Church Schools in the Diocese of Virginia
2017-2018 Report
Dear CSDV Members,

How do you measure the achievements and opportunities for growth of an entire year that has 9,000 people (i.e., approximately 1000 girls, 2000 parents, 5500 alumnae, 200+ faculty and staff, and 300 others) working together? Easy. We start with the people. Our students and the faculty and staff who support them, along with their families and our alumnae, are what make magic happen at St. Catherine's School. Each day I have the great privilege to witness students diving into problem-solving, research, and creative thinking inspired by our expert faculty. I witness parents supporting their daughters and offering helping hands and words of encouragement to our faculty and staff. Ours is a community that recognizes that greatness – as measured in the character of each girl, our work with others in the greater community, and excellence in teaching and learning – happens when we work together as a team.

When you add programs, passion, and possibilities to people – now you have something really special! We challenge ourselves to partner with hundreds of community members, to provide each girl with "voice and choice," and to personalize student learning when appropriate. Whether we are working with accomplished people like Minnijean Brown Trickey or Jenna Bush Hager, we seek to hear stories and embrace others’ wisdom. We take every opportunity to provide our girls with global experiences and to help them lead in their own special ways, which does not always mean leadership by a title.

Yes, 2017-2018 was another banner year for us and we count ourselves lucky and blessed. Our enrollment of 979 was strong (we already have reached record high, capacity enrollment of 986 for 2018-2019), our financials have allowed us to have engaging programs, beautiful facilities, healthy faculty and staff professional development, and strong fundraising for the development of our southern third of campus ($12.3M raised through 2017-2018).

Thank you for your belief in our work. There are many great moments, but your support of the few challenging ones is the foundation on which we build our strength.

Warmest wishes,
Terrie

Terrie Hale Scheckelhoff, Ph.D.
Head of School
Class of 2018 Highlights

- 78 Graduates
- 319 Acceptances to 130 different colleges
- 55% Attending college out of state
- 12% Committed to college athletics
- 10K+ Hours of community service
- 50 AP Scholar Designations
- 12 Intensive Studies Scholars
2017-2018 by the Numbers

979 Students at the start of school
Capacity enrollment

19% Student of color enrollment
Record high

4.2% Attrition

119 Scholastic Art and Writing Awards for Middle and Upper School Students

119 Joint X-Term trips for Upper School students (9 international and 5 domestic)

14 Teams in 14 sports for grades 7-12

40
7 LIS Championships
3 VISAA State Championships
4 LIS Coach of the Year Honors
1 Times-Dispatch Girls Athlete of the Year
45 All-State Athletes

Strategic Plan Unwavering Purpose

Created in 2014 and re-affirmed by the Board of Governors in 2018, "Unwavering Purpose" is our vision and plan for St. Catherine's School.

Based on our four pillars:

- GIRL CENTERED
- REMARKABLE INTELLECT
- LIFE OF MEANING
- TRADITION OF STRENGTH

We use the goals of "Unwavering Purpose" to guide our work.
“We base every decision on what’s best for girls, so that they can reach their full potential.”

**ALL SCHOOL**
- Expanded our comprehensive Health and Wellness program in all three divisions, including a ‘Wellness Month’ with focused activities
- Created a Coordinator of Health and Wellness, supported by divisional advisors
- Welcomed more than 20 girls from multiple public and independent schools around Richmond to join some of our students for the Art of Change Camp, at which the girls honed skills necessary to be socially, culturally, and fiscally responsible global citizens. Skipped weekly with girls from the Republic of The Gambia and learned from powerful guest teachers, including Omar Faye, the Ambassador from The Gambia; Dr. Kimberly Brown, Former Chair of the Department of Women and Gender Studies at VCU; Tequia Hicks Delgado, Former White House Senior Advisor for Congressional Engagement and Legislative Relations; and Jessica Willis, Executive Director of the Richmond Justice Initiative
- Hosted the Virginia Capitol Foundation’s Virginia Women’s Monument event which honored our alumna, acclaimed activist and suffragette Adele Goodman Clark, and featured a conversation with Jenne Bush Hager about women balancing life and leadership
- Held joint outreach program featuring alumna Abigail Norfleet James, Ph.D., for prospective parents and community members on the benefits of all-girls’ and all-boys’ education in the early years
- Redesigned the Brilliant Summer leadership training classes for girls

**MIDDLE SCHOOL**
- Celebrated International Day of the Girl with a Girls Innovate speaker event, hosting five accomplished women who inspired and worked with Middle and Lower School students (e.g., Angela Luna, fashion designer who created a coat that converts to a tent for the homeless and Julia Warren, alumna who created a non-profit that celebrates birthdays of underserved children
- Served as role models and mentors with the Big Sister/Little Sister program with Lower School
- Expanded offerings in the E-Period, a Friday exploration period, where students can choose from a variety of non-traditional topics about which they would like to learn more, including Global Girls, Altar Guild, Junior Classical League, and Robotics
- Invited Sylvia Clute to campus for a two-day Restorative Justice workshop with our Middle School faculty to create practices that empower girls to navigate conflict and articulate their thoughts and ideas

**UPPER SCHOOL**
- Encouraged deeper research and knowledge with the Intensive Studies Program, culminating in capstone projects in Global Engagement, STEM, Arts and Creative Writing
- Continued exploration of and experimentation with personalized learning in the classroom, supported by professional development
- Implemented a new 10-point grading scale, following research and review of best practices (e.g., 90-100, 80-89)
- Transformed common spaces with updated furniture and decor
- Continued efforts to refine and celebrate Coordinate Programs, including adding coordinate lunches and teacher exchanges
- Hosted college admissions deans and counselors to campus for student and parent education programs (e.g., how schools evaluate applications

**ARTS AND ATHLETICS**
- Continued to have strong participation numbers for both athletic teams and arts programs
- Offered Lower School athletic clinics and after-school programs to encourage participation and spirit
- Celebrated the 50th Anniversary of Ampersand with a weekend full of entertainment, panels, and alumnae celebrations
- Recognized twelve Middle and Upper School students who were accepted to the competitive District Choirs
"We build on our legacy of rigorous academics, and equip each girl to compete in a complex, ever-changing world."

ALL SCHOOL
- Celebrated faculty and staff accomplishments and professional development activities, including several faculty publications in research and popular magazines, presentations on running statewide diversity programs and ethical programming, and conducting student research
- Encouraged Personalized Learning in all disciplines, supported by professional development
- Awarded summer grants for faculty development and research projects, including Building Critical Technology Competencies into the Curriculum, Family History and Reconciliation, and Expanding Flipgrid Partnership with Bilingual School in Malaga, Spain
- Expanded academic offerings for Brilliant Summer classes and created one-week special subject classes, including Introduction to Entrepreneurship and Coding and Technology classes for Lower and Middle School students
- Welcomed Personalized Learning expert, Allison Zmuda, for workshops with faculty
- Purchased virtual reality headsets through a grant from the Emily S. and Coleman A. Hunter Charitable Trust, allowing for virtual field trips and other explorations
- Expanded health and wellness programming in all divisions for deeper learning
- Hosted 50+ experts on campus
- Continued mindfulness training and supportive programs

LOWER SCHOOL
- Inspired students’ global interest with Global Read Aloud projects, virtual reality “Field trips,” and Skypeing with international experts
- Completed roll out of Singapore Math program
- Organized JK/K Family Innovation Night programs
- Expanded work on global and cultural connections, including a second grade class presenting a Chinese New Year chapel while Skypeing with LS world language teacher, Kefu Dorton, during her visit to her hometown in China and also attending a performance entitled, “Songs from the Soul,” at Virginia Repertory Theater, which examined the evolution of African-American music from spirituals to jazz to rap and the essential role this music has played in American life
- Created flags in Grade 1, as part of their yearlong animal and continent studies, to fly in front of Cape Royals, a remote field station on Ross Island, Antarctica, which is devoted to working with the Adelie Penguins who go there every year to raise their chicks
- Supported Kindergarteners who presented their Winter Projects, expanding public speaking skills while showing their student-led research
- Implemented collaborative work pods in Lower School

MIDDLE SCHOOL
- Celebrated Middle School Science Teacher, Katherine Mangum, who was awarded the VASIS Innovation in Teaching Award
- Created a new Apprentice Workshop for grade 5 students to learn more about technical theatre
- Took robotics team members to the Robotics Pathfinder program at Space Camp at the U.S. Space & Rocket Center in Alabama
- Increased world language offerings (i.e., French, Mandarin Chinese, Latin, Spanish)
- Created the Grade 8 FutureMakers conference, where girls presented data-driven research
- Celebrated Scholastic Art and Writing Award Winners: one national arts award, nine arts awards, and 50 writing awards
- Created new Grade 8 personalized interdisciplinary research project, FutureMakers, for which students analyzed data to predict future results

UPPER SCHOOL
- Piloted Saints for Life, a new co-curricular program in which students explore and engage in twelve-hour-long sessions addressing diversity and inclusion, local and global citizenship, health and wellness, and leadership and empowerment.
- Transitioned to a new grading scale, opened the online grade book, and will investigate allowing student access to online grade books
- Celebrated Scholastic Art and Writing Awards: 2 national arts awards, 48 arts awards, and 12 writing awards
- Created a committee for Upper School department chairs in English, Science, and Math to review the ACT and SAT to study curricular alignment with testing expectations and results
- Honored five Model UN delegates who received special recognition for their work
- Offered coordinate X-Term experiences both locally and in Utah, Spain, Costa Rica, South Africa, and other domestic and international locations
- Supported Senior Independent X-Term Projects, including those of a student who researched and created a documentary about how her ancestral tribe has received federal recognition and a student who participated in community service at Sacred Heart Center, Crossover Ministry, and FeedMore
Unwavering Purpose  Life of Meaning

“We will provide girls the skills and tools they need to pursue lives of promise, purpose and fulfillment.”

ALL SCHOOL
- Led by the Rev. Dr. Dorothy White, continued to have regular, meaningful chapel services in all divisions
- Partnered with St. Christopher’s to support the Humanitarian Dinner sponsored by VCIC
- Supported faculty who attended Virginia Diversity Network’s fall workshop Overcoming Bias: Becoming Active Change Agents
- Continued to expand student roles in chapel services in all divisions

LOWER SCHOOL
- Collected needed items and funds for Florida animal shelters following Hurricane Irma through annual service project, Lend A Helping Paw
- Presented a student-led chapel where LS students shared their experiences working with students at the Faison School (a school that serves individuals affected by autism spectrum disorder and other developmental disabilities)
- Hosted a performance by the award-winning international educational program, Kids on the Block, Inc., that provides more than 44 educational puppet programs addressing various disabilities, educational and medical differences, and social concerns while encouraging acceptance of physical, learning, social, and cultural differences
- Visited the US Institute of Peace with the Grades 4 and 5 Robotics teams, invited by grandfather Mr. George Foote, who has served as the Institute’s outside counsel since its beginning and is currently co-chairing its Peace-Tech Lab, and who was inspired by team 1841’s research project with its focus on helping the Haitian people

MIDDLE SCHOOL
- Expanded MS Honor Chapel with more intentional messaging and programs, including sharing bracelets as a tangible reminder of connection
- Invited Richmond-area Middle School girls to the Techgirlz Workshop, Mapping for Humanity, where they used satellite images to map damage during natural disasters and identify endangered species
- Celebrated Peace Crane Day in the MS by collaborating with classrooms in Tanzania, Taiwan, Mexico, Turkey, and Israel to conduct conversations around peace and community
- Honored the work of Dr. Martin Luther King, Jr., with a student-led service offering reflections on inclusion, which was followed by activities for students to reflect on the importance of creating a school climate of inclusion and care

UPPER SCHOOL
- Partnered Grade 6 English classes with a Grade 3 Richmond Public School class for exchanges
- Developed a joint Grades 7 and 8 Diversity and Inclusion event with St. Christopher’s during which the students participated in a joint service and then broke into small groups to dig deeper into complex issues
- Hosted Minnie Jean Brown Trickey, one of the Little Rock Nine who integrated Central High School, for a speech and work with students
- Celebrated the International Day of the Girl with a student-moderated panel of experts who work with refugees in the Richmond area
- Received the Center for Spiritual and Ethical Education’s Exemplar School Prize for the Grade 9 X-Term Program
- Assembled Hope Bags for child sex trafficking victims
- Redesigned the Community Service program for 2018-19 with a focus on more intentional, face-to-face work with underserved populations
- Sent four US representatives to Virginia Center for Inclusive Communities (VCIC) Connections residential workshop and sent students and faculty to NAIS People of Color Conference
- Viewed After Spring, which examines life in Syrian Refugee Camps
Unwavering Purpose  Tradition of Strength

“We will be good stewards of our resources to enable St. Catherine’s to flourish well into the future.”

STRONG FUNDRAISING
$12.3M raised to date for campaign
$1.67M raised in annual gifts
352 new gifts and pledges during our annual Give Week
334 members of the Arcade Society (Planned Giving recognition group)

FINANCIAL AND ENVIRONMENTAL SUSTAINABILITY
Received 2nd place award from Virginia Energy Efficiency Council for work including 600 solar panels, Compressed Natural Gas (CNG) buses and filling station, and motion detector lights and faucets
Implemented the boiler replacement strategy with highly efficient boilers (99% efficiency)
Designed new campus-wide central chiller plant (installation early 2019)

CAMPAIGN AND CONSTRUCTION IN FULL SWING
The effort to develop the southern third of campus is underway (turf field and 172 parking spaces are estimated to be completed December 31, 2018)
Installing two new and one refurbished Lower School playgrounds (one of the old ones was donated to a group in Haiti)

ALUMNAE COMMUNITY
Supported our strong community of alumnae with SaintsConnect, online networking platform, visits to reconnect in cities and at colleges, and special activities
Welcomed alumnae back home for Career Day and working with students
Celebrated Yiota Sorous ‘88, Senior Vice President and General Counsel for the National Center for Missing and Exploited Children, as our Camp Speaker and 2018 Distinguished Alumna Award winner
Inducted five alumnae, one coach, and one team (1909 Basketball - among the oldest girls' teams in the state) into the Athletic Hall of Fame

Introduced new website with increased responsive design and stronger brand messaging

Opened an after-school Lower School enrichment program two days a week

Celebrated the 40th anniversary of our summer program

Welcomed Jenna Bush Hager for an event to honor 1901 alumna, suffragette Adele Goodman Clark, and raise funds for a monument in her honor to be placed in Virginia's Capitol Square
Looking Forward

With record enrollment (986), Phase One of the construction project well underway, and the Girls Innovate signature program set to launch, to name a few highlights, 2018-2019 promises to be a year to remember!

We look forward to celebrating the 45th anniversary of the Joni dance program, the Saints Spirit auction (October 27, 2018), and continued progress on the campus construction. These and other highlights are noted below:

Launch of our signature program, Girls Innovate, developed to encourage continuous improvement and creativity. Highlights of the program will include faculty fellowships for research and innovation as well as additional visiting experts and advisors.
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Boys</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Girls</td>
<td>954</td>
<td>957</td>
<td>961</td>
<td>985</td>
<td>977</td>
<td>979</td>
<td>0.2%</td>
</tr>
<tr>
<td>Day Boys</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Day Girls</td>
<td>954</td>
<td>957</td>
<td>961</td>
<td>985</td>
<td>977</td>
<td>979</td>
<td>0.2%</td>
</tr>
<tr>
<td>Boarding Boys</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Boarding Girls</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total Students</td>
<td>954</td>
<td>957</td>
<td>961</td>
<td>985</td>
<td>977</td>
<td>979</td>
<td>0.2%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Avg. Class Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>K-4 Lower School</td>
</tr>
<tr>
<td>5-12 Middle School</td>
</tr>
<tr>
<td>9-12 Upper School</td>
</tr>
<tr>
<td>Avg. Combined Jr. SAT</td>
</tr>
<tr>
<td>Avg. Combined Sr. SAT</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>12th Grade Tuition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Day</td>
</tr>
<tr>
<td>Financial Aid as % of Tuition</td>
</tr>
<tr>
<td>Day Students % on Financial Aid</td>
</tr>
<tr>
<td>Av. Day Grant</td>
</tr>
<tr>
<td>Boarders (% on Financial Aid</td>
</tr>
<tr>
<td>Avg. Boarder Grant</td>
</tr>
<tr>
<td>Total FT Instructional</td>
</tr>
<tr>
<td>Total Admin Staff</td>
</tr>
<tr>
<td>Total Other</td>
</tr>
</tbody>
</table>

| Endowment* (Market Value as of 6/30) | $42,600,000 |
| Income from Endowment** | $1,344,594 |
| Annual Giving*** | $1,571,403 |
| % Alumni Giving  | 31.6% |
| Avg. Gift      | $447 |
| % Current Parent Giving | 65.0% |
| Avg. Gift      | $846 |
| % Faculty giving | 100.0% |
| Avg. Gift      | $127 |
| % Board giving | 100.0% |
| Avg. gift      | $5,036 |

*Endowment includes capital campaign/bond
**Equals Endowed Scholarships and Endowment Income
***Unrestricted and Restricted Annual Giving

## FTE include the addition of 1 College Counselor, a Major Gifts officer, a 5th grade teacher, 2 Early Learners teachers, two half time to full time teachers JK addition, and bus driver changes