

NATIVITY JESUIT

A C A D E M Y

Board Report from the President and Senior Leadership December 4, 2020



Potential Moving to Hybrid Updates

- As you may recall, the President and the Pandemic Planning Team set four initial inputs to determine if we are teaching virtually or hybrid. They are:
 - Educator input
 - Parent input
 - The status of neighboring schools
 - The spread of COVID in our local community
- We have added two new criteria to our decision-making process. They are:
 - Where are we in the academic year?
 - Where are our students academically?
- Both new criteria lend an added level of urgency. First, the further we are in the school year, the more necessary it is to move to hybrid. Second, we conducted reading assessments for students recently and we know that there is a drop in reading progress. This, too, informs us that getting back to some form of in-person teaching is required, particularly for younger students who are learning to read.
- Accordingly, every week, starting January 18, we will evaluate if we can open two weeks from that decision date. The first assessment will be January 18 for a possible hybrid option on February 1.
- During hybrid it will be all hands on deck. We have been fortunate that most of our employee quarantines have been staff and not faculty. With as many non-quarantined staff as possible onsite during hybrid, we have some ability to cover a low amount of faculty who are quarantined or outright sick.
- During hybrid we should fully expect that we will quarantine and send home entire classrooms of children for two week hybrid sessions due to close contact and infection outside of school. We should also expect for the entire school to return to 100% virtual one or more times due to not enough faculty and staff onsite to teach hybrid.
- A training session for staff on classroom management will occur to prepare them for filling in for teachers.
- We held a special meeting for managers to continue our culture of listening to COVID concerns and addressing the ones we can. We also reviewed again how to respond to employee health concerns. As shared earlier with you and with our educators, the Archdiocese of Milwaukee and the Midwest Jesuit Province have set the expectation that educators are essential workers. To work virtually when students are in the building requires a physician's letter.

- We intend to build confidence in its return to in person instruction by starting with K4-3rd graders first and adding subsequent grades as deemed appropriate. Below is the planned timeline:
 - December 11th - Families will be notified of the new timeline and process
 - January 6th - A parent meeting will be held to review this process and ask families to select their instructional model for the current trimester. Families can change their selection at the next trimester. –
 - January 18th – All classroom preparations for hybrid learning will be completed by this date to be prepared for the shift when it occurs. A decision will be made if the school is able to shift to hybrid within two weeks
 - January 19th – Mandatory Back to School Night. This will occur regardless if the school is reopening in two weeks. It will be recorded for future use if needed
 - February 1st - First *possible* date for K4-3rd Hybrid Start

Facilities Update

Preventative Maintenance

Since the COVID-19 pandemic began in March 2020, the facilities team has been working on preventative maintenance and cleaning projects to ensure the school is in better condition than when it was last left by students in March. The team began working on its typical summer projects such as cleaning carpets, floors, walls, painting, and landscaping maintenance last Spring and Summer. The team has been spending the Fall ensuring all HVAC equipment is functioning properly, ventilation is increased, floors are sealed and polished, furniture repaired, and plumbing issues addressed.

The school was also able to greatly reduce its utilities consumption during the months of March through September, seeing an average of 40% savings during that time.

The team routinely cleans the building and ensures the appropriate areas are disinfected on a daily basis so as to provide a safe working environment for employees.

Prepping for Student Return

Congress set aside approximately \$13.2 billion of the \$30.75 billion allotted to the Education Stabilization Fund through the CARES Act for the Elementary and Secondary School Emergency Relief Fund (ESSER Fund). Nativity received \$132,319 in ESSER allocations. The facilities department has allocated a portion of these funds to prepare the school for a safe return of students. The school has purchased items such as social distancing floor decals, extra tables for

K4/K5, wipes, hand sanitizer, and contracted with a nightly disinfection service. The team is working with the faculty and staff to make sure that all student spaces are set up to allow for adequate social distancing, routine sanitation, appropriate supplies, and a safe learning environment.

Home for Sale

A property adjacent to the school's parking lot was recently put up for sale, 1537 S 29th St. The school was not able to get an initial offer in before another offer was already accepted. The school has worked diligently with its realtor and the counsel of many board members such as Jim Parks, Andy Schlidt, Ed Kitz, Jay Schwister and Andrea Scobel to place a secondary offer.

As of December 4, Nativity's offer has been accepted as the primary secondary offer. In addition, with the legal guidance of Andy Schlidt, Nativity's realtor has reached out two times to the seller's realtor to inquire if he may approach the buyer to see if they are having second thoughts about their accepted offer. If we receive permission, we will take that next step. If we do not receive permission then legally we must wait to see if the first accepted offer transaction takes place. If not, Nativity is the next offer in line and we will acquire the property.

Academic & Social-Emotional Updates

Important Parent Meetings

We held a parent meeting on Monday, November 16th to thank our families for all they are doing to support our students academically during this virtual school year. In addition, Marco, Chris, Danielle, and Vanessa shared our academic results as well as strategies to help our families during our physical time away from school. Some of those strategies included how to maximize blended learning, reading at home, and ensuring our families understood well our student's virtual academic schedules.

We also spent some time sharing the goals of our social-emotional curriculum, called *2nd Step*, that has started in our virtual classrooms and will continue when we return in person to school. It was great to see 101 families plugged into this important workshop, which was optional for families to learn more about how to support their son/daughter during this time.



Academic Data-Reading

In October Nativity faculty and staff administered the Fountas and Pinnell (F&P) reading assessment to all students in grades K5-8. Assessments were given in a mix of virtual and in-person format over the course of a week. The F&P assess a students' reading fluency, accuracy, comprehension and ability to write about reading. Nativity shifted to F&P from Developmental Reading Assessment this fall

because it provides more concrete instructional data on where students are. F&P are traditionally given in November, March, and May, but can be given more frequently to students as needed.

According to F&P 46% of students (102) are reading on or above grade level, 38% of students (83) are reading within 1 year of grade level and 16% of students (34) reading over one year behind grade level.

In the fall of 2019, we used the Developmental Reading Assessment (DRA) instead of F&P. While these results cannot be directly compared, 71% of Nativity students were reading at or above grade level according to the 2019 fall DRA results.

Blended Learning

As of November, there has been a drop in Blended Learning use among Nativity Students. Teachers have set grade level goals for students to be meeting weekly in line with recommendations from Seton Educational Partners.

While expectations vary for most grades, the basic expectation is that students are using providers for 20 minutes a day in both reading and math. Currently 52% of elementary students are meeting usage expectations in reading and 49% in math. In middle school 41% of students are meeting usage expectations in reading and 42% in math. Although usage among students is down, the majority of students that are meeting usage expectations are exceeding the 75% achievement goal. Teachers used this data to create meaningful goals for the students and classes, as well as improve tracking.

Response to Both Situations

Reading scores and Blended Learning usage are down due to a variety of factors. Teaching students to read is a very technical skill that requires a significant amount of one on one time, as well as access to ability level and age-appropriate texts. In a virtual learning environment, these have been very difficult to offer.

Both Blended Learning and reading also require a significant amount of internal motivation and parent support. Blended Learning was also a secondary goal at the beginning of the school year

for our teachers and students. We wanted to make sure all students had access to Google Classroom and live Zoom classes before a shift to Blended Learning. Starting in October and November teachers began putting a greater emphasis on Blended.

To address the lower Blended Learning usage we provided teachers with professional development, both internal and through Seton Education Partners, around tracking usage and growth, setting student and class goals, and incentivizing student accomplishment. Blended Learning usage will be a key topic with parents during conferences in December.

To address the lower reading scores we shifted our academic schedule in November to start including additional small group times for all students, as well as intentional planning to support students below grade level. We also began providing additional reading texts, both electronic and traditional paper copies, to families in all grades to provide students will more resources. Nativity will also be rolling out a Christmas reading challenge to incentivize additional reading over the break.

Northwoods Campus Update

Winter came for a visit - but then left! Snow with bitter cold winds and icy lake shores set in for a couple of weeks at Nativity's Northern Wisconsin campus - but soon after - temperatures soared towards the 60's and with it an enjoyable "St. Martin's summer" allowed for a few more days of harvesting warmer air while attending to outdoor to-do lists before the well known long winter comes to stay.

And that stretch of warm weather was extra exciting at Camp Thunderhead as several property and facility projects surged forward with progress.

Camp Thunderhead Property Highlights include:

-The new storage garage, to replace the sold-off Loyola garage, building site was prepared and concrete slab poured. Design specs were finalized and materials are being ordered. Construction is scheduled for February. This garage will store boats, trailers,



bikes and shop equipment in the off-season.

-The last of the oldest remaining fishing resort cabins, the “2 Bedroom” was emptied and granted a grateful farewell. It was disposed of to make room for the new bathhouse at camp. Thanks, in part, to a generous donation from the Wheaton Franciscan Sisters, usage of the



outdated shower and bathroom facility in the lower apartment building will be discontinued.

-Over on the far end of the sports field at camp a new sand volleyball court was installed and next to it, a new full-sized basketball concrete court was poured. The days of over-crowded basketball play on the small Loyola driveway are over - and the sand volleyball court will sure be a highlight and well-deserved upgrade for both students and staff!

Preparing For Potential Camp This Summer

Nativity Camp Staff members are also busy planning and preparing for the upcoming summer of 2021. With an ongoing strict attention to prudent COVID-19 planning and necessary program and property adjustments, safety will as always be the number one priority as well as reducing the spread of the virus. Research, decision-making and planning is in conjunction with the ACA (American Camping Association), the CDC, local area health departments and additional relevant organizations. With the recent late October release of the *Field Guide for Camps on Implementation of CDC Guidance* by Environmental Health and Engineering, Inc., and its endorsement by the ACA, a comprehensive and robust set of recommendations are now accessible to provide guidance in this unprecedented and critical time of planning and preparing.

The *Field Guide* presents “**best practice**” recommendations based on maintaining the **lowest potential risk** of COVID-19 in the camp setting. Areas of focus include:

- Communication
- Content and resources
- Screening and preventing spread
- Facilities management
- Food service
- Cleaning and disinfecting

- Activities
- Campers and staff and using cohorts at camp
- Transportation considerations
- PPE plans for staff and campers
- Suggested supplies and materials
- Technology and controls
- Medical testing for diagnosis and screening
- References and resources

Additional Research from the Environmental Health and Engineering, Inc. informs the following:

-Effective Strategies for camps during COVID-19

- Pre-camp engagement/orientation for staff, campers, and families
- Staff and family commitment to the COVID-19 policies
- Group/Cohort strategy
- Engagement with local health officials
- Prompt access to diagnostic testing
- Campers' and staff members' geographical home locations
- Access to medical testing for screening prior and during camp

-Recommendations for 2021 camp season:

- The ACA (American Camping Association) and the CDC has provided plans and guidance that should be considered
- Camps should implement consistent implementation of multi-layered mitigation strategies that include: cohorts, NPI's (Non-Pharmaceutical Interventions), response/contingency plans, restrictions/limitations on camp staff and campers leaving the premises and returning during the session and restricting outside visitors
- AVOID: mixing of large groups outside defined cohorts, indoor activities without enhanced ventilation, high-contact and high-droplet producing activities without masks and physical distancing (indoors and outdoors)

In conjunction with prudent COVID-19 planning, exciting planning is likewise underway for this coming summer and - the first ever of its kind for Nativity - the first boy and girl dual sessions of camp and the "Pioneer Girls" 6th graders!

Nativity's Camp Task Force, composed of both new and veteran Nativity administration, faculty, and camp staff meets regularly to collaboratively and intentionally plan for the programming for this most unique and unprecedented growth point for Nativity's Camp Thunderhead. Task Force areas of focus include:

- Academics
- Culture
- Programming
- Logistics

Finally and as always, camp staff retention and recruitment strategies are both critical efforts in order to continue to deliver the summer program at Camp Thunderhead.

We rely on the support of our word-of-mouth recruitment!

Please continue to spread the good word of Nativity and Camp Thunderhead to family, friends, and colleagues. We are always looking for college students, graduates, and teachers, and also currently a camp nurse and camp cooks, capable and willing to join our amazing and dedicated summer team to continue to deliver our outstanding mission-strong summer-school-camp residential program to our outstanding and beloved middle-school students - boys AND girls!

For summer staff job openings and information on how to apply, please email Camp Director, Josh Kraemer Kraemerj@nativityjesuit.org

Advancement Update



Scholarship Dinner Summary

Financial Overview	2017 Actual	2018 Actual	2019 Actual	2020 Budget	2020 YTD
Revenue:					
Event Sponsor	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000
Tables/Sponsors	\$28,700	\$36,700	\$48,250	\$49,000	\$31,500
Dinner Guests	\$5,300	\$5,700	\$6,375	\$5,900	\$4,175
Silent Auction	\$1,730	\$1,735	\$3,343	\$20,000	\$4,040
Salsa	\$1,775	\$1,880	\$2,395		
Live Auction	\$6,790	\$14,500	\$14,900		\$10,100
Raffle	\$2,380	\$2,380	\$4,520		
Wine Pull	\$595	\$610	\$640		
Appeal	\$64,490	\$79,841	\$62,600	\$85,087	\$70,500
Match			\$10,000		\$50,000
Board Donations for Auction Item	\$250	\$375	\$200		
Donations (Non-appeal)	\$19,670	\$11,715	\$6,845	\$15,000	\$8,763
Total Revenue	\$156,680	\$180,436	\$190,068	\$199,987	\$204,078
Total Expenses (Estimated)			\$21,014	\$22,787	\$19,436
Net	\$137,444	\$159,193	\$169,054	\$177,200	\$184,642

- **\$50,000 in Matching Gift Challenge** - Provided by two generous donors, this match was integral to the success of this event in a virtual format. For both matching gifts these commitments were above and beyond the donor's usual annual gift.
 - **Wish List** - The wish list was added this year and provided opportunities to support tangible needs of the school tied to COVID response. This significantly raised non-appeal donations and will be renewed for future years.
 - **Attendees** - It is difficult to estimate attendees to a virtual event because many guests watched the as a household, however throughout the event approximately 73 devices connected to the stream on Zoom and 25 on YouTube. We typically have 275 people attending in person.
 - **Looking ahead** - Given the ongoing uncertainty regarding large gatherings with the pandemic, we are considering hosting the next Scholarship Dinner in spring 2022. We know that more money is raised through in-person events than virtual events.
- **Nativity Magis Society:** As of December 3, a total of \$89,019 has been secured for the Nativity Magis Society, which focuses on filling our alumni's remaining high school tuition gap that remains after MUHS' generous financial aid. Additionally, three generous supporters each offered a \$25K match, so we have exceeded our \$75,000 match for a total so far of \$164,019.

Out of the nine pledges received, three are from long lapsed donors (5 years+), including a \$25,000 gift from a donor whose last gift was in FY13.

- **Connecting Nativity to Prospective Foundations:** Between the board and the Advancement committee, we identified 68 connections to area foundations who support education (62 prospective, 6 currently supporting foundations). Thank you for your efforts to reach out to your connections, speak about Nativity and check for alignment with our mission and the priorities of the foundations. So far, 31 initial conversations have occurred and other follow up has occurred, including a \$15,000 grant proposal that was submitted to a new foundation at the end of October. As an additional benefit, these conversations have been incredibly helpful to help spread the news of Nativity in our greater Milwaukee community.

After your conversations, please update Emily Schober with any relevant information learned so we can follow up as appropriate!

- **Grant Applications Including Extra COVID Support:** When possible with their application process, all grant requests to foundations who supported us in FY20 include an additional

ask to support the funding of our temporary academic intervention aides. We still seek \$84,000 to fund these critical positions in order to backfill essential academic skills that were impacted due to the pandemic.

- **Fall Direct Appeal:** Our Fall direct appeal was recently sent to 3,241 donors. This includes 896 recent donors, 2,061 lapsed donors, 160 new donors and 124 alumni. As board members, you will not be receiving the fall appeal as Maureen will be reaching out to individually speak with you about your support of the annual fund.

Student Recruitment Update

Student Recruitment Open House Update

Due to COVID-19 we conducted a virtual open house. We are recruiting mostly for next year's K4 incoming class. We had our first virtual open house on November 17th with 25 parents in attendance. We will hold a second virtual open house on December 8th.

Enrollment Goals for School Year: 2021-2022

Grade:	Enrollment Goal:	Open Seats:
K4	24	<i>In process</i>
K5	26	1
1 st Grade	26	0
2 nd Grade	26	0
3 rd Grade	26	0
4 th Grade	26	0
5 th Grade	26	0
*6 th Grade	26	0
7 th Grade	26	0
8 th Grade	26	0
TOTAL:	258	1

*We had one 6th grader leave last year and come back this year, which means we are 26 students now in our 6th grade class. The family and student felt they made a mistake and were not challenged at their new school and therefore wanted to transfer back to NJA.

* This school year we have 257 students and next year we will reach our enrollment goal of 258.

- During our virtual open house, families were able to watch a video tour and learned about all the wonderful things that Nativity offers. We also shared the history of Nativity, our mission and core values. In addition, we explained the importance of the partnership between Nativity and our families.
- We are currently working on interviewing (a regular and an important part of our recruitment process) each one of the families to make sure Nativity is the right fit for them.
- As of December 1, we have a total of 13 families registered to attend including 5 current families.

Finance and HR Update

Financial Statement Audit/Reporting

- The 2020 auditors' report and management letter were presented to the State of Wisconsin's Department of Public Instruction (DPI) prior to the October 15th deadline.

School Choice

- Reilly, Penner & Benton, LLP (RPB) completed the Choice required audits for NJA's Fiscal Practices and Pupil Enrollment. The auditor reports are due to DPI by December 15, 2020. RPB performed their field work on November 11th and have confirmed that they will submit the reports before the deadline.
- NJA has received two of its four voucher payments for the fiscal year, with the remaining payments scheduled for February and May. The amounts received are accurate and consistent with recorded enrollment.
- NJA submitted its intent to participate in Choice program for the 2021-22 school year on November 19th to DPI. While this may seem like a formality, it is an imperative step to receive Choice funding.

Paycheck Protection Program Loan ("PPP")

- The loan forgiveness application was submitted on October 14th through Town Bank. Town Bank has 60 days from receipt of loan forgiveness application to issue a decision to the Small Business Administration "SBA," and the SBA, subject to its review will respond to Town Bank within 90 days. Expectation is that \$436,200 will be forgiven and recognized as pandemic assistance revenue by March 31, 2021. This is reflected in the current Outlook.

Human Resources

- Completed the process of moving from archiving paper documents, to scanning and archiving in a secure server. This has already paid dividends, as it has facilitated accessing information for audits, inquiries, analysis, and paper waste.
- We are happy to report that we have hired our next art teacher after the mid year retirement of our long-term art teacher, Darla Erato. Her name is Alexandra Malkowski and she will teach K4-8th grade art starting on January 5th. Here is a little bit about Alexandra: she has been living in Minnesota for the last six years and is excited to move back to her hometown of Milwaukee with her husband. She is trained as a baker and a few years ago made a career shift to education. Alexandra has some great experience teaching in Catholic schools mostly in the elementary grades. She is currently finishing up her K-12 Visual Arts Degree from Bethel University. We are thrilled to continue to build our amazing art program with Alexandra's support and expertise!

Nativity Jesuit Academy
Fiscal 2021 Outlook by Function
For the Twelve Months Ending June 30, 2021
Modified Cash Basis

Unaudited

	School	Grad Support	Camp	Advancement	Admin	FY21 Outlook	FY21 Budget	Budget: Over/(Under)	Over/(Under) %	FY20 Actual	Increase/ (Decrease)	Increase/ (Decrease) %
UNRESTRICTED												
Contributions	\$ 801,006	\$ 4,059	\$ -	\$ -	\$ -	\$ 805,065	\$ 793,337	\$ 11,728	1%	\$ 757,885	\$ 47,179	6%
Grants	392,235	9,460	-	-	-	401,695	396,995	4,700	1%	497,719	(96,024)	-19%
Tuition	8,100	-	-	-	-	8,100	12,546	(4,446)	-35%	36,974	(28,874)	-78%
Student Fees	12,579	-	-	-	-	12,579	17,738	(5,159)	-29%	16,001	(3,422)	-21%
School Choice Voucher	1,894,424	-	67,908	-	-	1,962,333	1,884,715	77,617	4%	1,909,948	52,384	3%
Food Program	139,430	-	6,965	-	-	146,395	151,574	(5,179)	-3%	116,872	29,523	25%
Camp - Parents Program	-	-	-	-	-	-	157	(157)	-100%	11,520	(11,520)	-100%
Interest Income - Savings Account	131	-	-	-	-	131	5,545	(5,414)	-98%	4,491	(4,360)	-97%
Miscellaneous Revenue	361	-	-	-	-	361	2,427	(2,067)	-85%	3,553	(3,192)	-90%
Pandemic Assistance	436,200	-	-	-	-	436,200	436,200	-	0%	-	436,200	n/a
Total Revenue	\$ 3,684,466	\$ 13,519	\$ 74,873	\$ -	\$ -	\$ 3,772,858	\$ 3,701,234	\$ 71,624	2%	\$ 3,354,964	\$ 417,894	12%
Salaries and Wages	\$ 1,348,592	\$ 50,924	\$ 121,433	\$ 200,145	\$ 215,974	\$ 1,937,067	\$ 1,863,624	\$ 73,444	4%	\$ 1,811,416	\$ 125,651	7%
Employee Benefits & Employer FICA	393,513	20,719	16,457	62,321	61,597	554,607	550,673	3,934	1%	483,139	71,469	15%
General and Administrative	43,706	-	4,999	29,029	576	78,310	72,910	5,400	7%	68,794	9,516	14%
Blended Learning Subscription	-	-	-	-	-	-	-	-	n/a	7,500	(7,500)	-100%
Classroom Expenses	96,385	-	5,206	-	-	101,591	91,885	9,706	11%	72,571	29,020	40%
Food Program	115,926	-	10,174	-	-	126,100	140,037	(13,937)	-10%	109,922	16,178	15%
High School Tuition/Fees Expense	-	71,346	-	-	-	71,346	72,510	(1,164)	-2%	94,103	(22,757)	-24%
Annual Banquet and Fund Raising	-	-	-	50,500	-	50,500	68,177	(17,677)	-26%	62,195	(11,695)	-19%
Furniture and Equipment	63,923	-	3,776	37	-	67,736	43,592	24,144	55%	76,960	(9,224)	-12%
Insurance	44,382	505	10,753	2,071	2,129	59,839	49,118	10,721	22%	45,998	13,841	30%
Professional Development	20,825	101	1,717	153	-	22,797	18,216	4,580	25%	17,156	5,640	33%
Professional Fees	70,349	178	4,826	21,530	6,000	102,883	92,458	10,424	11%	139,581	(36,698)	-26%
Repairs and Maintenance	83,795	-	34,977	-	-	118,771	93,357	25,415	27%	104,544	14,228	14%
Travel	4,973	91	5,236	-	-	10,300	10,245	55	1%	19,637	(9,337)	-48%
Utilities	65,645	-	22,507	-	-	88,152	89,197	(1,045)	-1%	77,152	11,000	14%
Miscellaneous	39	5,000	8	-	-	5,047	5,038	8	0%	380	4,666	1227%
Total Operating Expenses	\$ 2,352,051	\$ 148,864	\$ 242,068	\$ 365,786	\$ 286,276	\$ 3,395,045	\$ 3,261,036	\$ 134,009	4.11%	\$ 3,191,046	\$ 203,999	6%
Capital Improvements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	n/a	\$ 6,621	\$ (6,621)	-100%
Total Expenses	\$ 2,352,051	\$ 148,864	\$ 242,068	\$ 365,786	\$ 286,276	\$ 3,395,045	\$ 3,261,036	\$ 134,009	4%	\$ 3,197,667	\$ 197,378	6%
Surplus/(Deficit) Before Investments	\$ 1,332,414	\$ (135,345)	\$ (167,195)	\$ (365,786)	\$ (286,276)	\$ 377,813	\$ 440,198	\$ (62,385)	-14%	\$ 157,297	\$ 220,516	140%
5% Investment Spending Policy	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 180,833	\$ (180,833)	-100%	\$ -	\$ -	n/a
Total Surplus/(Deficit)	\$ 1,332,414	\$ (135,345)	\$ (167,195)	\$ (365,786)	\$ (286,276)	\$ 377,813	\$ 621,031	\$ (243,218)	-39%	\$ 157,297	\$ 220,516	140%

COVID Related Expenditures

Item	Cost	COVID-19 Response Category	Reasoning	Funding Status
Daily Cleaning & Disinfecting Service	\$43,945	Physical Safety	Our students live in the zip codes with some of the highest positive testing rates in the state. We need our classrooms to be disinfected daily.	1st year covered by ESSER
Infection Control Materials	\$54,903	Physical Safety	Materials for students, faculty and staff to keep their own school materials and hands clean. Please see the second tab on this spreadsheet for more details.	1st year covered by ESSER
Second Step Curriculum	\$5,278	Mental Health and Social-Emotional Health	An anti-bullying curriculum for students, families, faculty and staff because students will return with social-emotional health challenges and will take it out on each other.	1st year covered by ESSER
Classroom SEL Materials	\$5,460	Mental Health and Social-Emotional Health	Students will return with much less stamina for a long school day and for sitting still. These evidenced-based tools help students stay focused on learning while they keep their hands busy.	Funding internally.
At Home Anxiety Support Kits	\$5,160	Mental Health and Social-Emotional Health	We know that most, if not all, students are experiencing anxiety due to COVID-19 and it's consequences. Anxiety causes the human brain to focus on survival instead of learning. The tools in these kits are proven to help students calm down their brains which allows them to learn better in both a virtual or an in-person environment.	Funded by dedicated Advancement efforts
Technology Materials (Chromebooks, cases, webcams, monitors, microphones)	\$23,515	Academic Technology	Thanks to a generous donor, every Nativity family has a Chromebook, but not every student has their own device. We found that when a student didn't have their own device, it tangibly impacted their learning. The bulk of this expense is more Chromebooks for our students who don't have their own. The webcams and microphones are for faculty to teach more effectively online.	Funded by dedicated Advancement efforts
Zoom License	\$1,800	Academic Technology	Zoom is a more secure network for teaching virtually than other mediums.	Funding internally.
2 Academic Interventionist Aides	\$84,000	Academic	Every one of our students will return with academic gaps from last school year because virtual learning for elementary-aged children is far less effective than in-person learning. In particular, many of our parents are solely Spanish speaking and could not assist their children with their at home studies. Our students experienced almost 1/3 of the school year and their entire summer school experience online. Consequently, two academic interventionist aides will with our Lead Interventionist and help students one-on-one and in small groups to return to grade-level reading and math whether we are in school or learning virtually in the upcoming school year.	Funding internally.
Intervention Material Resources	\$8,247	Academic	These are evidenced-based literacy and math intervention materials that can be used in the classroom or virtually.	1st year covered by ESSER
Academic Subscriptions	\$10,805	Academic	These evidenced-based, academic subscriptions help with phonics, reading, math and the full range of academic subjects. They can be used in the classroom with our blended learning curriculum and virtually to assist with individualized instruction.	1st year covered by ESSER
Estimated Total:	\$ 243,113			
Category	Funding			
1st year covered by ESSER	\$ 123,178	Not reflected in Operating Expense. Funds paid directly to vendor/supplier by 3rd party.		
Funded by dedicated Advancement efforts	\$ 28,675	Reflected under Revenue and Operating Expense		
Funding internally.	\$ 91,260	Reflected in Operating Expense.		
Total	\$ 243,113			