

Education and Finance Committee Agenda January 21, 2025
Themes for 2024-25 Accountability, respect, faith, responsibility
Finance Committee **Time: 5:00 PM – AHS Library**

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|--|------------------------------------|
| 1. Call to Order and Prayer | President/Clergy |
| 2. Financial and Budgetary Report | Amanda Krautkramer Finance Manager |
| a. December Financials | |
| 3. Unfinished Business | President/Others |
| a. Facilities Assessment next steps | |
| 4. News or Questions from the Parish Reps | |
| 5. New Business | |
| a. By law revision proposal – see attached | |
| b. 2025-26 budget | President/Others |
| c. Rapid Radios | |
| d. Finance manager search | |
| 6. Business from the floor | |
| 7. Next meeting agenda items | |
| a. Date and time – | |
| 8. Prayer and Adjournment | President/Clergy |

Education Commission **Time: 7:00 PM – AHS Library**

- | | | |
|--|------------------------------|----------|
| 1. Call to Order and Prayer | Chairperson/Clergy | (2 min) |
| 2. Mission Moments | Chairperson | (5 min) |
| Group recites the mission Mission-to inspire excellence and personal growth grounded in Catholic principles and tradition. | | |
| Allow time to share | | |
| 3. Calendar Highlights | Chairperson | (2 min) |
| 4. Reports from Packet | Chairperson/Others | (10 min) |
| Allow time for questions/comments from members | | |
| 5. Unfinished Business | Chairperson/President/Others | (10 min) |
| a. Website revision | | |
| 6. Update on policy handbook review next steps | Chairperson | |
| 7. New Business | Chairperson/President/Others | (20 min) |
| a. Review proposed by law changes | Fr. Guanella | |
| b. 2025-26 calendar | Daniel Minter | |
| c. Rapid Radios | | |
| d. 2022-2027 Strategic Plan next steps | Chair | |
| 8. Business from the Floor | Chairperson/Others | (10 min) |
| 9. Action Items for next meeting and who is responsible | | |
| 10. Next agenda items | | |
| a. Next commission meeting February 18, 2025 | | |
| 11. Prayer and Adjournment | Clergy | (2 min) |

The Assumption Catholic Schools education and finance committees meet monthly on the 3rd Tuesday from August to May – exception is December when it is finance only.

Dates for 2024 August 20, September 17, November 19, December 17 (finance), January 21, February 18, March 18, April 22 and May 20

Possible additional finance only meetings for budget November to January

St. Lawrence Child Care Center

We have been very busy since the start of September. The children have been talking about ways we are thankful and have been busy making projects for our bulletin boards. We made gifts for our families, and now we are planning a Friendship Circle Day to learn all about Groundhog Day. We also held our Christmas Program in early December, and we had a full house filled with parents, siblings, grandparents and friends who came to enjoy some holiday music. Mrs. Rifleman really does such a wonderful job working the young children and preparing them for their big show.

We welcomed a new staff member in September, Zenaida McKinney. Ms. Z, as the children affectionately call her, has been a wonderful addition to our little family and the children all love her.

We have a wonderful grant opportunity that was just sent to me through the Wood County Child Care Task Force and Dream Up! Initiative to receive a very generous grant. If received, we will use the funds to begin an overhaul of our playground with new equipment for our under 2 play area, new sand, a permanent shade structure, and repair or replace the fencing around our playground. This renovation is long overdue and will make our playground safer and more inviting to our kiddos.

Our three classrooms are filled to capacity, with others ready to move up as they grow and prepare themselves for the next level. We have four families who will be expanding their households in the near future and we fortunate to be able to care for those new babies once they arrive! So many generations of families in the Assumption system actually began here, at St. Lawrence Child Care Center.

Respectfully submitted by Jo Ann Wendels – Director SLCCC



Our Lady Queen of Heaven K-2 January 21, 2025 Commission Report

- Our 4K and Kindergarten Christmas concerts in December were a great success, with excellent attendance and outstanding performances by our students.
- The 4K-5 family ice skating event, held at the South Wood County Recreation Center on Friday, Dec. 27, was enjoyed by everyone who attended.
- Our school doors were blessed for Epiphany and we thank Father Guanella for leading this special tradition.
- With the support of Title funding, we were able to bring Michelle Skibba, last year's Title teacher, back to work additional hours with our students on Tuesdays. We are excited about this opportunity to deepen and enrich our students' learning experience.
- Our students have completed their Renaissance Star tests (early literacy and/or reading, and math) for the winter testing window. The data from the Star Assessments will help teachers and staff understand what students already know, identify what they are ready to learn next, monitor their growth, and pinpoint students who may need additional support.
- We are thankful for our ongoing partnership with the local Riverkings Hockey team. For the past few years, players have been volunteering at OLQH and engaging with our students in physical education classes.
- Leveled reading groups continue to take place four times a week, with the support of many dedicated volunteers, including our special guest, Magnolia, Mrs. Jessica Tritz's certified therapy dog!
- We are pleased to welcome our long-term substitutes, Joanne Keyzer and Candace Van Lysal, who will be covering the library and physical education roles while Amie Eckelberg begins her internship in kindergarten with Mrs. Ksicinski on Jan. 22.
- Plans are underway for celebrating Catholic Schools Week (January 29-February 2). Plans include an OLQH activity with the AHS seniors, parent lunches, and a visit to the SWCRC for activities with the Riverkings.
- Registration for 4K and Kindergarten will take place at OLQH on Thursday, Jan. 30, 2025, from 4 to 6 p.m.

Respectfully submitted by:
Shelley Bruley

Mission: *To inspire excellence and personal growth grounded in Catholic principles and tradition*

Vision: *A community of academic excellence, Catholic in spirit and culture, nurturing integrity and respect.*



ST. VINCENT de PAUL

January 2025 Commission Report

December/January

Highlights

- Advent prayer services led by grade level each Monday at end of the day assembly.
- The Scholastic Book Fair was a success- adding 75 new books for the classrooms and library
- The 4th and 5th graders did a wonderful job performing at the Assumption Catholic Schools Band Concert on 12/9/24. Thank you to Heather Erdmann and Molly Thomas for preparing the students for their Christmas music.
- The Christmas Choral Concert on 12/12/24 was also a success. Thank you to music teacher, Heather Erdmann, and students for their preparation and performance. The staff also performed an entertaining skit for the students and audience.
- St. Vincent's Student Council coordinated the "Advent Prayer Buddy" program. Each student picked another student's name and prayed for that student all through advent. On the last day before break, we had the "big reveal and found out who each other was praying for. There was very positive feedback. The SV staff also participated and exchanged names with each other.
- Art Club began with advisors Pat Springer and Sarah Ehleiter leading different projects during 2:10 recess once a week.
- Deacon Ruesch blessed the school and classrooms with an Epiphany Blessing on 01/06/25.

Ongoing Religious Activities and Learning

- Weekly Mass- Wednesdays at 3:00pm
- Weekly Adoration- Fridays at 3:25pm
- Monthly Reconciliation- scheduled by grade level
- Monthly priest visits to the classrooms
- Monthly Mentor Moments- teacher led small groups focusing on social skills
- Daily- incorporating Virtue=Strength monthly virtues into curriculum

Looking Ahead:

- STAR assessments (Math/Reading): January 6th-24th
- Catholic Schools Week: January 27th-31st

Assumption Middle and High School (6-12) January 2025 Commission Report

Middle School and High School

Choir and Band Concerts. The middle and high school band and choir students had their yearly Christmas concerts. The high school choir also had the opportunity to sing with Boogie and the Yo-Yoz at their Christmas concert at the PAC. The concerts were a huge success, and there were many positive compliments about all of them. A huge thank you to Molly Thomas and Peggy Wettstein for all the hard work and dedication they have put into the music programs.

CPR/AED Certification. On December 17, 2024, the sophomore health class took CPR and AED training provided by MSTC. Students received certifications in CPR and AED. The semester 2 health class will become certified in the spring.

Golden Mass. On December 20, 2024, Assumption held its annual Golden Mass. It was a beautiful Mass to kick off the Christmas season for students, faculty, families, and alumni. The choir and band did an excellent job providing the music for the Mass.

First Semester. The first semester came to an end on Friday, January 10th. High school students took finals on January 8th, 9th, and 10th.

Award Recipients. Congratulations to Chris Marshaus on receiving the Smart/Maher VFW National Citizenship Award. He was nominated by Joe Diedrich and will receive his award at the VFW Post 2534 Program Award Night on February 20th. Three 8th-grade students received 1st, 2nd, and 3rd place in the "My Voice in America's Democracy" writing contest. Those award recipients will be announced and recognized in the coming weeks.

March for Life. A group of 17 Assumption students are headed to Washington, D.C. from January 22nd to 26th for the March for Life. The students have been fundraising for their trip and are excited for the experience.

Brains and Brawn Tournament. On Saturday, January 25, 2025, the 8th-grade boys' and girls' basketball teams, as well as a middle school brains team, will attend the Diocese of La Crosse Brains and Brawn Tournament. Last year, both the boys' and girls' basketball teams received the sportsmanship award. We wish our middle school players and scholars good luck!

Upcoming Dates

1/22 – 1/26 March for Life

1/25 – Brains and Brawn Tournament

1/26 – 2/1: Catholic Schools Week

2/4 – Knights of Columbus Math, Spelling, and Free Throw Contest

2/8 – Snoball Dance

2/11 – 2/12 – Diocesan Faith Knowledge Assessment (Seniors)

Respectfully submitted by:

Amber France

Mission: To inspire excellence and personal growth grounded in Catholic principles and tradition

Vision: A community of academic excellence, Catholic in spirit and culture, nurturing integrity and respect.

ENROLLMENT REPORT

ACS Enrollment 2024-2025		Updated 1/9/2025			CURRENT YEAR	
OLQH (K-2)			AMS(6-8)	AHS(9-12)		
4K	16	SV (3-5)			9	31
5K	27		26	31	10	35
1	27		29	42	11	31
2	30		32	29	12	23
	100		87	102		120
						Total K-12
						409

WPCP UPDATE: 193 and 2 (1/2 day K)
 SNSP UPDATE: 24 and 5 partial

ACS Enrollment 2023-2024		Updated 1/12/2024			PRIOR YEAR	
OLQH (K-2)			AMS(6-8)	AHS(9-12)		
5K	29	SV (3-5)			9	37
1	29		33	40	10	39
2	26		31	34	11	27
	84		27	41	12	37
			91	115		140
						Total K-12
						430

WPCP UPDATE: 181
 SNSP UPDATE: 29 & 1 Partial

*The 2nd Friday in January count date occurs on 1/10/25
 *Enrollment for the 2025-2026 school year opens on Feb. 3. This includes WPCP applications.
 *Enrollment information has been shared with local day cares, baptismal lists, social media, Friday Folders

Advancement Report
January Commission Meeting 1.21.25

The month of December was an exceptionally active month for donations to the ACS Annual Operating Fund. This came on the heels of a mailout that went out in mid-November to past donors and alumni.

Here are the **December** totals.

	# of gifts	paid amount
ANNUAL OPERATING FUND	95	\$64,495.00
Feed My Sheep Fund	4	\$2,700.00
Fund-A-Need	7	\$4,225.00
<u>Guardian Angel</u>	<u>13</u>	<u>\$5,426.00</u>
Grand Totals	119	\$76,886.00

The Run the Rapids 5K Run/Walk benefitting child abuse prevention will take place on **Saturday, April 26**. This is the 20th anniversary of this classic event. Fundraising for sponsorship and registration has begun in earnest and we are hitting the ground running and as of 01/15/24 we have had 24 people that have registered. This is ACS's second year as host and it's the longest running event of its kind in Wisconsin Rapids. It highlights the phenomenal work that is done by the Wood County Human Services.

From the President's Desk

January 2025 Report

Since our last meeting in May Central Office has been busy with preparation for the 2025-26 school year.

Items addressed included

Clean up of the Employee Handbook – wording, flow, adjustments on changes made to the 403B, new payroll schedule for 2025-26 starting July 1, unifying and simplifying the paid holidays reducing to just 3 categories- year-round, school year and SLCCC

Editing the policy handbook – each member of the leadership team reviewed sections of the policy handbook for clarity and several sections were removed because they were more appropriately addressed in the Employee handbook

Assisted by some of the leadership team and finance committee interviews were held for the finance manager. An offer was made to a candidate, and she will be announced as soon as the background check is approved

Work on the draft 2025-26 budget continues

The president attended a meeting of the 7 presidents in early January where discussions were held on best practices in areas of governance and leadership. While each system is slightly different, we have many areas of common action

The administrators attended the Winter meeting where many updates from the Office of Catholic Schools and other offices in the Curia were presented. Items included an update on the wind down of the now terminated Lay Pension Plan – it was reported that our contributions should wrap up by spring 2027 – maybe earlier. We were also presented with the 2025-26 calendar of Diocesan meetings and events; Discussion was held on the results of the Faith Beliefs and Practices surveys. Reports are being sent to the schools for review

The curriculum team had several meetings to discuss the replacement of the math books at the K-8 level, overall assessment plan and the middle school ELA. Currently discussions on the textbook and materials is being held at the building level.

The web site revision has been completed and will be live in the next 2 weeks

In Christ's Peace

Daniel Minter

President

Assumption Catholic Schools academic calendar

2025-2026

August 2025						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2026						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2026						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

July 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Green (No School - Professional Days)

Blue (No School - Holidays/Spring Break)

Yellow (First/Last days of school)

First day of in-service August 18, 2025 staff

First day of school August 25, 2025 seniors

First day of school August 27, 2025 4K-11

Last day and graduation - May 22, 2026

Last day 4K-11 May 28, 2026

Last day of school for teachers - June 3, 2026

Assumption Catholic Schools Strategic Plan 2022-2027

Defining Characteristics of Catholic Schools

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STATEMENT: In order to fulfill the Great Commission, the Church responds to the right of the faithful to be “instructed in the divine saving precepts that purify judgment, and with grace, heal wounded human reason.”

Aspiration: The community of the Wisconsin Rapids Deanery will thrive by a renewal of collaboration between parishes and educational apostolates, shared commitment to the mission and growth of the Church, and formation of students, teachers, and catechists.

Rationale – The overall strategic plan of Assumption Catholic Schools is a guiding document based on our mission, the characteristics of Catholic schools, and the four domains of the WCSA accreditation standards.

Mission – To inspire excellence and personal growth grounded in Catholic principles and tradition

In addition to the overall strategic plan, the system and each school (K-12) has a five year action plan based on suggestions from the 2021 WCSA/WRISA site visit. Those plans are complementary to and a part of the overall strategic plan.

Defining Characteristics of Catholic Schools

The nine defining characteristics come directly from the Holy See’s teaching on Catholic schools as compiled by Archbishop J. Michael Miller, CSB (*The Holy See’s Teaching on Catholic Schools*, 2006), and from statements by Pope Benedict XVI and the American bishops. The characteristics define the deep Catholic identity of Catholic schools and serve as the foundation on which the standards and benchmarks rest.

Centered in the Person of Jesus Christ Catholic education is rooted in the conviction that Jesus Christ provides the most comprehensive and compelling example of the realization of full human potential. (*The Catholic School*, 34, 35) In every aspect of programs, life, and activities, Catholic schools should foster a personal relationship with Jesus Christ and communal witness to the Gospel message of love of God and neighbor and service to the world, especially the poor and marginalized. (Miller, 2006, pp. 25–26)

Contributing to the Evangelizing Mission of the Church By reason of its educational activity, Catholic schools participate directly and in a privileged way in the evangelizing mission of the church. (*The Catholic School*, 9; *The Catholic School on the Threshold of the Third Millennium*, 5, 11; *The Religious Dimensions of Education in a Catholic School*, 33) As an ecclesial entity where faith, culture, and life are brought into harmony, the Catholic school should be a place of real and specified pastoral ministry in communion with the local Bishop. (*The Catholic School*, 44; *The Catholic School on the Threshold of the Third Millennium*, 14; *The Religious Dimension of Education in a Catholic School*, 34;) The environment in Catholic schools should visibly express the signs of Catholic culture. (*The Religious Dimension of Education in a Catholic School*; Miller, 2006, p. 40)

Distinguished by Excellence Church documents, history, and practices, supported by Canon Law, establish that first and foremost a Catholic school is characterized by excellence. Catholic schools should implement on-going processes and structures and gather evidence to ensure excellence in every aspect of its programs, life, and activities. (*Gravissimum Educationis* 8 and 9; *Code of Canon Law*, Canon 806 #2)

Committed to Educate the Whole Child Catholic school education is rooted in the conviction that human beings have a transcendent destiny, and that education for the whole person must form the spiritual, intellectual, physical, psychological, social, moral, aesthetic and religious capacities of each child. Catholic schools should develop and implement academic, co-curricular, faith-formation, and service/ministry programs in all these dimensions. (*The Catholic School*, 29)

Steeped in a Catholic Worldview Catholic education aims at the integral formation of the human person, which includes “preparation for professional life, formation of ethical and social awareness, developing awareness of the transcendental, and religious education” (*The Catholic School*, 31). All curriculum and instruction in a Catholic school should foster: the desire to seek wisdom and truth, the preference for social justice, the discipline to become self-learners, the capacity to recognize ethical and moral grounding for behavior, and the responsibility to transform and enrich the world with Gospel values. The Catholic school should recognize that its distinctiveness does not rest solely on its religious education program (Miller, 2006, pp. 43–45, 52).

Sustained by Gospel Witness Catholic schools embrace the vocation of teachers and their participation in the Church's evangelizing mission. (The Catholic School on the Threshold of the Third Millennium, 19; Lay Catholics in Schools, 37) A Catholic educator is a role model for students and gives testimony by his or her life and commitment to mission (Benedict XVI, June, 2005; Miller, 2006, p. 53). It is imperative that Catholic schools recruit teachers who are practicing Catholics, who can understand and accept the teachings of the Catholic Church and the moral demands of the Gospel, and who can contribute to the achievement of the school's Catholic identity and apostolic goals, including participation in the school's commitment to social justice and evangelization. (United States Conference of Catholic Bishops, National Directory for Catechesis, 231)

Shaped by Communion and Community Catholic school education places an emphasis on the school as a community - an educational community of persons and a genuine community of faith (Lay Catholics in Schools, 22, 41). Catholic schools promote genuine trust and collaboration among teachers and the governing bodies to foster appreciation of different gifts that build up a learning and faith community and strengthen academic excellence - understanding that parents are the primary educators of their children (Lay Catholics in Schools, 78). The Catholic school pays especially close attention to the quality of interpersonal relations between teachers and students, ensuring that the student's intellectual growth is harmonized with spiritual, religious, emotional, and social growth (The Catholic School on the Threshold of the Third Millennium, 18).

Accessible to All Students By reason of their evangelizing mission, Catholic schools should be available to all people who desire a Catholic school education for their children (Gravissimum Educationis, 6; Code of Canon Law, Canons 793 #2; Renewing Our Commitment to Catholic Elementary and Secondary Schools in the Third Millennium, Introduction). Aware of limited resources, Catholic schools seek innovative options to ensure that Catholic school education is geographically, programmatically, physically, and financially accessible.

Established by the Expressed Authority of the Bishop Canon Law states, "Pastors of souls have the duty of making all possible arrangements so that all the faithful may avail themselves of a Catholic education" (Code of Canon Law, Canon 794, John Paul II, Pastores Gregis, 52). Catholic schools have a formal and defined relationship with the Bishop guided by a spirituality of ecclesial communion, and a relationship marked by mutual trust, close cooperation, continuing dialogue, and respect for the Bishop's legitimate authority (Code of Canon Law, Canon 803 #1 and #3; Miller, 2006, p. 33).

3 Approved August 16, 2022

WCSA Domains

Mission and Catholic Identity

The Church's teaching mission includes inviting young people to a relationship with Jesus Christ or deepening an existing relationship with Jesus, inserting young people into the life of the Church, and assisting young people to see and understand the role of faith in one's daily life and in the larger society. "This unique Catholic identity makes our Catholic elementary and secondary schools 'schools for the human person' and allows them to fill a critical role in the future life of our Church, our country and our world" (The Catholic School on the Threshold of the Third Millennium, 1997).

- I. Evaluate and renew the spiritual formation of teachers and staff according to the heart of Christ, according to the following possible approaches
 - A. Use small/large group formation
 - B. Implement the Franciscan at Home Catholic School track
 - C. Utilize Diocesan Lay Formation program
- II. Integrate Theology of the Body as appropriate for all grades K-12
- III. Integrate Catechesis of the Good Shepherd into Preschool - 5th grade
- IV. Annually evaluate diocesan religion assessments in grades 5, 8 and 11 to identify areas of improvement. Target goal is mastery level (80% or higher).
- V. Encourage Assumption High School students to assist parish Religious Education programs (as a catechist or assistant).
- VI. Annually review and evaluate the faith integration in all areas of school life

Commented [1]: This is a work in progress. C is on going working on A and B for 2024

Commented [2]: This has been done

Commented [3]: This has been done for 4K - 5

4 Approved August 16, 2022

Governance and Leadership

Central to the mission of the Church is the work of Catholic school education. The success of this mission depends on the key components of effective governance, which provides direction or authority, and leadership, which ensures effective operations. Catholic school governance and leadership can be seen as a ministry that promotes and protects the responsibilities and rights of the school community. Governance and leadership based on the principles and practices of excellence are essential to ensuring the Catholic identity, academic excellence, and operational vitality of the school. Assumption Catholic Schools is a unified system in the Diocese of La Crosse. Those who serve on the governing body or leadership team provide an environment for the teaching of doctrine and Sacred Scripture, the building and experiencing of community, the serving of others, and the opportunity for worship.

- I. Administrators at Assumption Catholic Schools will be required to complete the Franciscan at Home Catholic School Leader Track.
- II. Members of the leadership team will annually articulate at least one professional growth goal
- III. Members of the leadership team and education commission will be formed in the Cardinal Newman Society Principles of Catholic Identity

Commented [4]: Done each spring for the following year

5 Approved August 16, 2022

Academic Excellence

The United States Conference of Catholic Bishops affirms the message of the Congregation on Catholic Education that intellectual development of the person and growth as a Christian go forward hand in hand. Rooted in the mission of the Church, the Catholic school brings faith, culture and life together in harmony. In 2005, the bishops noted that "young people of the third millennium must be a source of energy and leadership in our Church and our nation. And, therefore, we must provide young people with an academically rigorous and doctrinally sound program of education" (Renewing Our Commitment to Catholic Elementary and Secondary School is in the Third Millennium, 2005). The essential elements of "an academically rigorous and doctrinally sound program" mandate curricular experiences—including co-curricular and extra-curricular activities—which are rigorous, relevant, research-based, and infused with Catholic faith and traditions. The following essential elements provide a framework for the design, implementation, and assessment of authentic academic excellence in Catholic school education from prekindergarten through secondary school.

- I. A portion of this plan can be found in the action plan formulated after the WRISA visit in October 2021.
- II. Assumption Catholic Schools will continue the local implementation of the Diocesan and system standards with the following goals
 - A. Assumption Catholic Schools will strive to achieve an 80% proficiency rate in Math and English on designated standardized assessments
 - B. Assumption Catholic Schools will average 22 on the ACT
- III. Assumption Catholic Schools will explore adopting a Catholic Classical Liberal Arts model of instruction in grades K-12.
- IV. Assumption Catholic Schools will pursue establishing a Catholic based 4K program

Commented [5]: Progress is updated annually and posted to web site

Commented [6]: Starting Fall 2024 - 15 students are enrolled

6 Approved August 16, 2022

Operational Vitality

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 an environment of constant socioeconomic challenges resulting in a need for:

- sustainable financial planning
- human resource/personnel management and professional formation
- facilities maintenance and enhancement
- comprehensive advancement efforts

Catholic schools strive to maintain standards for operational vitality in the four key areas mentioned above. Standards for operational vitality shall focus on the "operation" of the school—how it works and how it is supported. The leadership team shall manage each area and collaborate with the Dean, and finance council and education commission.

- I. Assumption Catholic Schools in cooperation with deanery parishes will explore an innovative and mission driven model of governance and operations designed to foster growth and evangelization.
 - A. Promote a strong relationship between the school system and parishes.
 - B. Increase efficiency, improve communications, and potentially provide services to the parishes:
 - a) Finance
 - b) Maintenance
 - c) Technology
- II. Assumption Catholic Schools and the Wisconsin Rapids Deanery will develop a sustainable model for parish financial support.
 - A. The method must address local needs and the variables impacting local parishes
 - B. This investment needs to be equitable and just to all parishes
 - C. Necessary arbitration may be performed by Diocesan financial staff to ensure equity and timely decision
- III. Assumption Catholic Schools and the Deanery parishes will promote the Wisconsin Parental Choice Program and Special Needs Scholarship Program.
 - A. Work with School Choice WI and Wisconsin Council of Religious and Independent Schools to advocate for expanded availability of the choice program

7 Approved August 16, 2022

Commented [7]: Subsidies have been reduced by \$350,000 since 2019

- A. Inform parish members and wider community of the options for parental choice at Assumption Catholic Schools
- IV. Assumption Catholic Schools will prudently increase 3rd source revenue to 35% of the annual budget.
 - A. Strive to increase Scrip sales 10% annually
 - B. Increase Royal Fund donations by 10% annually
 - C. Establish an annual Fund-A-Need appeal
 - D. Coordinate a capital campaign concurrent with the 2024-25 70th anniversary celebration
 - V. Assumption Catholic Schools will strive to increase wages for staff.
 - A. 2023-2026 increase the hourly wage by \$1.00 annually across all classes of employees
 - B. 2023-2026 increase the base wage on the new teacher, non-contracted annual and administrator scales by \$1000 per year and maintain the annual step increase.
 - C. 2023-24 establish one teacher salary scale
 - VI. Assumption Catholic Schools will hire a marketing/communications director to work within the Advancement Office thus having 3 staff - advancement, communications, and enrollment under the direction of the president
 - VII. Assumption Catholic Schools will hire an HR manager
 - VIII. Assumption Catholic Schools will prudently look at the use of available or potential new facilities within the Deanery
 - A. Evaluate future location of central offices
 - B. Investigate constructing either a K-5 campus OR K-12 campus
 - IX. Assumption Catholic Schools will update the technology, enrollment, development, and facilities plans to coincide with this document.
 - X. Clarify the relationship, roles, and responsibilities and improve the communication between Assumption Catholic Schools, the deanery parishes, and the diocese
 - XI. Pastors will be provided information on the importance of Catholic Education to recruit families for Catholic Education.
 - XII. Promote the value of Catholic Education as an integral ministry of the Church

Commented [8]: Done spring 2023

Commented [9]: done Summer 2024

8 Approved August 16, 2022

History of Catholic Education in the Wisconsin Rapids Deanery

Catholic education began in the Wisconsin Rapids area when St. Phillip's Catholic Church in Rudolph opened a small school in 1885. Other parishes followed suit in subsequent years: St. Peter & Paul in 1886, St. Lawrence in 1904, Sacred Heart in Nekoosa in 1908, St. Vincent de Paul in 1957, and Our Lady Queen of Heaven in 1949. In 1951, Assumption High School began enrolling its first freshman class at Our Lady Queen of Heaven and then opened at its present location in 1954.

- 1954—Grades 9-12 opens September 6 at Assumption High School (AHS)
- 1980—New gym and auditorium built at St. Vincent de Paul
- 1999—Unification of Wisconsin Rapids Area Catholic Schools
- 2008-2009—School system realigned.

In 1999, under the guidance of the Diocese of La Crosse, the parish schools and high school consolidated and became known as Wisconsin Rapids Area Catholic Schools. Assumption Middle School was created on the third floor of the AHS building.

In response to enrollment levels, student needs, and budget mandates, the schools reconfigured in 2004. Currently, St. Lawrence School houses an Early Childhood Program from six weeks to pre-K as well as being a host site for a WRPS 4 year old Kindergarten program. Students in K-2 are served at the Our Lady Queen of Heaven site. St. Vincent de Paul school houses grades 3-5. Assumption Middle School, which serves grades 6-8 and Assumption High School, grades 9-12, are located in the Assumption building.

Our most recent change occurred in 2010 when the system's name was changed to Assumption Catholic Schools so that all students would identify with the high school, which is the culmination of their Diocesan Catholic education. Students in the primary, intermediate, and middle school levels recognize that they are part of a larger educational organization with a common purpose and mission and can celebrate the proud tradition of AHS through their identification with Assumption.

We are grateful to the dedicated members of religious orders and our supporting parishes who founded, expanded, and shared their Catholic values with this community.

The Founders

When the parishes of Wisconsin Rapids first proposed establishing Assumption Catholic Schools in 1951, they had faith that the school would attract teachers who would give shape to a dynamic school community. They had faith that many area families would recognize the far-reaching potential of a Christian education in excellence. They had faith that the school would prove successful enough to sustain itself—and its students—for generations to come. Assumption Catholic Schools is the result of that faith.

Common Abbreviations and Terms

WCSA - Wisconsin Catholic Schools Association
WRISA - Wisconsin Religious and Independent Schools Accreditation

Wisconsin Rapids Deanery - the 14 parishes lead by the Vicar Forane (Dean) currently Father Robert Schaller. These parishes are located in Wood and Northern Adams County and provide the majority of the students as well as substantial financial support

Leadership Team - a group of professionals - president, Controller, HR, Advancement director, enrollment director, building principals, Assumption chaplain and athletic director who work with the Dean and use the education commission as an advisory body to run the school system.

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CURRENT FINANCE COMMITTEE BY-LAWS

(Article VII., 1., a.–vii. of the Education Commission By-Laws)

Approved August 16, 2022

- a. The Finance Committee exclusively directs itself to sound policies of management of the school system funds and plant. Receiving from the Dean, Pastors, and system administration the program of school life, it organizes the temporal goods of the system for the implementation of the program of school life. At the same time, it frees the Commission from the time consuming and often technical concerns of developing sound financial policies. The work of the finance council, however, remains spiritual. It is accomplished by members of the Church for the sake of the Church's mission.
 - i. The Finance Committee will address financial issues and assist the President in preparing an annual budget to be presented to the Commission. It shall review financial statements and budgets, provide solutions to financial challenges and facility needs, and capitalize on opportunities available to ACS.
 - ii. *Ex officio* members of the Finance Committee are the Dean, supporting Pastors, President, and Controller. A recording secretary will be appointed by the President.
 - iii. Appointed members of the Finance Committee are one (1) representative from each of the supporting parishes and one (1) representative from the Assumption Foundation, Inc., who should be different from the members of the Commission, unless particular circumstances demand otherwise.
 - iv. Other members dedicated to the Church's mission and skilled in dealing with financial matters may be appointed by the Dean in consultation with the Executive Committee.
 - v. All appointed members should be known for their ability and integrity in the administration of temporal goods; however, all close relatives of the Dean, President, and Controller are excluded from appointment to the Finance Committee, as are system employees, or the spouse, parent, or child of system employees.
 - vi. Because of the particular qualities required of the members of the Finance Committee, the appointed members are to be appointed by the Dean after careful inquiry regarding who among the faithful are best qualified for appointment. The names of candidates for appointment, however, should be kept in confidence lest, if they are not appointed, any questions be raised publicly regarding their good character or competence in temporal matters.
 - vii. All appointed members of the Finance Committee serve a two-year term that may be renewed indefinitely (following, nonetheless, the requirements of Article VII, section 5).

**PROPOSED REVISION OF THE
FINANCE COMMITTEE BY-LAWS**
(Article VII., 1., a.–vii. of the Education Commission By-Laws)

- b. The Finance Committee exclusively directs itself to sound policies of management of the school system funds and plant. Receiving from the Dean, Pastors, and system administration the program of school life, it organizes the temporal goods of the system for the implementation of the program of school life. At the same time, it frees the Commission from the time consuming and often technical concerns of developing sound financial policies. The work of the finance committee, however, remains spiritual. It is accomplished by members of the Church for the sake of the mission of the Church and the school system.
- i. The Finance Committee will address financial issues and assist the President in preparing an annual budget to be presented to the Commission. It shall review financial statements and budgets, provide solutions to financial challenges and facility needs, and capitalize on available opportunities. [--]
 - ii. *Ex officio* members of the Finance Committee are the Dean, supporting pastors, the President, and the Finance Manager. A non-member recording secretary will be appointed by the President, if one is required.
 - iii. There shall be between 7 and 10 appointed members of the Finance Committee, who should be different from the members of the Commission, unless particular circumstances demand otherwise.
 - iv. Members are to be nominated by the supporting pastors or the Executive Committee and are appointed by the Dean in consultation with the Executive Committee. All close relatives of the Dean, President, and Finance Manager are excluded from appointment to the Finance Committee, as are system employees, or the spouse, parent, or child of system employees. Exceptions to this norm may be considered by the Dean and the Executive Committee so long as the member abstains from those matters related to compensation.
 - v. All appointed members should be known for their ability and integrity in the administration of temporal goods. They should be dedicated to the mission of the Church and school system, skilled in dealing with financial matters, and have knowledge of non-profit management, funding, or other related fields. Appointed members serve the entire system without preference given to special groups, organizations, or individuals.
 - vi. Because of the particular qualities required of the members of the Finance Committee, the appointed members are to be appointed after careful inquiry regarding who among the faithful are best qualified for appointment. The names of candidates for appointment, however, should be kept in confidence lest, if they are not appointed, any questions be raised publicly regarding their good character or competence in temporal matters.
 - vii. All appointed members of the Finance Committee serve a two-year term that may be renewed indefinitely (following, nonetheless, the requirements of Article VII, section 5).