>	0%	2.79%
% NON-WHITE <i>Percent of non-white students</i>	5.30%	12.33%
FREE & REDUCED STUDENTS <i>Poverty students qualifying for free/reduced lunch</i>	20%	20.64%
% BISON <i>Percent of students on BISON scholarships</i>	15.57%	17.70%
% CATHOLIC STUDENTS <i>Percent of students who identify as Catholic</i>	76.50%	74.51%
% CATHOLIC FACULTY/STAFF <i>Percent of Faculty/Staff who identify as Catholic</i>	64.70%	78.02%
% CATHOLIC HIGH SCHOOL ENROLLMENT <i>Percent of the Class of 2022 registering at a Catholic High School</i>	66.67%	62.08%
COE <i>Cost of education (per pupil)</i>	\$6,873	\$6,749
% SUBSIDY <i>Percent of parish school income from parish subsidy</i>	7.98%	22.43%
% FUNDRAISING <i>Percent of income from fundraising</i>	7.16%	7.20%
TEACHER SALARY VS. DISTRICT AVERAGE <i>Average teacher salary compared to average public school salary</i>	42%	48.94%
STUDENT:TEACHER RATIO <i>Ratio of students to teachers</i>	8:1	10:1
AVERAGE %ILE ON NYS TEST <i>Average percentile on state test across all grades and all tests</i>	54%	60%
# STREAM ACADEMIES <i>STREAM units taught this year</i>	8	5.03
# TIMES BOARD REVIEWED FINANCIAL STATEMENTS <i>Times School Board has reviewed financial position in last year</i>	12	6.28
# TIMES HSA HAS MET <i>Times the Home School Association has met in the last year</i>	8	7.75
5 YEAR ENROLLMENT TREND <i>Y8 enrollment +/- over past 5 years</i>	-9	-34
KINDER ENROLLMENT VS. 10-YEAR AVERAGE <i>This year's Kinder enrollment compared to 10-year rolling average</i>	-1	-1
% 5-YEAR STUDENT RETENTION AVERAGE <i>Average retention of Class of 2022, 2023, 2024, and 2025 over past 5 years</i>	40%	54%
% TEACHER RETENTION <i>Number of June 2021 teachers retained to September 2021</i>	69%	72%

## Areas of Focus:

- Learning Accommodations
- Free/Reduced Lunch
- Catholic Students and Catholic Staff
- Cost of Education
- Teacher Salary
- STREAM Academies
- HSA Meetings
- 5 year Enrollment Trend

Information from the 2021-2022

# School Vitality Report

This year the Diocese of Buffalo has introduced the Catholic School Vitality Report which uses four categories to determine the overall vitality of each school.

**STAR** – This category evaluates the academic progress of each school. There are many reports that can be generated using this academic tool and the Diocese has chosen to look at Growth between September and June.

**Enrollment** – This category looks at retention and enrollment trends over a 5 year period.

**Finance** – This category looks at the the COE ( Cost of Education), tuition received, and a school's overall gap.

**Leadership**– This category looks at the stability, or how much change, has occurred with the Principal and Pastor over a five year period.

# School Vitality Report

Catholic School Vitality Report - August 2023					
St. John the Baptist, Alden					
	STAR	Enrollment	Finance	Leadership	
	Math SGP 55.8	Kinder vs. 10 1.22	COE per student 8398.82	Principal Changes 1	
	Math Prof 38.9	5 Year Retention 57.25	Tuition Received 4541.73	Pastor Changes 2	
	Reading SGP 56	Fall 23 vs. Fall 22 7	Gap % -16.96		
	Reading Prof 54.8				
Totals	13	5	7	3	28
Color Scale	Quartile				
	Top 25%				
	26-50%				
	51-75%				
	Bottom 25%				
*Comparison to Diocese of Buffalo Catholic Schools					

# Diocesan Strategic Planning

Strategic Planning is a year long process in which the Principal, School Board, and Pastor work together to identify areas of growth and develop a multi-step, multi-year plan for improvement.

Last year our School Board, Pastor, and Principal, along with 11 other Elementary Schools within the Diocese participated in Strategic Planning sessions.

Conversations are facilitated by Tad Dickel, Ph.D from the T.A Dickel Group, LLC



# Strategic Priorities

1. Academic Excellence
2. Retention of Current Students
3. Advancement – Finding New Students
4. Teacher Retention/Staffing
5. Financial Vitality

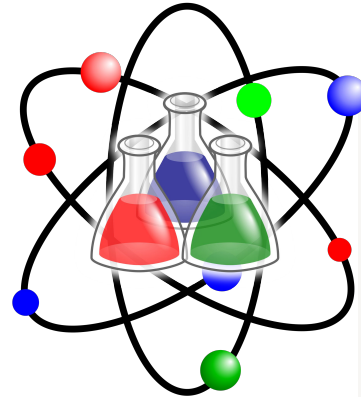
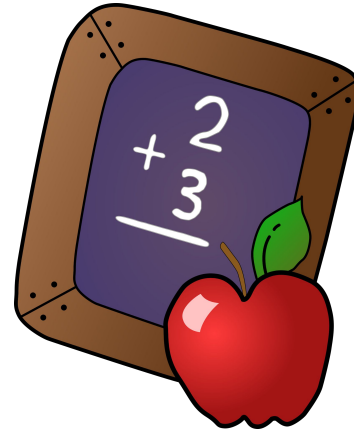
# Academic Excellence

## Key Performance Indicators

- STAR reporting ( 3 times yearly)
- NYS ELA, Math, and Science Scores
- Quarterly Report Cards

## Strategies

- Data team quarterly meetings to evaluate student progress.
- Regular training for teachers
- Evaluation of Curriculum
- Increase in AIS services ( staff and materials)



# Retention of Current Students

**Goal:** 100% enrollment of our K- 7 students and 80% enrollment of our Pre K students.

## Strategies:

- Developing community events with HSA.
- Parent outreach- Making new families feel welcome.
- Development of our Parent Ambassador program
- Open communication with parents, teachers, and administration. Weekly Communication posted on our School website.
- Identifying and providing academic support.

## 6 Year Enrollment Trends

Grade	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
<b>Pre K Total</b>	32	34	24	29	22	23
<b>K- 8 Total</b>	100	85	113	104	99	103
<b>Totals</b>	132	119	137	133	121	126

# Advancement

**Goal:** Increase student enrollment by 5%

**Strategies:**

- Increased Marketing Efforts
  - Combined Diocesan efforts
  - Interactive Website
  - Increased presence online
  - Tailored parent visits
  - Working with surrounding Parishes
- Developing a stronger and more approachable Early Childhood programs.
- Working with Fields of Grace to share information about our school and Catholic Education.





# Teacher Retention/Staffing:

Goals: To retain our current teaching staff and provide an increased salary for the 2024-2025 school year.

Strategies:

- Share part-time positions with other schools or use Virtual Teachers.
- Increase tuition to match increase in salary.
- Provide Professional Development.
- Provide benefits that compensate the lower salary.



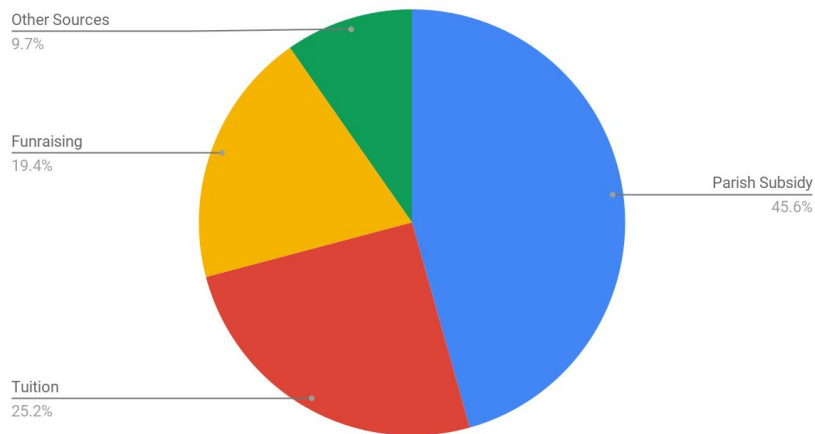
# Financial Vitality

**Goal:** To become more financially independent from the Parish.

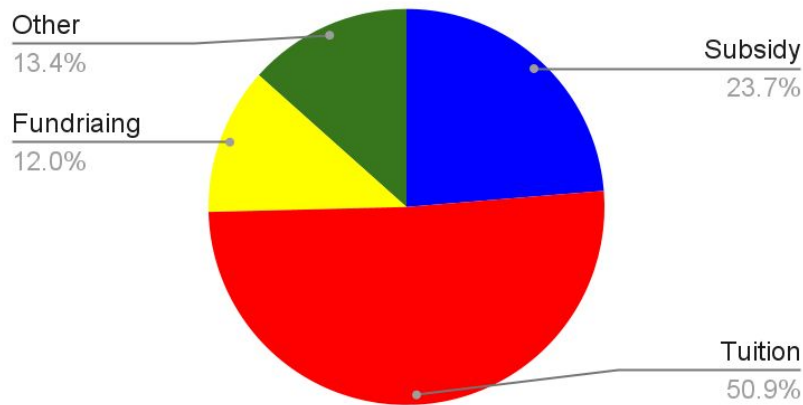
## Strategies:

- Increase connection to our Alumni
- Investigate Endowment opportunities
- Financial Management and Oversight
- Continued Fundraising
- Cutting expenses ( staffing, department expenses, supplies, etc...)
- Utilizing State/Federal Funding
- Grant writing

School Revenue 2021-2022



School Revenue 2022-2023



# How can you help?

- Continued support and involvement in the H.S.A
- Share the school with your circle
- Enrollment returned in February
- Market the school- Social Media/Personal connections.

## A final thought...



In a presentation by Dr. Baxter at the Educational Summit in November of 2022, he discussed the many challenges facing Catholic Schools. He asked us to consider that if we stand at the edge of large hole it can seem overwhelming, and we may think that can't fill that large of a gap. If we only consider looking for one or two “BIG” solutions then we will most likely fail in that endeavor.

However, if we consider the impact of placing a small pebble in the hole each day, and we are consistent in that effort, then slowly over time we have the ability to fill that gap.

# We are St. John the Baptist School



Where small can make a BIG  
difference!

---