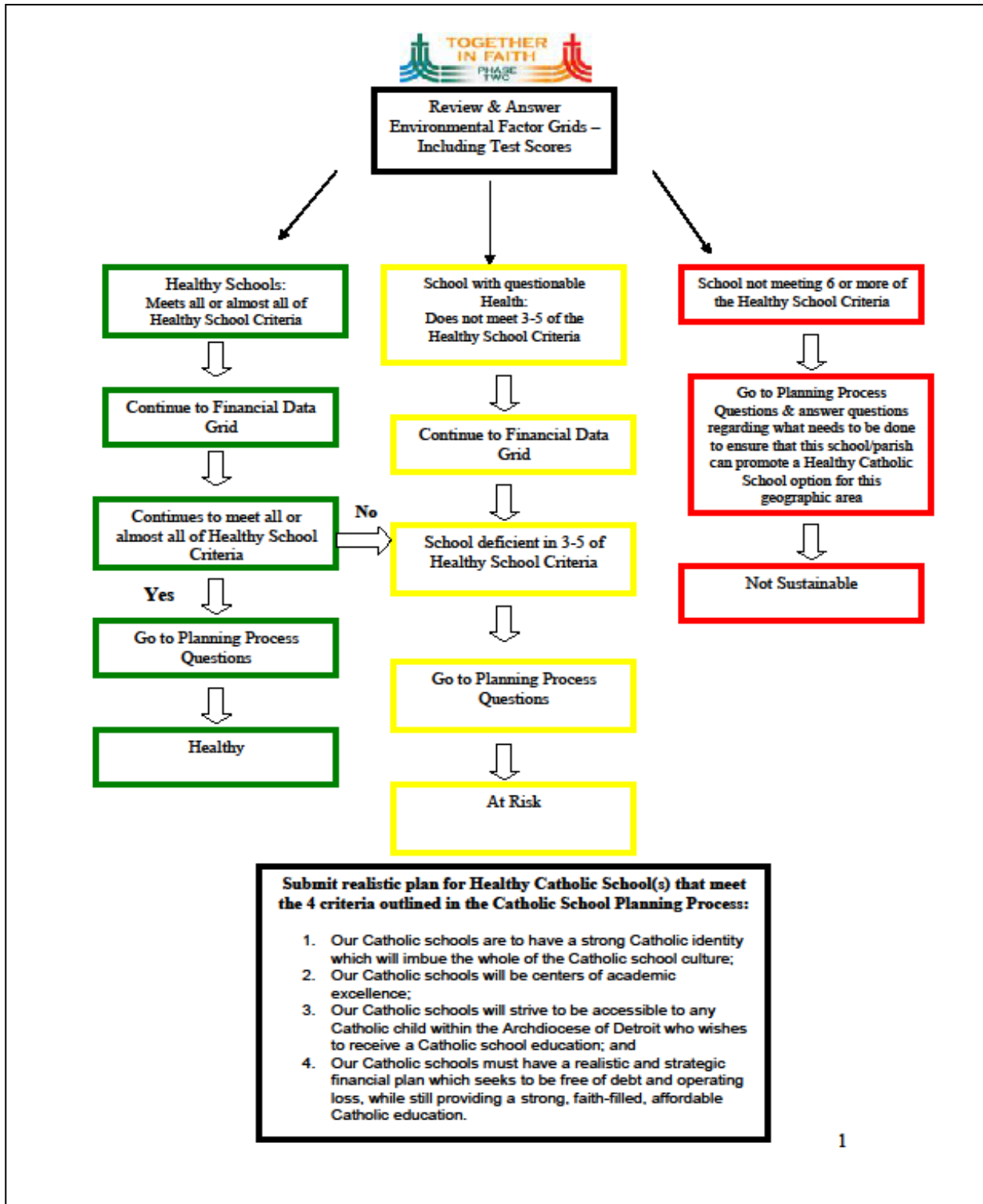


Central - Flow Chart



Submit realistic plan for Healthy Catholic School(s) that meet the 4 criteria outlined in the Catholic School Planning Process:

1. Our Catholic schools are to have a strong Catholic identity which will imbue the whole of the Catholic school culture;
2. Our Catholic schools will be centers of academic excellence;
3. Our Catholic schools will strive to be accessible to any Catholic child within the Archdiocese of Detroit who wishes to receive a Catholic school education; and
4. Our Catholic schools must have a realistic and strategic financial plan which seeks to be free of debt and operating loss, while still providing a strong, faith-filled, affordable Catholic education.

Healthy School Criteria

TOGETHER IN FAITH PHASE TWO SCHOOLS

Healthy School Criteria

Key	* Formula:
■ Academic	Total Operating Expenses =
■ Financial	Line 94 of Financial Budget Report
■ Faith	Divided by (+) Total Enrollment (K-8)

CRITERIA	RECOMMENDATION	COMMENTS
1 ■ Enrollment	School Minimum: Average of 20 students/grade K-5 = 120 total enrollment K-6 = 140 total enrollment K-8 = 180 total enrollment Grade Minimum: 15 students per grade	Five-year trend
2 ■ Test Scores (IOWA)	Composite: 60 Reading: 60 Math: 60	
3 ■ Principal / Administrator	Catholic	
4 ■ Principal / Administrator	Catechetical certification	
5 ■ Principal / Administrator	Meet state certification requirements	
6 ■ Principal Turnover	Two or fewer in a five-year-period	
7 ■ Teachers	State-certified	
8 ■ Teachers	Highly qualified (where required)	
9 ■ Religion Teachers	Must be Catholic	
10 ■ Religion Teachers	Must be certified catechist (Basic certification within one year)	
11 ■ Teachers Paid to Scale	80 percent required	
12 ■ Accreditation	Current	
13 ■ Accrediting Agency	MNSAA only	
14 ■ School Board/Committee	Required for each school	
15 ■ Cost per Student	Needs to be accurately calculated (see formula*)	Students, achieve
16 ■ Tuition Amount	No less than 90 percent of cost per student, achieve within TBD timeframe	
17 ■ Parish Subsidy	40 percent or less	
18 ■ AOD Grant	Five years or less (SOF)	
19 ■ Parish/School Deficit	\$	
20 ■ Parish/School Deficit	Number of years	
21 ■ LDP Debt	\$	Two-year trend analysis
22 ■ MCC Debt	\$	
23 ■ School Savings	\$	
24 ■ Endowments	\$	
25 ■ Age of Building	Data collecting piece	
26 ■ Building Checklist	Data collecting piece	Baseline will be established via building inspection reports
27 ■ Required Capital Improvement	Major improvements / repairs – define major and number of improvements	Baseline will be established via building inspection reports
28 ■ Safety Inspection	All schools	
29 ■ Technology Plan	Must have state approved plan	



TOGETHER IN FAITH PHASE TWO SCHOOLS

Archdiocese of Detroit Catholic Schools Office 1234 Washington Blvd. Detroit, MI 48226
 Email: catholiccschools@ad.org (513) 277-5661 TogetherinFaith@ad.org

Basic Assumptions

TOGETHER IN FAITH PHASE TWO SCHOOLS

Basic Assumptions for the Catholic School Planning Process

- 1 By participating in the Catholic School Planning Process (CSPP), and to ensure a clear connection with the Together in Faith Pastoral Planning Process discussions, parishes with a K-8 Catholic school program will commit to sharing Christ in and through the Church.
- 2 A Catholic school presence will be available within a reasonable distance, or accommodations will be made to ensure that a Catholic school is easily accessible to interested Catholic families within the six counties of the Archdiocese of Detroit.
- 3 The main areas of emphasis throughout the CSPP include our Catholic schools having a strong Catholic identity, which will imbue the whole of the Catholic school culture; our Catholic schools being centers of academic excellence; and, our Catholic schools striving to be accessible to any Catholic child within the Archdiocese of Detroit who wishes to receive a Catholic school education.
- 4 Financing Catholic school education is the responsibility of the entire archdiocese.
- 5 The CSPP will engage pastors, as well as lay parish leadership and vicariate leadership to honestly and respectfully analyze objective data from multiple sources. This information will be communicated at every stage of the process to the parishes, vicariates, and regions.
- 6 The school planning group members will be the primary communication link with the schools and parishes during the planning process.
- 7 The school planning group will have monthly communication with the Catholic School Advisory Board and the archdiocesan Office of Catholic Schools during the CSPP.
- 8 The Catholic School Advisory Board, in conjunction with the Office of Catholic Schools, will review draft plans and consult with the Catholic school planning groups throughout the process.

SHARING CHRIST IN AND
THROUGH THE CHURCH



TOGETHER IN FAITH PHASE TWO SCHOOLS

Archdiocese of Detroit: Catholic Schools Office | 1234 Washington Blvd. Detroit, MI 48226
Email: catholic@schools@ad.org | (313) 237-4001 | togetherinfaith@ad.org

Central - IOWA Data

Environmental Factors		Christ the King					Gesu					Holy Redeemer					Most Holy Trinity					St. Bartholomew				
		2006-07	2007-08	2008-09	2009-10	2010-11	2006-07	2007-08	2008-09	2009-10	2010-11	2006-07	2007-08	2008-09	2009-10	2010-11	2006-07	2007-08	2008-09	2009-10	2010-11	2006-07	2007-08	2008-09	2009-10	2010-11
RDG	3rd	45	28	31	20	43	56	27	49	50	34	17	13	17	30	72	36	46	93	88	92	12	4	40	5	31
	5th	25	40	37	22	54	44	30	55	36	34	12	15	17	31	41	43	32	83	78	71	10	26	18	6	38
	7th	28	28	26	20	63	52	45	72	44	63	12	28	19	19	83					33	22	10	13	20	32
LANG	3rd	41	41	28	23	56	44	25	41	46	40	25	36	47	36	76	44	43	99	88	82	23	7	28	6	34
	5th	28	46	36	24	56	49	41	68	37	39	28	40	45	36	61	49	52	76	90	74	18	38	28	8	57
	7th	35	35	32	28	55	47	35	67	43	57	25	28	23	27	60					46	36	14	18	28	42
MATH	3rd	30	23	15	17	27	44	18	48	37	31	19	13	22	21	66	39	44	81	75	68	15	3	14	4	31
	5th	16	25	15	33	31	43	39	66	28	32	13	20	25	21	40	19	24	46	45	21	7	5	13	2	22
	7th	26	35	32	24	48	41	36	77	47	38	12	34	13	14	35					37	25	8	11	2	17
SCI	3rd	56	30	22	40	47	51	31	63	63	45	37	24	46	24	79	20	48	71	68	53	36	9	45	16	35
	5th	18	55	30	17	36	51	54	63	35	32	26	27	26	24	56	26	34	67	75	44	13	35	25	13	37
	7th	25	36	20	27	54	50	35	72	57	60	19	23	29	23	62					30	29	27	11	23	43
COMP	3rd	42	32	23	24	49	56	32	54	56	42	23	23	30	27	76	32	47	87	82	77	21	4	32	7	42
	5th	20	39	30	26	45	49	41	63	33	36	20	22	29	27	51	36	35	75	81	55	11	24	16	5	40
	7th	28	32	23	18	52	47	37	71	48	57	14	25	20	18	65					38	28	13	10	16	36

Religion Test Score Data	3rd	5th	7th
Christ the King	81	69	62
Gesu	60	48	43
Holy Redeemer	54	42	43
Most Holy Trinity	54	43	36
St. Bartholomew	63	46	56
Religion Test Score Data	N/A		
Christ the King	45	38	
Gesu	58	58	
Holy Redeemer	59	47	
Most Holy Trinity	57	48	
St. Bartholomew	57	48	
Religion Test Score Data	N/A		
Christ the King	71	55	
Gesu	78	56	
Holy Redeemer	74	61	
Most Holy Trinity	78	61	
St. Bartholomew	78	71	
Religion Test Score Data			
Christ the King			
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Holy Redeemer			
Most Holy Trinity			
St. Bartholomew			
Religion Test Score Data			
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Religion Test Score Data			
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Holy Redeemer			
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Most Holy Trinity			
St. Bartholomew			
Religion Test Score Data			
Christ the King			
Gesu			
Holy Redeemer			

Central - IOWA Data

Environmental Factors		St. Scholastica					not applicable					not applicable					not applicable					not applicable				
		2006-07	2007-08	2008-09	2009-10	2010-11	2006-07	2007-08	2008-09	2009-10	2010-11	2006-07	2007-08	2008-09	2009-10	2010-11	2006-07	2007-08	2008-09	2009-10	2010-11	2006-07	2007-08	2008-09	2009-10	2010-11
RDG	3rd	23	24	33	23	31																				
	5th	32	40	25	28	35																				
	7th	15	29	30	34	42																				
LANG	3rd	40	56	67	38	38																				
	5th	45	55	40	52	57																				
	7th	43	45	43	43	59																				
MATH	3rd	20	31	27	18	18																				
	5th	29	29	20	13	29																				
	7th	27	47	30	30	31																				
SCI	3rd	25	35	49	29	22																				
	5th	39	40	25	38	26																				
	7th	23	32	32	38	35																				
COMP	3rd	24	31	42	20	31																				
	5th	35	38	27	30	44																				
	7th	19	35	30	35	42																				
Religion Test Score Data	3rd	N/A	61	56	65	62																				
	5th	N/A	64	50	42	37																				
	7th	N/A	46	41	50	44																				

	IOWA	Religion	IOWA	Religion	IOWA	Religion	IOWA	Religion	IOWA	Religion
Does the school meet the minimum 60 or higher criteria? (yes/no?)	No	No								
Is the trend rising, stable or declining?	Rising	Decline								
Accreditation: Current? (yes/no)	Yes(MNSAA)									
Has State approved tech plan? (yes/no)	Yes									

Central - Phase 1 Data

		Environmental Factors (Cont.)	Christ the King	Gesu	Holy Redeemer	Most Holy Trinity	St. Bartholomew	Healthy School Criteria
Gather Information From the Verified Healthy School Criteria Sheets, and Healthy School Comparison Sheets	School Population Trends	2005-06 Enrollment, K-8	200	215	215	134	127	
		2009-10 Enrollment, K-8	147	218	154	134	88	
		2010-11 Enrollment, K-8	158	214	149	149	88	
		Enrollment: rising, stable or declining? (based on the 5 year trend info from the Internal Data Sheets)	Declining	Declining	Declining	Rising	Declining	
		Meets the 20 students/grade average? Y or N	No(13)	Yes(23.8)	No(13.5)	No(18.6)	No(11)	20 students/grade
		School % Catholic in 2005-06	24%	12%	93%	62%	6%	
		School % Catholic in 2009-10	21%	16%	88%	65%	10%	
		School% Catholic in 2010-11	22%	16%	89%	70%	11%	
		Catholic Population: rising, stable or declining?	Declining	Rising	Declining	Rising	Rising	
Gather information from the External Data Handouts	SEMCOG Data	School Age Population - 2005	9,096	6,733	3,223	300	7,626	
		School Age Population - 2010	6,783	6,658	2,320	491	6,718	
		School Age Population - 2035 (projection)	4,781	5,412	1,486	403	4,564	
		Is trend: rising, stable or declining?	Declining	Declining	Declining	Rising	Declining	
Gather Information From the Verified Healthy School Criteria Sheets, and Healthy School Comparison Sheets	Staffing	Principal/ Administrator: Catholic?	Yes	Yes	Yes	Yes	Yes	Required
		Principal/ Administrator: Catechetical Certification	Yes	Yes	IP	Yes	Yes	Required
		Principal/ Administrator Meets State Certification Requirements	Yes	Yes	Yes	Yes	Yes	Required
		# if Principals 2006-07 thru 2010-11	1	1	1	1	1	2 or fewer in 5 yrs.
		Total Number of Teachers on Staff (FT/PT/Shared Time)	12/2/2	9/0/3	11?un/un	8/un/un	8/1/1	
		# of State Certified Teachers	8(+2 out state)	9	11	8	8	All Required
		Religion Teachers: Certified Catechist?	3 (+4 IP)	8 (+1 IP)	Yes	3	5	Must be certified
		Are All Teachers Paid to Scale?	At	At	No	At	Below	80% required
		School Board/ Committee (Y/N)	Yes	Yes	Yes	Yes	Yes	Required
Based on the Healthy School Criteria Building Report Sheets	Plant	What is the physical condition of the school? (Good, Fair, Poor)	Good	Good	Good	Good	Good	See AKT Peerless Report. Good, Fair, Poor
		Copy of School's Safety Inspection	Yes	Yes	Yes	Yes	Yes	Required
		THIS SCHOOL IS: HEALTHY, AT RISK, NOT SUSTAINABLE	9 out of 15	12 out of 15	11 out of 15	13/15	11 out of 15	

ADD ALL ENVIRONMENTAL FACTORS FROM PAGE 2 & 3 (COLORED BOXES ONLY)

Central - Phase 1 Data

		Environmental Factors (Cont.)	St. Scholastica	not applicable	not applicable	not applicable	not applicable	Healthy School Criteria
Gather Information From the Verified Healthy School Criteria Sheets, and Healthy School Comparison Sheets	School Population Trends	2005-06 Enrollment, K-8	179					
		2009-10 Enrollment, K-8	119					
		2010-11 Enrollment, K-8	101					
		Enrollment: rising, stable or declining? (based on the 5 year trend info from the Internal Data Sheets)	Declining					
		Meets the 20 students/grade average? Y or N	No(14.4)					20 students/grade
		School % Catholic in 2005-06	13%					
		School % Catholic in 2009-10	11%					
		School% Catholic in 2010-11	11%					
		Catholic Population: rising, stable or declining?	Declining					
Gather information from the External Data Handouts	SEMCOG Data	School Age Population - 2005	5,440					
		School Age Population - 2010	4,846					
		School Age Population - 2035 (projection)	3,712					
		Is trend: rising, stable or declining?	Declining					
Gather Information From the Verified Healthy School Criteria Sheets, and Healthy School Comparison Sheets	Staffing	Principal/ Administrator: Catholic?	No					Required
		Principal/ Administrator: Catechetical Certification	No					Required
		Principal/ Administrator Meets State Certification Requirements	Yes					Required
		# if Principals 2006-07 thru 2010-11	1					2 or fewer in 5 yrs.
		Total Number of Teachers on Staff (FT/PT/Shared Time)	7					
		# of State Certified Teachers	7					All Required
		Religion Teachers: Certified Catechist?	4					Must be certified
		Are All Teachers Paid to Scale?	Below					80% required
		School Board/ Committee (Y/N)	Yes					Required
Based on the Healthy School Criteria Building Report Sheets	Plant	What is the physical condition of the school? (Good, Fair, Poor)	Good					See AKT Peerless Report. Good, Fair, Poor
		Copy of School's Safety Inspection	Yes					Required
		THIS SCHOOL IS: HEALTHY, AT RISK, NOT SUSTAINABLE	9 out of 15					

ADD ALL ENVIRONMENTAL FACTORS FROM PAGE 2 & 3 (COLORED BOXES ONLY)

Central - Financial Data Assessment

Complete after Environmental Grids completed.		Christ the King	Gesu	Holy Redeemer	Most Holy Trinity	St. Bartholomew	Healthy School Criteria	
Gather Information From the Verified Healthy School Criteria Sheets, and Healthy School Comparison Sheets	Income	Cost per Student	\$5,145	\$5,515	\$5,168	\$5,293	\$6,246	
		Tuition In parish/Catholic Amount	\$3,900	\$3,700	\$3,000	\$2,900	\$3,200	No less than 90% of cost of student
		Tuition Out of parish/Non-Catholic Amount	\$3,900	\$4,100	\$3,000	\$2,900	\$3,200	No less than 90% of cost of student
		Tuition = % of Cost	76%	67%	58%	55%	51%	
		School Savings (not including pre-paid tuition)	---	---	\$14,788	\$0	---	
		Endowments Principal	\$0	\$0	\$0	\$0	\$0	Has endowment of some kind
	Debt & Expenses	Uncollected tuition from previous year (\$)	---	\$4,000	\$9,754	---	\$18,153	
		Budgeted Parish subsidy for prior year (\$)	-\$7,150	---	\$55,146	---	\$24,045	
		% of parish subsidy	-2%	---	7%	---	14%	40% or less
		Has school received SOF Grant? (yes/no)	Yes	Yes	Yes	Yes	Yes	
		Number of years of SOF grant	27	8	27	27	7	5 yrs or less
		School deficit \$\$ for last year (beyond subsidy)	\$14,646	\$0	\$82,719	\$0	\$0	
		School deficit # of years	2	2	3	N/A	4	
		Parish & School LDP debt \$\$ 2007-08	\$0	\$115,715	\$107,263	\$0	\$248,550	
		Parish & School LDP debt \$\$ 2009-10	\$0	\$0	\$317,239	\$0	\$270,073	
		Is this debt trend declining, stable or rising?	Stable	Declining	Rising	Stable	Rising	None or decreasing
		MCC debt \$\$ 2007-08	\$0	\$0	\$0	\$0	\$0	
		MCC debt \$\$ 2009-10	\$34,561	\$0	\$118,807	\$0	\$2,657	
Is this debt trend declining, stable or rising?	Rising	Stable	Rising	Stable	Rising	None or decreasing		
Other debt	---	\$0	---	---	---	None or decreasing		
Expected Capital Improvement Costs	\$135,600	\$266,850	\$625,253	\$93,000	\$320,467	See Attachment A of AKT Report		
Other	Last year's budget submitted to the AOD Finance office? (yes/no)	Yes	Yes	Yes	Yes	Yes		
THIS SCHOOL IS:								
HEALTHY, AT RISK, NOT SUSTAINABLE		11 out of 23	15/23	13/23	16/23	13/23		

Central - Financial Data Assessment

Complete after Environmental Grids completed.		St. Scholastica	not applicable	not applicable	not applicable	not applicable	Healthy School Criteria
Gather Information From the Verified Healthy School Criteria Sheets, and Healthy School Comparison Sheets	Income	Cost per Student	\$5,742				
		Tuition In parish/Catholic Amount	\$3,995				No less than 90% of cost of student
		Tuition Out of parish/Non-Catholic Amount	\$3,995				No less than 90% of cost of student
		Tuition = % of Cost	70%				
		School Savings (not including pre-paid tuition)	\$1,424				
		Endowments Principal	\$330,872				Has endowment of some kind
	Debt & Expenses	Uncollected tuition from previous year (\$)	\$0				
		Budgeted Parish subsidy for prior year (\$)	\$164,222				
		% of parish subsidy	60%				40% or less
		Has school received SOF Grant? (yes/no)	No				
		Number of years of SOF grant	0				5 yrs or less
		School deficit \$\$ for last year (beyond subsidy)	\$210,658				
		School deficit # of years	2				
		Parish & School LDP debt \$\$ 2007-08	\$0				
		Parish & School LDP debt \$\$ 2009-10	\$0				
		Is this debt trend declining, stable or rising?	Stable				None or decreasing
		MCC debt \$\$ 2007-08	\$0				
		MCC debt \$\$ 2009-10	\$0				
		Is this debt trend declining, stable or rising?	Stable				None or decreasing
		Other debt	\$0				None or decreasing
	Expected Capital Improvement Costs	\$330,871.50				See Attachment A of AKT Report	
	Other	Last year's budget submitted to the AOD Finance office? (yes/no)	Yes				
	THIS SCHOOL IS: HEALTHY, AT RISK, NOT SUSTAINABLE		12 out of 23				

1. Can each parish continue to afford to subsidize its school's operations at its current level of subsidy?

- If the parish cannot continue its current subsidy, what are your specific plans for securing funding?
- Indicate the dollar amount of the parish subsidy.
- If you currently receive an SOF grant, how would you continue to fund operations if the grant were reduced by 50%?
- Do you have any specific plans for debt-reduction? Fund-raising? If yes, please outline in detail.

Regarding external funding:

- Who will write the grant applications?
- Will conditions tied to the grants hinder your ability to provide a Catholic education?

2. Should this school consider merging with one or more schools?

- If no, explain how this school will maintain a balanced budget & what specifically are its plans for growth.
- If yes, which schools would merge?
- Which site would the new school use?
- What is the extent of the capital improvements required at the merged site?
- Does the new site have adequate seating capacity?
- Is the proposed site ready to accept students or is it in need of renovations to bring it into compliance with the Americans with Disabilities Act?

3. If this school were to merge with other schools, what would the new school look like? (define what your choice means by referring to the definition sheet)

- A Regional School (How many parishes would feed into it? How would a pastoral presence be secured? Who would make up the school board? Who would hire the principal?)
- A Consolidated School (Which schools would participate? How would it be governed? Who would be the Pastor delegate? Where will funding come from?)
- An Inter-Parish School
- Other

4. Should the school be governed solely by the parish, by a regional governance board, or by something else such as a school management system (which would administer the operations of a group of schools: i.e., pay bills, collect tuition, et cetera)? Please explain your answer.

5. List additional characteristics of the type of school suggested in #3

6. Is there a need for a Catholic school in your area if one does not exist?

- What type of school would this be?
- What governance structure would be in place?
- What parishes would feed into it?
- How is pastoral support established?
- Who hires the principal?
- Who serves on the school board?
- How does the school maintain financial stability? **Be specific**
- Additional characteristics?

7. Do the Catholic school(s) on this sheet meet the four (4) criteria on the flowchart (see below) and are they able to meet the Healthy School Criteria within three (3) years?

- A strong Catholic identity
- Centers of academic excellence
- Accessible to any Catholic child within the AOD who wants to receive a Catholic education
- Have a realistic and strategic financial plan) and are they able to meet the Healthy School Criteria within three (3) years?

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Conclusions

- The Catholic Schools in the City of Detroit perform amazing feats. Limited resources are overcome by dedicated staff, parents and parishioners committed to maintaining schools with a strong Catholic identity and dedicated to making a true difference in the life of young people.
- In spite of declining population trends, we conclude that our existing Catholic Schools are under-serving the school-age population in Detroit.
- As City schools, we can and must work together with the Office of Catholic Schools to market our exceptional institutions as a group.
- If financial obstacles could be overcome for parents that cannot pay the full cost of tuition, each school could dramatically increase enrollment. One of the schools, for example, has seen its enrollment rise 7% in the last year as it has increased the amount of tuition assistance it provides. While schools can currently request money for tuition assistance through the School Outreach Fund, these requests can and should be given greater priority.
- The number one challenge for Catholic Schools in the City is not a lack of students or a lack of desire for a Catholic education; it is a lack of adequate finances.
- Catholic Schools best carry out the Catholic mission when attached to an individual parish, where church and school have an intimate and symbiotic relationship.

Recommendations

Based on the data presented regarding school-age population, both today and over the next 25 years, and the Catholic population in the City of Detroit, it is our strong recommendation that we either maintain or expand the number of Catholic Schools in the City of Detroit. The need is great – both for Catholic students and non-Catholic students. The opportunity is also enormous. Catholic Schools in Detroit have a long and gloried history, and are universally admired. If the Archdiocese reinvigorates Catholic Schools in the City, the excitement, good will, and tangible support will be tremendous.

1. If Catholic schools are opened or re-opened, we recommend consideration of an additional K-8 school to serve the City's East Side, and a high school for girls in North Central or Northwest Detroit.
2. We recommend that the City Catholic schools work together in several areas, and on a regular basis. Possible areas of collaboration:
 - a. Marketing – (identified as the top area for collaboration)

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- b. Sharing of best practices for curriculum, advancement, and financial management
 - i. With a special emphasis on institutional advancement and the development of reliable funding sources
 - c. Transportation of students
 - i. To include possibly bus stops at parishes that do not have Catholic Schools
 - d. Shared management as a network of urban schools or independent schools in close collaboration
 - e. Identification and emulation of successful Catholic School models
 3. We recommend one of two governance options, with further investigation and planning required:
 - a. A governance structure for each school that includes the pastor of the parish school, members of the school and parish community, and representatives of parishes in the region forming the core of the school board.
 - b. A collective governance model similar to that of the Jubilee Schools, where all schools are governed by one board representing schools and parishes throughout the City, focused on the unique challenges of providing a Catholic education in an urban setting.
 4. We recommend that Catholic elementary schools remain closely affiliated with a parish that wants and supports Catholic education. Physical and social proximity help foster spiritual development in students (through liturgy, prayer and frequent association with parish pastor and staff) as well as communal support. While regional support is critical, each school must be closely tied to a parish.
 5. We recommend that Catholic Schools, where possible, expand to offer after-school, early-childhood, life skills, and parent education programs to enhance opportunities for youth in the City.
 6. We recommend that broader sustainable financial support be provided for Catholic schools in the City so that they can serve not just those that can pay for a Catholic education, but those that deserve and desire a Catholic education. This support can be provided in a number of ways, including to name a few:
 - a. Sharing of revenue from Detroit charter schools renting former Catholic Schools (after debt repayment, perhaps 33 1/3% of revenue goes to parish, nearest Catholic school, and an endowment fund to secure the future of urban Catholic parishes and schools.)
 - b. An annual collection specifically for Catholic Schools in the City.
 - c. Creation and funding of an endowment adequate to guarantee financial stability for urban Catholic Schools, including tuition assistance.
 7. With adequate funding, we propose a sliding-scale tuition rate where parents pay according to their means, allowing every family that wants a Catholic education can obtain one.

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A report initiated by President George W. Bush referred to faith-based schools, Catholic schools in particular, as a "Critical National Asset", and encouraged their support. With faith and commitment, the Archdiocese of Detroit can help lead the City in its recovery through Catholic Schools. Challenges abound, but so do opportunities. We have the opportunity to serve the children of the City, who are all children of God. We have the opportunity to spread the Catholic faith through words, actions and relationships. And we have the opportunity to show the community that the Catholic Church can still do what it has done for more than two centuries: help children and families to a better life through enlightenment and faith.

While the challenges are great, they are not insurmountable. Initiated by our own Cardinal Maida, Cornerstone Schools have shown that faith-based schools can survive and thrive in Detroit. The Jubilee Schools, started by the Diocese of Memphis in 1999, have re-opened long-closed Catholic Schools and experienced tremendous success, reaching an enrollment of more than 1,400 students.

Despite its brevity and limitations, we believe the Together in Faith II process has started us down a road of collaboration as Catholic Schools serving the City of Detroit.

We believe strongly in our recommendation that all existing schools remain open, and the future of Catholic Schools. We ask to continue the process of visioning and collaboration over the coming year, along with city pastors and the Archbishop of Detroit, to strengthen these schools. If, however, financial limitations might hamper the implementation of these recommendations, we ask that this group also be permitted to work with city pastors and the Archbishop to evaluate, develop and implement the best plan feasible for Catholic Schools in the City of Detroit.

Yours in Christ,

Most Holy Redeemer

*Catherine Jackson
Jessica Orzechowski*

Saint Scholastica

*Donald Hurt
David Flanagan
Michele Mooney*

Gesu

*Terrence Berg
Kevin Byrnes*

St. Bartholomew

*Florine Anderson
G. Paul Billion
Maria Marshall*

Most Holy Trinity

*Marifer Calleja
Catherine Baloh*

Christ the King

*Terrence M. George
Nancy Soisson
Stacey Harris
Ray Tchou*

SCHOOL PLAN PHASE 2:

To be completed when the School plans are finalized.

1. Catholic Culture			
2. Catholic Identity Committee?			
3. Technology			
4. Transportation			
5. Marketing			
6. Special Needs Program			
7. Gifted Program			
8. Extra-curriculars			
9. School Board			