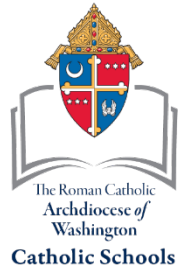


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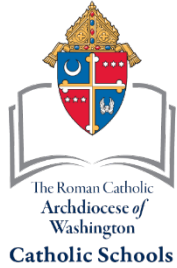
**Superintendent's Conference Day**  
**January 23, 2024**



# Prayer

May God make your year a happy one!  
Not by shielding us from all sorrows and pain,  
But by strengthening us to bear it, as it comes;  
Not by making our path easy,  
But by making us sturdy to travel any path;  
Not by taking hardships from us,  
But by taking fear from our heart;  
Not by granting us unbroken sunshine,  
But by keeping our face bright, even in the shadows;  
Not by making our life always pleasant,  
But by showing us when people and their causes need us most,  
and by making us anxious to be there to help.  
God's love, peace, hope and joy to us for the year ahead.





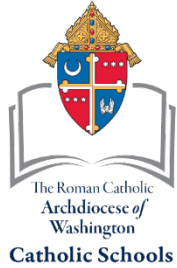
# Meet and Greet

- Tracie Thomas: Warm greetings and exciting prizes
- Margaret Kenney White and Madelin Fox: Special Education, TADS and Tuition Assistance Information
- Anna Quattrone and Barbara Quisquinay: Marketing, High School Admissions, and Hispanic Enrollment Support
- Jennifer Monger and Roshon Casey-Lee: Curriculum, Teacher Evaluation, & Instructional Support; EXCELS and Maryland Childcare Program
- Brian Radziwill and Lysie Reavis: Government Grants and Teacher Certification Programs
- USI Employee Benefits with Human Resources
- DCA Technology Partners
- Sadlier



# AGENDA

- 9:15 Prayer/Welcome
- 9:30 Superintendent's Update
- 10:00 Sadlier
- 10:15 Educational Leadership/Table Visits – Breakout Groups
- 12:00 Lunch – Compliments of Sadlier
- 12:40 DCA Technology Partners
- 12:45 ADW Office of Human Resources and Safe Environment
- 2:15 Departure



# Superintendent's Update

1. Superintendent Teacher Advisory Council
2. Inclement Weather (Public School Virtual Days)
3. Reminder to Capture Photos of Service and Share CSW Information
4. Student Information System (SIS)
5. School Spring

# Superintendent's Update

## Superintendent Teacher Advisory Council

St. Mary School, Landover Hills  
October 17, 2023

### Topic 1: Social Emotional Needs

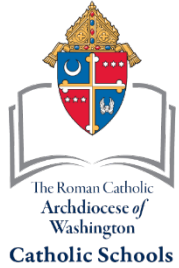
- Counselor/Resource Support for every Campus
- SEL Curriculum and Training for Implementation
- PD for Addressing Student Behavior

### Topic 2: Academic Support

- IXL Skill Plans to Support MAP Growth
- PD and Resources for Differentiation
- Instructional Support Training during Collaboration Days
- Increased Parental Involvement

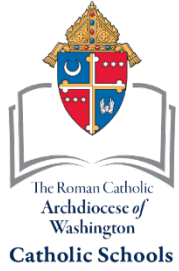
### Topic 3: Teacher Retention

- Competitive Salaries
- HR Support – More Communication, Availability
- Support and Recognition from Administration
- Mentor Program for New Teachers
- Cultivating a Supportive Team-Oriented Environment



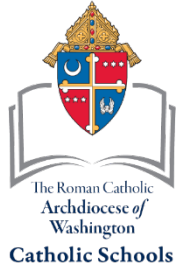
# Public School Virtual Days

What do ADW schools do when our public schools announce a virtual learning day during inclement weather?

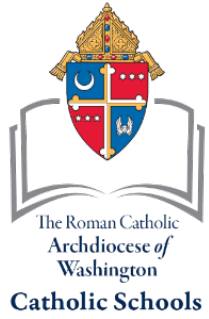


# Student Information System (SIS)





# School Spring Update

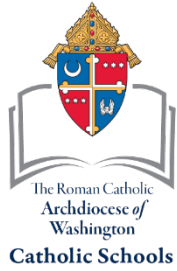


# SADLIER



# Breakout Groups

## Educational Leadership / Table Visits

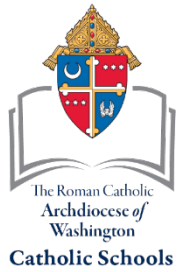


**Insights Unlocked: ADW and National Research**

Dr. Denise Ball  
 Dr. Jennifer Monger  
 Dr. Sheryce Parrish  
 Dr. Harold Thomas

# Breakout Groups

Session	Denise	Jennifer	Sheryce	Harold	CSO Tables
1	Group 1	Group 2	Group 3	Group 4	Group 5
2	Group 5	Group 1	Group 2	Group 3	Group 4
3	Group 4	Group 5	Group 1	Group 2	Group 3
4	Group 3	Group 4	Group 5	Group 1	Group 2
5	Group 2	Group 3	Group 4	Group 5	Group 1



# Breakout Groups

## Groups:

### Group 1

1. T Ebuwei
2. Loretta Favret
3. Sr. Emmanuella Ladipo
4. Teri Dwyer
5. Lisa Kane
6. Sheila Martinez
7. Susan McDonough
8. Dawn Nazzaro
9. Lauren Vernon
10. Shileta Weems

### Group 2

1. Patricia Schratz
2. Thomas Corrigan
3. Lauren DeZinno
4. Katrina Fernandez
5. Daniel Flynn
6. Ann Gillespie
7. Stephen Lamont
8. Chris Kelly
9. David Long
10. Phil Robey

### Group 3

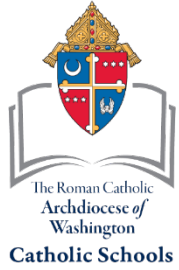
1. Brian Blomquist
2. Sam Chapa
3. Karen Clay
4. Ashley Lewis
5. Shindana Crawford
6. Michael Friel
7. LaSandra Hayes
8. Mary Penny
9. Christie Anne Short
10. Cathy Silverstone

### Group 4

1. Kevin Giblin
2. Christine Green
3. Caitlin Keeton
4. Teresa Skinner
5. Elise Heil
6. Raven Wilkins
7. Jenna Whelan
8. Katy Dunn Williams
9. Tina Wagner
10. Jennifer Thompson

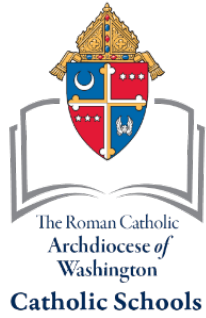
### Group 5

1. Gerald Smith Jr.
2. Jennifer Castaneda
3. Jeanne Donatelli
4. Debra Eisel
5. Elizabeth Hamilton
6. Ted Ewanciw
7. Erin Meunier
8. Nicole Peltier Lewis
9. Michael Thomasian, II
10. Janet Szoch
11. Susan Sheehan

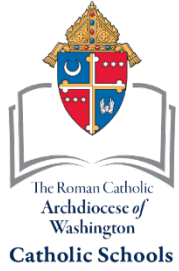


# Lunch

*Compliments of Sadlier*



# DCA Technology Partners



# ADW Human Resources

[www.adwcatholicschools.org](http://www.adwcatholicschools.org)





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# Teacher Salary Scale Committee Update

# ADW Teacher Salary Scale Committee

- Ann Gillespie-Principal
- Stephen Lamont-Principal
- Kathleen Brown-St. John the Baptist Bookkeeper
- Tara Linn, St. Mary of the Mills, Bookkeeper
- Camille Brown Privette-CCA President
- Adrienne Willich (Finance)
- Angela Ossinger (HR)
- Nanette Lowe (HR)
- Kelly Branaman (CSO)
- Denise Ball (CSO)
- Vicky McCann (CSO)
- Chris Buchleitner (CSO)-Chair

# ADW Teacher Compensation - Current

- 2009 Teacher Step Scale created
- Original scale was 80% of public school
- Based on Years of Service
- Automatic increase yearly
- Intended as a base salary across the ADW
- Has not been adjusted since creation in 2009

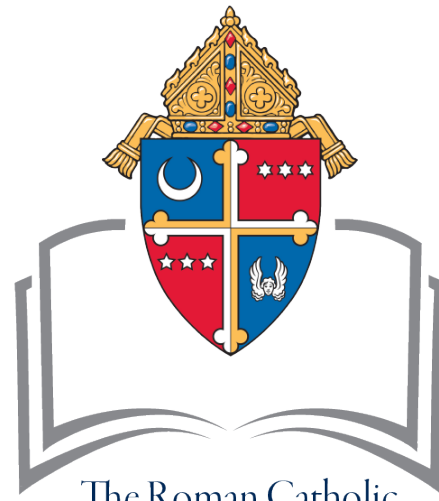
# ADW Teacher Compensation – Working Toward

- Salary scale that is updated and adjusted according to surrounding Public Schools
- Salary scale that is reviewed by policy in frequent intervals (no more than 3 years without updates)
- Create a scale allowing flexibility for local decision making of the Pastor and Principal
- Salary scale that continues the education of Bachelors/Masters with/without Certification
- Minimum – Midpoint – Maximum

# Next Steps

- Review any changes to the county scales
- Salary Scale Committee will be sharing the scale with local pastor for feedback.
- Share with his Eminence, Cardinal Gregory and Archdiocesan Leadership
- Present to Priest Counsel
- Schedule Master Rollout Date and Training for Pastors, Principals and Bookkeepers Spring 2024
- Targeted implementation is July 1, 2024, with a three-year implementation plan

# Questions



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