

St. Robert School Advisory Board Meeting Minutes
November 11, 2015, 6:30 p.m.
Room 207

Members Attending: Lauren Beckmann, John Dunn, Lisa Lesjak, Kristen Reynolds, Tom Dean, Fr. Dennis Dirx, Soley Somma, Sara Coffou, Christopher Adams, Marcia Velde, Kelly Schmidt and Mariann Willing

Members Absent: Lisa Sweeney and Tony Erba

Guests Attending: Margy Cain and Laura Pfaff (SRS parent)

The meeting commenced at 6:35 p.m. with a prayer.

Agenda Item	Key Discussion Points	Decision(s) Reached (if applicable)	Next Steps and Person(s) Accountable
Welcome and Introductions	<ul style="list-style-type: none"> • Laura Pfaff, a SRS parent, was welcomed as a guest to the SAB meeting 	N/A	N/A
Guest Comments <ul style="list-style-type: none"> • Out of Uniform Policy Guest Comments • Initial Discussion of Proposed Revisions to Out of Uniform Policy 	<ul style="list-style-type: none"> • Prior to the meeting, all SAB members received a copy of the current SRS Dress Code policy (pgs. 13-1 thru 13-7), as well as the proposed revised Dress Code policy that had been prepared by the School faculty and administration • John Dunn began the discussion with a review of the first page of the dress code policy, which outlines the guiding principles which should be applied when considering changes to the dress code • John then invited Laura Pfaff to share her views and concerns 	<ul style="list-style-type: none"> • John has requested that Kristen Reynolds, Chair of the Policy Committee, form a group (faculty, staff and parents) to review the current Out-of-Uniform dress code policy and come up with recommendations/perspectives to present to the SAB • The SAB will utilize two meetings to discuss the recommendations/perspectives before acting on a final Out-of-Uniform dress code policy 	<ul style="list-style-type: none"> • Kristen will work on forming a group and scheduling a meeting with the group prior to the next SAB meeting • John Dunn will add a dress code policy review to the agenda for the December and January SAB meetings • Lauren will discuss with the teachers how the enforcement of the dress code policy should be handled

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	<p>and a discussion ensued for about 50 minutes. Laura began by mentioning that, especially for the girls, the out of uniform days can be stressful when making a decision on what to wear. Her first concern focused on the out of uniform policy with regards to the non-allowance of sleeveless dresses/tops. She pointed out that the department store clothing styles have changed over the years making it difficult to find non-sleeveless dresses/tops. She also requested that we allow the girls to wear pants for dress up days. Another concern is the inconsistent enforcement of the dress code policy, how the teacher/student discussion is held and the timing of the enforcement. Laura pointed out that each child has a different clothing comfort level, hence we need to take into consideration the individual child</p> <ul style="list-style-type: none"> • With Lauren Beckmann's explanation of the middle school morning routine, Mrs. Pfaff suggested to the group that the dress code policy enforcement should only be made by the student's first period teacher, no 		

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	<p>later than 9:00 a.m. to allow for a clothing change, if required. If another teacher later in the day has a concern he/she should take it to the homeroom or first period teacher (not the student) for discussion. If a change is required the homeroom/first period teacher would be the one to hold a discreet discussion with the student</p> <ul style="list-style-type: none"> • Marcia and Mrs. Cain, who were part of the original dress code policy committee, provided insight for the no sleeveless policy. No sleeveless was added due to the difficulty in deciphering a tank top from a sleeveless top 		
Parish/Pastor Report	<ul style="list-style-type: none"> • Understanding the Mass - It is the Synod's top priority to teach others about the Mass. Roc O'Connor, author of the book <i>In the Midst of Our Storms</i>, will hold a special two hour teaching of the Mass at Holy Family in the afternoon on January 10, 2016. This teaching will be more orientated to adults. • On December 6, 2015 at 2:00 p.m., St. Robert Parish and Holy Family Parish will host a discussion on the Migrant Crisis 	N/A	N/A

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	<p>in Eastern Europe at Holy Family. The guest speaker will be Patrick Kennelly, director of the Center for Peacemaking, Marquette University. Patrick has done extensive work in the Middle East and has created an awareness of this issue for us. Appeals for help are also coming in from Catholic Relief Services.</p> <ul style="list-style-type: none"> • Parish Stewardship – we need everyone to respond to the upcoming pledge campaign and to talk with other parents about it. We did a recent re-organization of the parish; this is a testing point. We need support of the parishioners; as of October we are \$8,000 behind our budget for the current fiscal year which ends June 30, 2016 • Mass schedule – there are a couple of factors that will affect the future Mass schedule. First, the priest shortage across the Archdiocese of Milwaukee. Parishes will be clustered with one priest (Pastor) assigned to the cluster. St. Robert’s will experience this beginning in 2017 with the assignment of Fr. Peter Patrick to another parish, who is not expected to be 		

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	<p>replaced. Secondly, 32% of the Masses in the Archdiocese of Milwaukee are currently celebrated by retired priests. There are not enough priests available to help out. A parish priest may only preside over three regular weekend Masses as specified by the Archdiocese. About 1,400 to 1,500 people attend weekend Mass between Holy Family Parish and St. Robert Parish. This is an exciting time to be at church - how do we see our future? Our input is very important.</p>		
<p>Principal's Report</p> <ul style="list-style-type: none"> • Regionalization of Archdiocesan Catholic Schools • Class Size Policy/Flexible Shelf Plan Initial Discussion (unable to discuss due to time constraints) • Publicizing Standardized Test Scores 	<p>Regionalization of Archdiocesan Catholic Schools:</p> <ul style="list-style-type: none"> ➤ Rationale – Catholic education has immeasurable value, we are committed to seeking new models; need to take proactive steps to plan for a sustainable future ➤ Case for change – Students and families have changed; lack of financial resources; etc. ➤ Models – Existing models (Fond du Lac, Kenosha); New example (five Racine parishes currently creating own school system); Seton Catholic 	<ul style="list-style-type: none"> • We would like to further review our current standardized test scores against the schools in the Milwaukee Archdiocese and our Deanery before we post our results to SRS website • Provide a narrative to include with the posting of our scores • Goal is to post our scores by year-end 2015 	<ul style="list-style-type: none"> • Regarding Regionalization, we need to be engaged at multiple levels – Fr. Dennis engaged with the other Pastors on the issue; the SAB learning more about what regionalization looks like by inviting a representative from the Kenosha or Fond du Lac schools to speak to us; Lauren continuing to be engaged at the Deanery (this activity could potentially position St. Robert to take a leading role on this issue) • John will add the Class Size Policy/Flexible Shelf Plan Initial Discussion agenda item to our December meeting agenda

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	<p>Schools (begins in Fall 2016); Conceptual Design (each school would keep own identity, but assume one brand); Governance Structure (there would be a defined structure of who handles what; ex. Board of Directors would handle the higher level business components normally handled by the principal and pastor)</p> <ul style="list-style-type: none"> ➤ Summary – purpose is to grow Catholic education for the long term; need to work together ➤ Superintendent’s recommendations to our Deanery¹ – put together a plan; who to approach for assistance ➤ Ideas – grant writing/funding enhancement; personnel <ul style="list-style-type: none"> • What steps do we need to take? We are being encouraged to take this on, not being told we have to do this • Would not necessarily move buildings, but have a shared branding/identity; schools would 		<ul style="list-style-type: none"> • Lauren will circulate to the SAB members the parent letter she included with each students Standardized Test Scores this past spring • Lauren will obtain the Standardized Test Scores for both the Archdiocese of Milwaukee and the schools in our Deanery • John will include the test scores item on the agenda for further discussion at the December meeting

¹ The Northeast Milwaukee/Ozaukee County Deanery consists of St. Robert, Holy Family, St. Monica, St. Eugene, Lumen Christi (Mequon), St. Joseph (Grafton), St. Francis Borgia (Cedarburg), Port Washington Catholic (Port Washington) and Divine Savior (Fredonia)

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	<p>keep their own funding systems</p> <ul style="list-style-type: none"> • How do we attract more students? Holy Family and St. Eugene have started the Choice discussion. They are very interested, but feel that this needs to be accepted by all North Shore Catholic Schools or none; St. Monica's has no interest in Choice • Could this lead to a discussion of a Catholic Middle School for the North Shore? • Discussed whether St. Robert should take a leading role on the Regionalization issue at the Deanery <p>Standardized Test Scores:</p> <ul style="list-style-type: none"> • Lauren provided a copy of this past spring's test results along with a curve graph defining the Relationship of Stanines, NCEs and PRs. A number of parents have made an inquiry as to when the most recent test results will be available on SRS website. How do we feel about the results? The board discussed the scores and provided some thoughts on how we should present them on our website. 		
Committee Chair Reports	<ul style="list-style-type: none"> • Environment – October meeting 	<ul style="list-style-type: none"> • The board has approved moving 	<ul style="list-style-type: none"> • Tom and Christopher will include

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(due to time constraints this was a quick overview)	<p>follow-up: Christopher Adams obtained a lighting replacement quote from CJM Lighting & Electrical, Inc. (copy provided to the board). The proposal includes replacing the current fluorescent bulbs, in the classrooms (gym and Reilly Hall not included), with ESPEN LED lights (15 yr. life compared to current bulbs) and socket rewiring (needed for the new bulbs) at a cost of \$28,782.00. Re-lamping would be far more cost efficient than replacing the lighting fixtures themselves. In 15 years the only cost we would incur is the replacement of the bulbs. If we decide down the road to replace the light fixtures, these bulbs may be reused. Christopher proposed a trial run in Mrs. Yannett's classroom and offered to personally fund the trial run. Lauren and the board thanked Christopher for his generous offer. Per Tom Dean, at last week's Building and Grounds Committee meeting (Christopher was unable to attend) they discussed a number of items that need to be replaced in the school. To replace the</p>	<p>forward with testing the suggested new LED lights in Mrs. Yannett's classroom, with the funding provided by Christopher Adams</p>	<p>Pat O'Loughlin and Peter Sorce in the discussion and will circle back with Buildings and Grounds for discussion</p> <ul style="list-style-type: none"> • Sara Coffou will reach out to the Emerald Auction committee to discuss using the "Stop the Auction" at the Emerald Auction to generate additional funds to replace the gym floor

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	<p>current light fixtures we are looking at a cost of about \$175,000. John Dunn pointed out that he understood that the school's lighting issue had been discussed for the past several years, without definitive action – he suggested doing a pilot in one classroom was a positive step forward that we could learn from. Peter Sorce (Parish Maintenance) and Pat O'Loughlin (Chair of parish Building and Grounds Committee) will need to be included in the discussion.</p> <ul style="list-style-type: none"> • Finance – Tom Dean mentioned that budget wise we are very close to not using the School Society Fund, but we are going to plan for the possibility of a withdrawal of \$25,000. That may allow for a judicious use of School Society funds for other high priority items this school year. Pat O'Loughlin and John Dulmes are assessing each classroom to determine work needs (windows/carpet) and a package sponsorship price. Christopher mentioned he would like to be involved in the carpet replacement discussion. We are still in need of additional funds 		

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	<p>for replacing the gym floor. We may need to make up what we do not raise. It was suggested that perhaps we could use the “Stop the Auction” at the Emerald Auction for generating additional gym floor funds. Tom also mentioned that we need to communicate the financial shift – the parish is financially unable to fund major capital maintenance and improvements to the school building at this time</p>		
<p>Chair’s Comments</p> <ul style="list-style-type: none"> • School’s Visibility in Sunday Bulletin (unable to discuss due to time constraints) • Future Weekend Mass Schedule Considerations 	<ul style="list-style-type: none"> • Future Weekend Mass Schedule Considerations – As Fr. Dennis had mentioned, we will be down to one priest beginning in 2017, who will be shared between St. Robert Parish and Holy Family Parish. Per the Archdiocese a priest may only say Mass three times per weekend • Pastoral Council has begun to discuss the implications for the weekend Mass schedule, informed by work done by a small group with a representative from St. Robert Parish and Holy Family Parish • Pastoral Council is looking for any input that various organizations within the parish may have on a future weekend 	<p>N/A</p>	<ul style="list-style-type: none"> • In connection with the December SAB meeting, John Dunn will circulate a discussion piece on the Mass schedule and will allocate some time on the agenda for any input from Board members. Any input can then be provided by Tony to the Pastoral Council

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	<p>Mass schedule. The practical realities suggest that three Masses presided over by the pastor between the two parishes is most likely (but note, the Sunday 5:30 p.m. Mass at St. Robert Parish would not necessarily be impacted by the Mass schedule change, as that Mass is run by the Archdiocesan campus ministry – potentially resulting in four total Masses between the two parishes)</p>		
<p>Debrief on State of the School Meeting</p> <ul style="list-style-type: none"> • Review Survey Results • Discuss What we Have Learned From the Meeting to Apply to Future Parent Meetings 	<ul style="list-style-type: none"> • Unable to discuss due to time constraints 	<p>N/A</p>	<ul style="list-style-type: none"> • John will include this agenda item for our next meeting
<p>Adjournment</p>	<ul style="list-style-type: none"> • A question was raised as to whether we should start our meetings at 6:00 p.m. rather than 6:30 p.m. • Next meeting will be December 9, 2015 at 6:00 p.m. 	<ul style="list-style-type: none"> • Those present felt comfortable with starting at 6:00 p.m., but we need to run this by those who are not currently present 	<ul style="list-style-type: none"> • Mariann will pose the question to all SAB members when she sends the meeting minutes

The meeting adjourned at 9:25 p.m.

Minutes respectfully submitted by Mariann Willing, School Advisory Board Secretary.