



# STATE OF THE SCHOOL

*February 26th 2026*



# OVERVIEW

01

Welcome and Purpose

02

Mission & Catholic Identity

03

Governance & Leadership

04

Academic Excellence

05

Operational Vitality

06

Tuition & Financial Planning

07

Looking Ahead

08

Closing Remarks





# ACCREDITATION GOALS

## Domain 1: Mission and Catholic Identity

St. Thomas More School will review and revise its Mission Statement, Philosophy, and Vision to ensure they accurately reflect the school's Catholic identity, values, and future direction. Incorporate Catholic Virtues in our daily activities.

## Domain 2: Governance and Leadership

Complete the revision and update of family and staff handbooks to ensure all school policies and procedures are current, clear, and accessible. Establish a structured process for regular handbook reviews to maintain consistency and alignment with OCS guidelines

## Domain 2: Governance and Leadership

Create structured processes for regular curriculum review to ensure instructional materials are current, effective, and aligned with both academic and Catholic educational standards.

## Domain 3: Academic Excellence

By the beginning of the 2025–2026 school year, begin to implement a structured, data-driven process to enhance student learning. Teachers will collect and analyze assessment and classroom performance data at least once per month to identify trends, create targeted small groups, and adjust instruction

## Domain 4: Operational Vitality

Develop a comprehensive long-range plan that outlines clear objectives and accountability measures in the areas of finance, leadership, marketing, and enrollment to ensure the long-term sustainability of St. Thomas More School (STMS)

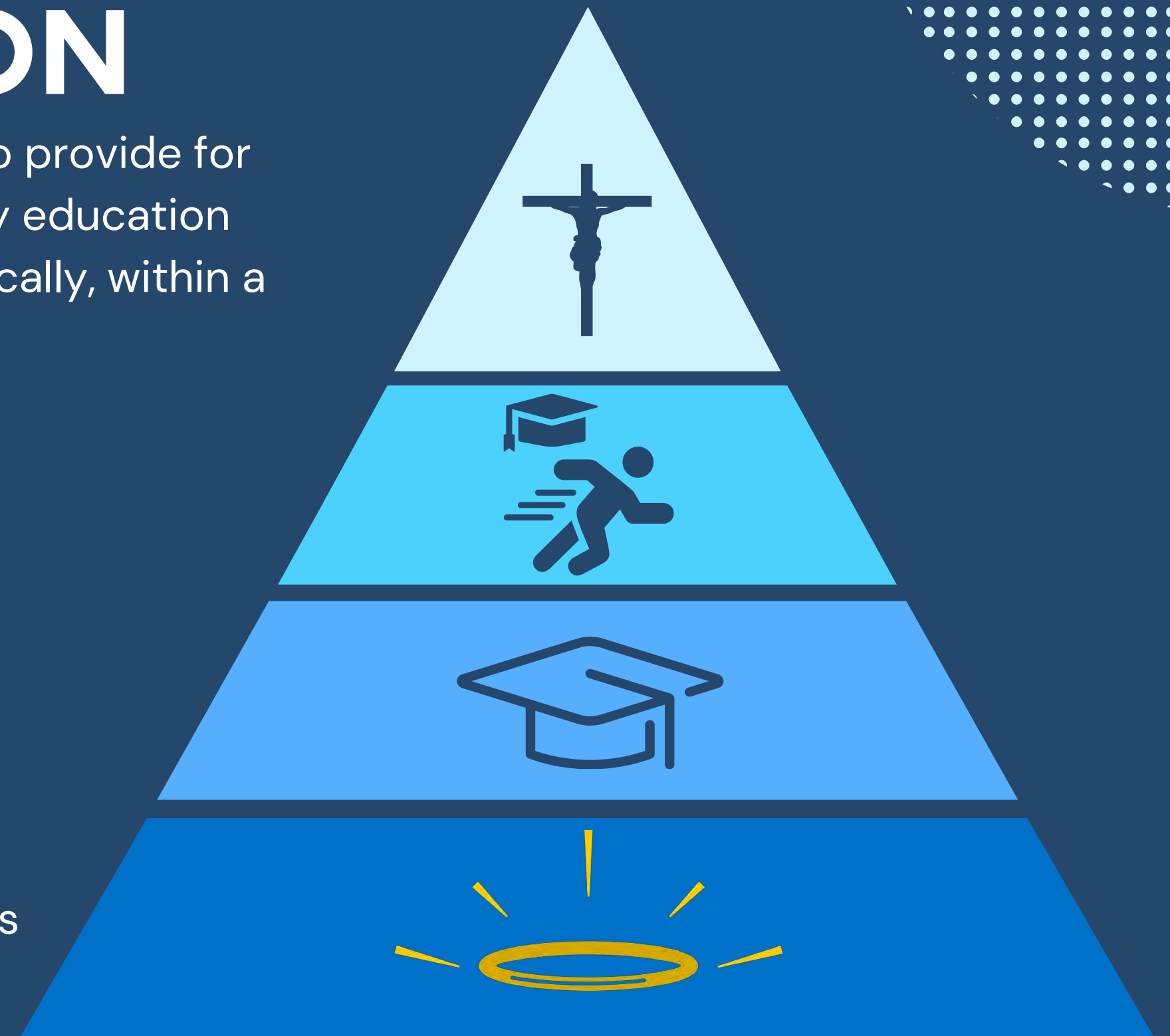


# SCHOOL MISSION

The mission of St. Thomas More School is to provide for our community affordable access to quality education opportunities, both spiritually and academically, within a loving Catholic Christian environment.

## VISION

- Living the Real Presence of Christ...FAITH
- Formation in Catholic Traditions
- Academic Excellence
- Inclusiveness
- Teachers of mind, body and soul
- Heraldng God's Love in Service to Others





# GOALS AND OBJECTIVES

## Inform and Engage

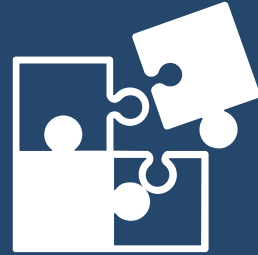
This presentation aims to inform and engage the St. Thomas More School community by providing a clear overview of the school's achievements, and future direction. It will highlight key updates in academics, governance, financial planning, and campus improvements while reinforcing the school's mission of faith, excellence, and belonging.

---

## Comprehensive Understanding

By the end of this presentation, attendees will have a comprehensive understanding of the school's current state and upcoming initiatives. They will be equipped with the knowledge to make informed decisions, actively participate in the school's growth, and support its vision through engagement, collaboration, and philanthropy.

# WELCOME & PRAYER



## THANK YOU

Thank you to faculty, staff,  
school commission, parish  
parents, and donors.



## PRAYER





# MISSION & CATHOLIC IDENTITY

Theme: "made for more",  
Faith Formation, service projects

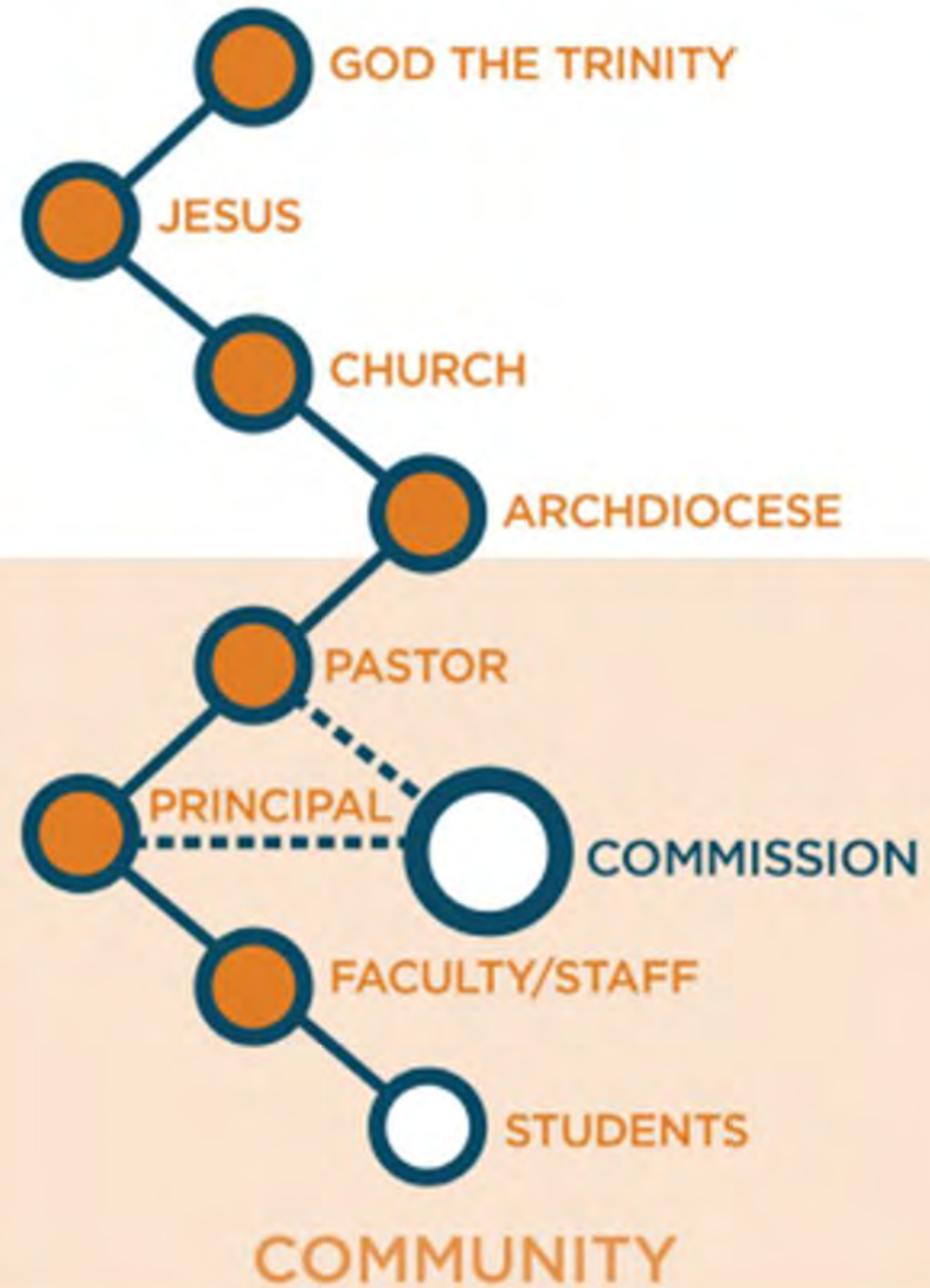
# MISSION AND CATHOLIC IDENTITY: SCHOOL AND PARISH

CATHOLIC PARISH SCHOOLS-LARGEST MINISTRY OF  
THE PARISH





# CHAIN OF CARE





# **PARTNERS IN THE GOSPEL**

## **PHASE 0**

**PREPARING  
2023–2024**

Prepare for the journey that is about to begin.

## **PHASE 1**

**WELCOMING  
2024–2025**

Encounter one another in Christ, getting to know one another, with open minds and hearts.

## **PHASE 2**

**RESTRUCTURING  
2025–2026**

Listen and support one another as a parish family, while laying the foundation for coming together.

## **PHASE 3**

**RE-ENVISIONING  
2026–2027**

Begin to live as one parish and look to the future with a shared vision.

# SACRAMENTS

- **Baptism**

- Lucas Kimble
- Amelia Kimble
- Catherine Nguyen
- Natalie Nguyen

- **Confirmation**

- Lucas Kimble
- Amelia Kimble
- Nguyen
- Nguyen

- **First Communion**

- Kirsten Angeles
- Rome Isip
- Lucas Kimble
- Amelia Kimble
- Stephen Lam
- Irie Palacpac
- Joaquin Salvador
- Zeev Zapanta
- Zuri Zapanta



# STATISTICS

- 21 Home Languages
- 80% Student of Color
- 16 Zip Codes
- 10+ Middle School Electives
- Religion Class and Sacramental Preparation
- Dedicated Social Emotion Learning Curriculum
- English Language Learner Support
- Weekly School Mass
- Award Winning Mock Trial and Speech Club
- 1000+ Student Community Service Hours per year

# SCHOOLWIDE PROJECTS

- October
  - Bella's Voice Pet Food and Toy Drive
- November
  - St. Vincent De Paul Food Drive
- December
  - Catholic Community Services Toy Drive
- Lent
  - Heifer International Coin Drive & Operation Rice Bowl during Stone Soup





# CLASSROOM STEWARDSHIP PROJECTS

- Kindergarten: Reduce, Reuse, Recycle
- First Grade: Correspondence with Aegis Memory Care Center.
- Second Grade: God's Creatures
- Third Grade: Wounded Warrior Project
- Fourth Grade: Caring for God's Creation
- Fifth Grade: Community garden
- Sixth Grade: Making blankets for Children's Hospital in Seattle
- Seventh Grade: Monthly Trips to the Local Food Bank
- Eighth Grade: Faith Families – Leading and mentoring younger students in faith





# ACADEMIC EXCELLENCE

Student performance, academic  
programs, instructional  
improvements

# Speech Tournaments Awards

- **Archbishop Murphy High School Tournament**

- Elanam Tafesse (7<sup>th</sup>) : Second in Storybook.
- Isabella Tolentino (8<sup>th</sup>) : First in Oratory
- Gelila Solomon (8<sup>th</sup>): First in Expository and Dramatic Interpretation

- **Seattle Preparatory High School Tournament**

- Mihret Kassa (7<sup>th</sup>) : First in Storybook.
- Isabella Tolentino (8<sup>th</sup>): Third in Dramatic Interpretation and Second in Editorial Commentary
- Gelila Solomon (8<sup>th</sup>): First in Impromptu

- **Bishop Blanchet High School Tournament**

- Elanam Tafesse (7<sup>th</sup>): Finalist in Storybook and Impromptu.
- Mihret Kassa (7<sup>th</sup>) : Second in Storybook
- Mahlet Berook (7<sup>th</sup>): First in Impromptu
- Luke Walker (8<sup>th</sup>): Finalist in editorial commentary
- David Swendt (8<sup>th</sup>): Third for Dramatic Interpretation
- Gelila Solomon (8<sup>th</sup>): Second in Dramatic Interpretation and Impromptu
- Isabella Tolentino (8<sup>th</sup>): First in Editorial Commentary (\$3000 Scholarship to attend Blanchet High School Tournament)

# Mock Trial Awards

- **Archbishop Murphy High School Tournament**

- Elanam Tafesse (7<sup>th</sup>) : Second in Storybook.
- Isabella Tolentino (8<sup>th</sup>) : First in Oratory
- Gelila Solomon (8<sup>th</sup>): First in Expository and Dramatic Interpretation

- **Seattle Preparatory High School Tournament**

- Mihret Kassa (7<sup>th</sup>) : First in Storybook.
- Isabella Tolentino (8<sup>th</sup>): Third in Dramatic Interpretation and Second in Editorial Commentary
- Gelila Solomon (8<sup>th</sup>): First in Impromptu

- **Bishop Blanchet High School Tournament**

- Elanam Tafesse (7<sup>th</sup>): Finalist in Storybook and Impromptu.
- Mihret Kassa (7<sup>th</sup>) : Second in Storybook
- Mahlet Berook (7<sup>th</sup>): First in Impromptu
- Luke Walker (8<sup>th</sup>): Finalist in editorial commentary
- David Swendt (8<sup>th</sup>): Third for Dramatic Interpretation
- Gelila Solomon (8<sup>th</sup>): Second in Dramatic Interpretation and Impromptu
- Isabella Tolentino (8<sup>th</sup>): First in Editorial Commentary (\$3000 Scholarship to attend Blanchet High School Tournament)

# STMS Lifelong Learners



**Elizabeth Badley**

Western Governors University, Masters of  
Science in Curriculum and Instruction



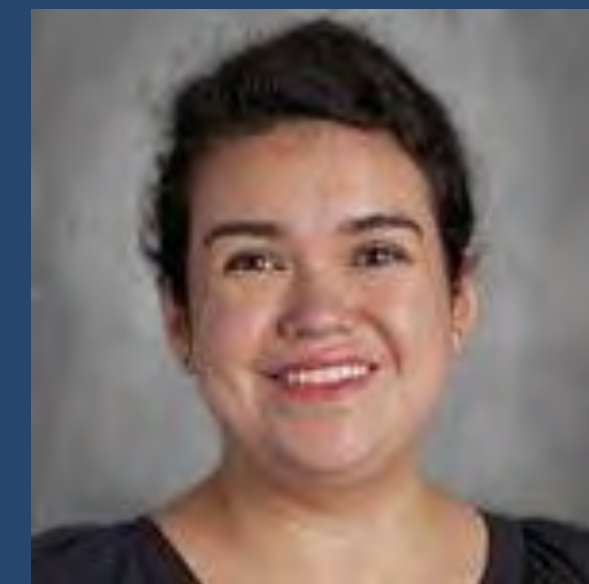
**Jennifer Reynolds**

Creighton University, Catholic School Leadership  
M.S. and Admin Licensure



**Sarah Sisolak**

University of Portland, Masters in Education



**Madeline Nielsen**

Seattle Pacific University, Teaching Certification

# St. Thomas More School Performance

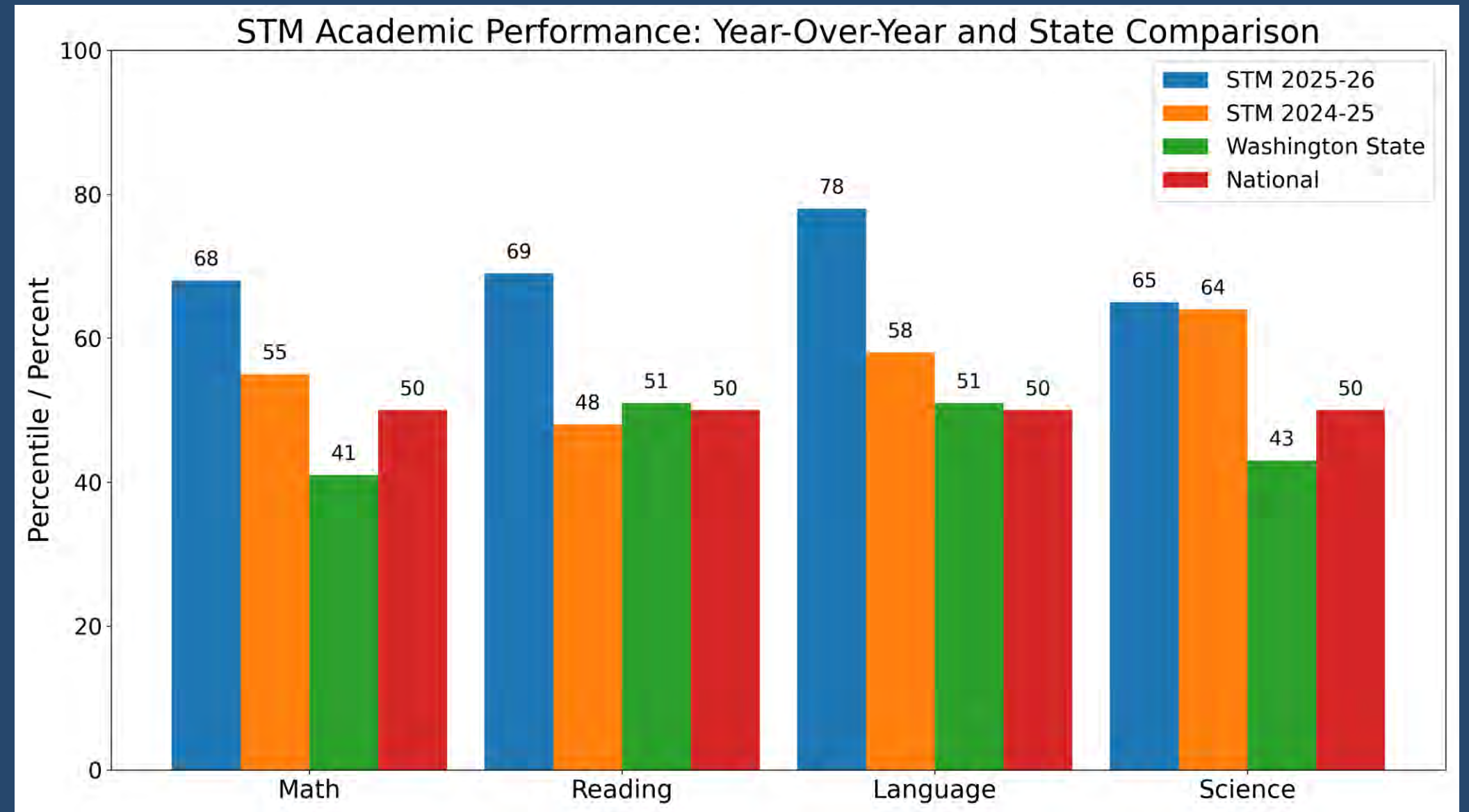
- **Math:** STM's 2025–26 MAP median is 68th percentile (above the national MAP median of 50).

Last year, STM had 55% of students above the 60th percentile. WA's SBA/WCAS on-track rate is 41%.

- **Reading:** STM's 2025–26 MAP median is 69th percentile (above the national MAP median of 50). Last year, STM had 48% of students above the 60th percentile. WA's SBA/WCAS on-track rate is 51%.

- **Language:** STM's 2025–26 MAP median is 78th percentile (above the national MAP median of 50). Last year, STM had 58% of students above the 60th percentile. WA's SBA/WCAS on-track rate is 51% (ELA).

- **Science:** STM's 2025–26 MAP median is 65th percentile (above the national MAP median of 50). Last year, STM had 64% of students above the 60th percentile. WA's SBA/WCAS on-track rate is 43%.





# GOVERNANCE & LEADERSHIP

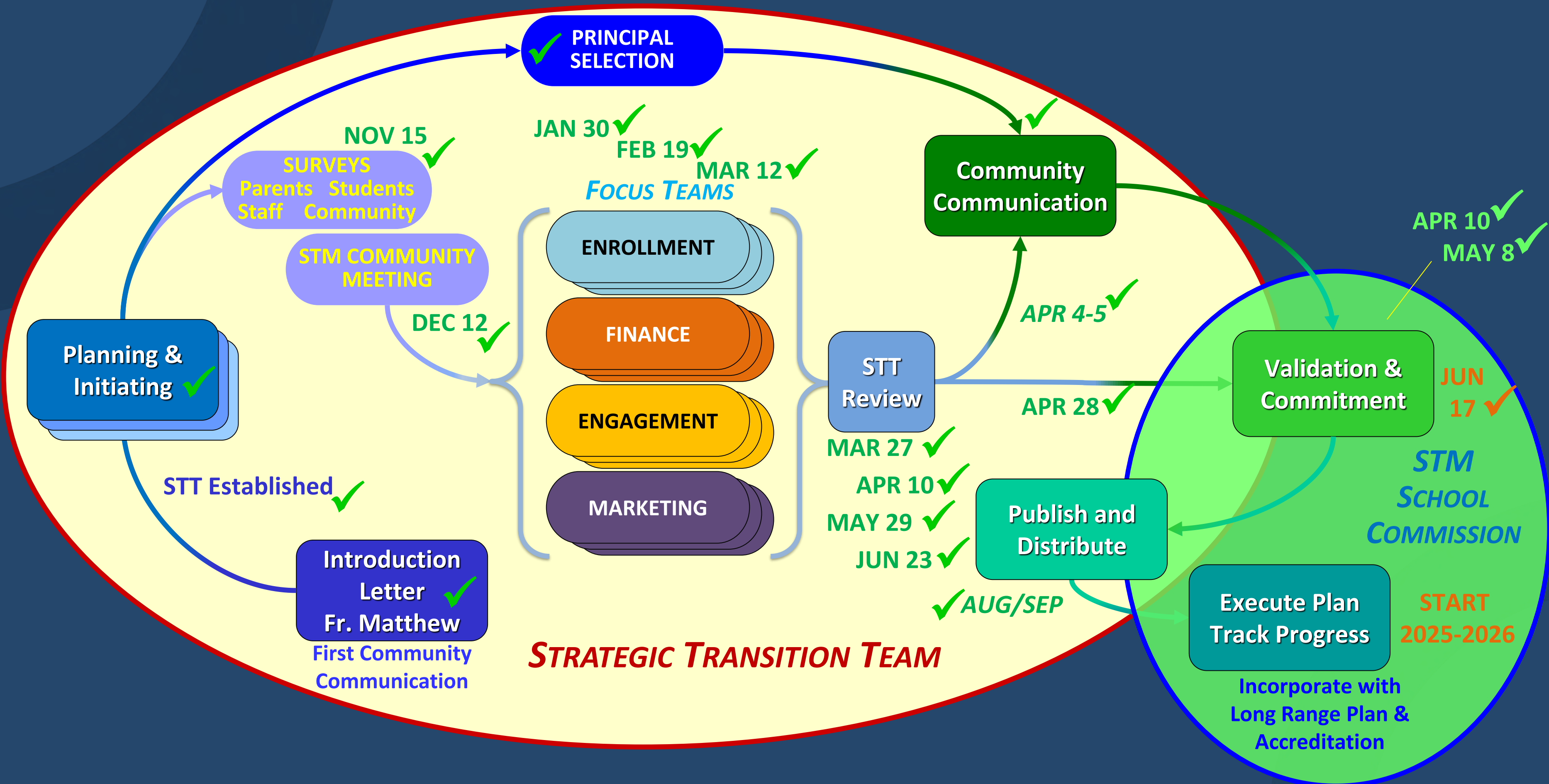
Leadership updates, faculty  
development, strategic planning



# OPERATIONAL Vitality

Enrollment, retention, financial health, campus improvements

# STRATEGIC TRANSITION PROCESS AND PROGRESS





# TUITION & FINANCIAL PLANNING

New tuition rates, cost drivers,  
financial aid options

DECEMBER - FEBRUARY

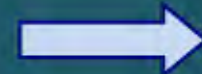
**DECISIONS & COMMITMENTS**



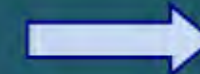
**EXPENSE FORECAST**



**NON-TUITION REVENUE**



**TUITION RATES**



**FINAL ADJUSTMENTS**

- 5 YEAR PLAN
- ACCREDITATION ACTIONS
- CONTINUING AGREEMENTS
- TERMS & CONDITIONS
  - SINGLE K-8 CONTRACT
  - EARLY LEARNING CENTER CONTRACT
  - SOAR/EXTENDED-DAY AGREEMENT
  - FUND RAISING COMMITMENT

- SALARIES & BENEFITS
  - PERSONNEL CHANGES
  - SALARY SCALE ADJUSTMENTS
  - EDUCATION/EXPERIENCE
  - BENEFIT ESTIMATES
  - HOURLY & SALARY UPDATES
- OTHER EXPENSES
  - SUPPLIES
  - PROGRAM EXPENSES
  - OPERATIONS & MAINTENANCE
  - CONTRACTED SERVICES
  - UTILITIES

- PARISH INVESTMENT
- ENDOWMENT WITHDRAWAL
- MAJOR FUNDRAISERS
  - EVENTS, INCENTIVES
- PARENTS CLUB
  - FUND RAISING COMMITMENTS
- SCHOOL FEES
  - REGISTRATION, BOOKS, TECH, ETC.
  - SOAR/EXTENDED-DAY FEES/RATES
- EARLY LEARNING CENTER BUDGET
  - ENROLLMENT FORECAST, OFFERINGS

- ENROLLMENT FORECAST
  - MOVING UP
  - KINDERGARTEN
  - NEW STUDENTS / FAMILIES
  - SOAR/EXTENDED-DAY ENROLLMENT
- BENEFITS
  - CONFIRM CHANGES
- TUITION CALCULATED
  - MULTI-CHILD FAMILY ADJUST
  - STANDARD TUITION
  - PARISH ENGAGEMENT BENEFIT

- EXPENSES / INCOME
  - REALITY CHECK
  - PREVIOUS PERFORMANCE
- PROGRAM OPTIONS
  - MODIFY PROGRAM CHOICES
  - ADJUST PROGRAM NEEDS
- TUITION RATE REVIEW
  - ENROLLMENT FIGURES
  - ENDOWMENT WITHDRAWAL
  - RISK MITIGATIONS

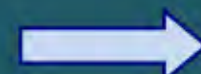
**FEBRUARY**

**REVIEWS and APPROVALS**



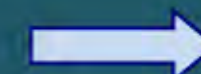
**FEBRUARY 26**

**STATE of the SCHOOL MTG**



**MARCH - JUNE**

**BUDGET ADJUSTMENTS**



**JUNE 30**

**SET BUDGET BASELINE**

- SC FINANCE COMMITTEE (2/19)
- PARISH FINANCE COUNCIL (2/19)
- SCHOOL COMMISSION (2/19)

- PRINCIPAL APPROVAL (2/19)
- PASTOR APPROVAL (2/19)

- MEETING CONTENT
  - PUBLISH TUITION / CONTRACTS
- PASTORAL COUNCIL BRIEFING

- FINAL ARCHDIOCESE DIRECTION
- PARISH ADJUSTMENTS
- SCHOOL UPDATES

- BUDGET TO BOOKKEEPER
- MONITOR/TRACK BUDGET
- PERFORM TO PLAN

**STM BUDGET PLANNING PROCESS**

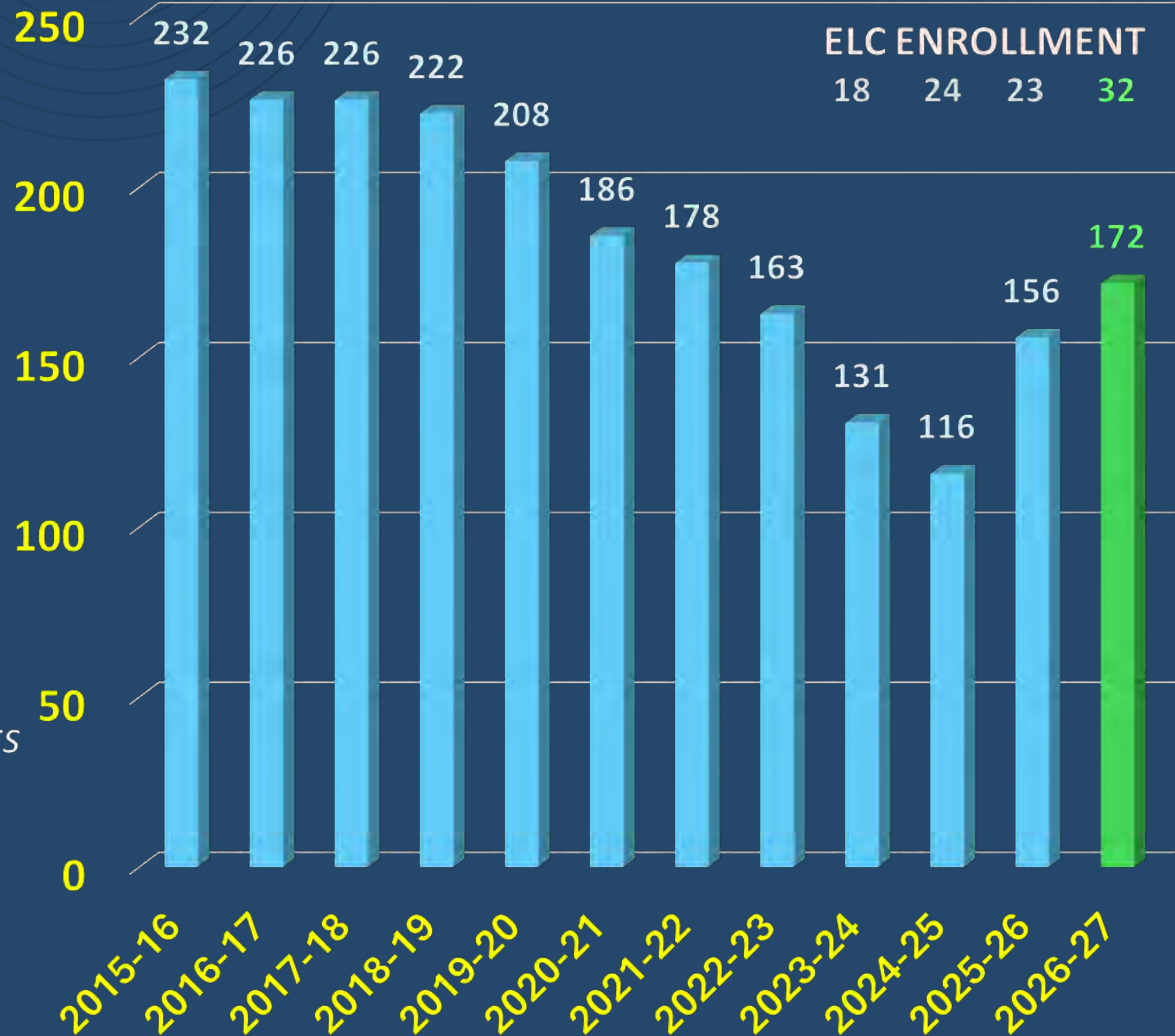
# BUDGET PLANNING IMPERATIVES

- ✦ Attract and Retain the Best Teachers
- ✦ Maintain and Grow Enrollment
- ✦ Enhance Program and Curriculum
- ✦ Provide competitive tuition
- ✦ Accomplish Long Range Plan Goals
- ✦ Plan for Priority Improvements
- ✦ Strengthen the financial stability of the school
- ✦ Strengthen Parish and School Community



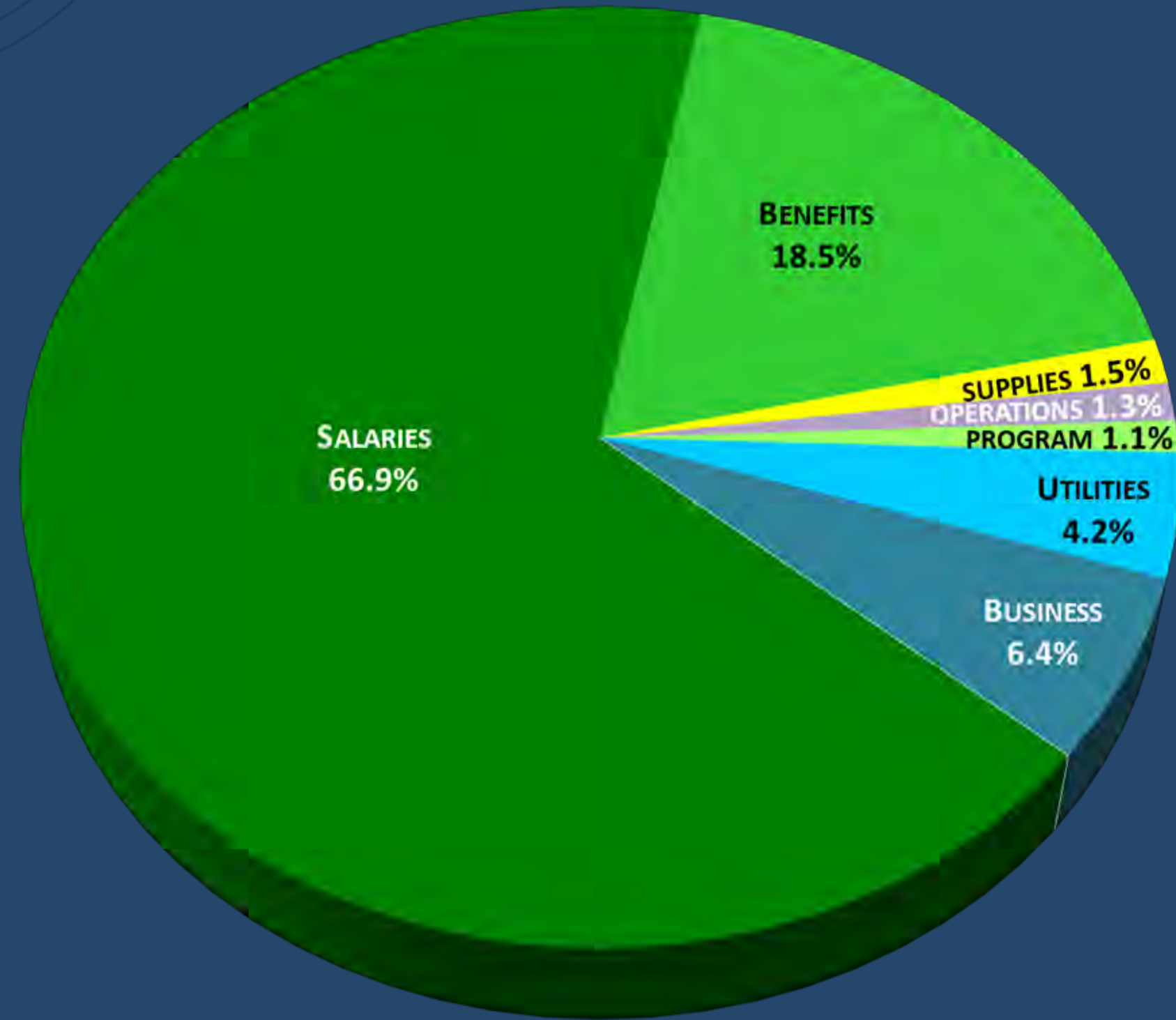
# K-8 ENROLLMENT HISTORY

- *STM School Established in 1966*
- *Highest Enrollment 253 (2001-2002)*
- *Average Enrollment 239 (2001 – 2018)*
- *Declining Enrollment 2018-2024*  
*COVID, Remote Learning, Program Changes, Principal/Staff Turnovers*
- *Enrollment Upturn 2025-2026*  
*Stable Staff, Improved Facilities, Annual Haircuts*  
*Strong Partnership with the Parish*
- *Projected Continued Growth 2026-2027*  
*Enrollment Forecast: 204 (K-8: 172, ELC: 32)*



# BUDGET EXPENSE SUMMARY

- Employee Salaries & Wages (~12%)
  - ❑ Faculty salary scale improved STM:ESD ratio
  - ❑ Salaries and Hourly rates increased
  - ❑ Some staffing hours changed
- Employer Benefits Increased (~14%)
- Other Expenses
  - ❑ School/Parish Personnel replacing Janitorial Service
  - ❑ Enrollment & Employment Driven Expenses Program (~23%) and Supplies (~45%) Increases
  - ❑ Operations & Maintenance (~8.0%) Decrease
  - ❑ Extended-Day / SOAR Budget removed from K-8

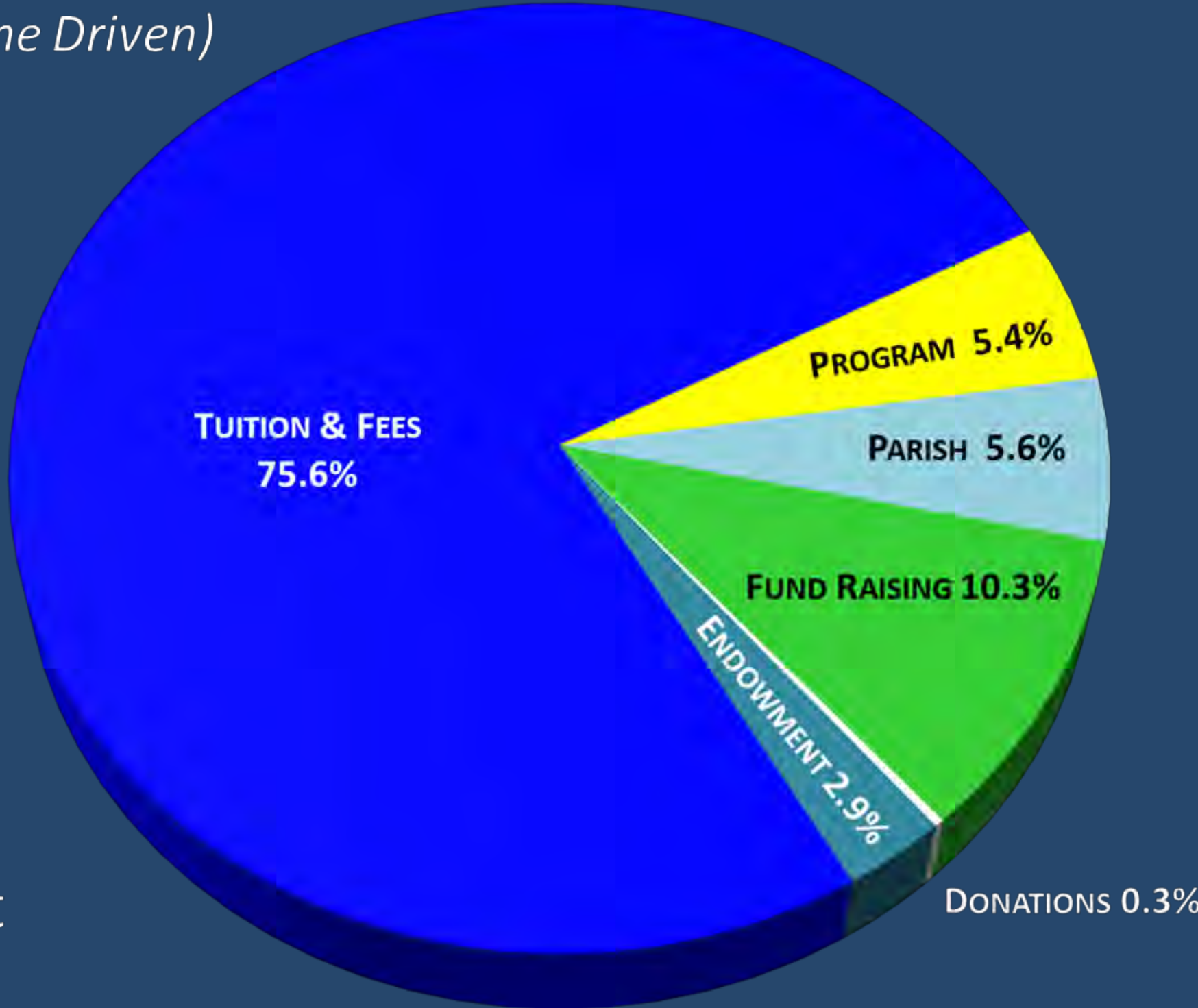


**2026-2027: \$ 2,150,965**

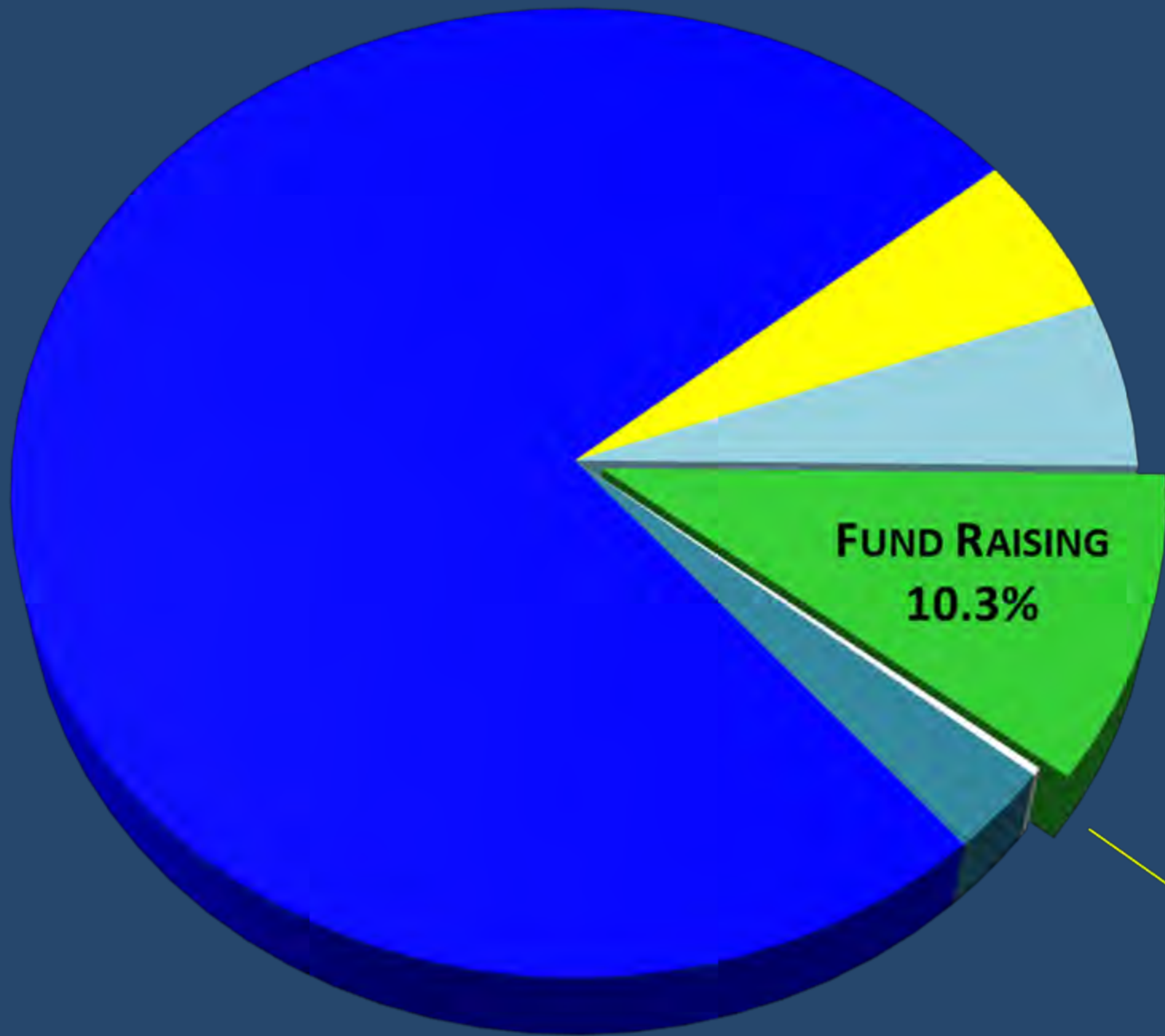
# BUDGET REVENUE SUMMARY

- Projected Enrollment: 172 Students, 128 Families
- K-8 Tuition & Fees *(Expenses, Enrollment, Other Income Driven)*
- Parish Support Increased
- Fund Raising
  - ❑ Parents Club School Contribution Increased
  - ❑ Jogathon added to Parents Club fundraisers
- Endowment Withdrawal (5.0%)
- Program: ELC Surplus Increased
- Major Fundraiser: Annual Fund Event
- Extended-Day / SOAR removed from K-8 budget

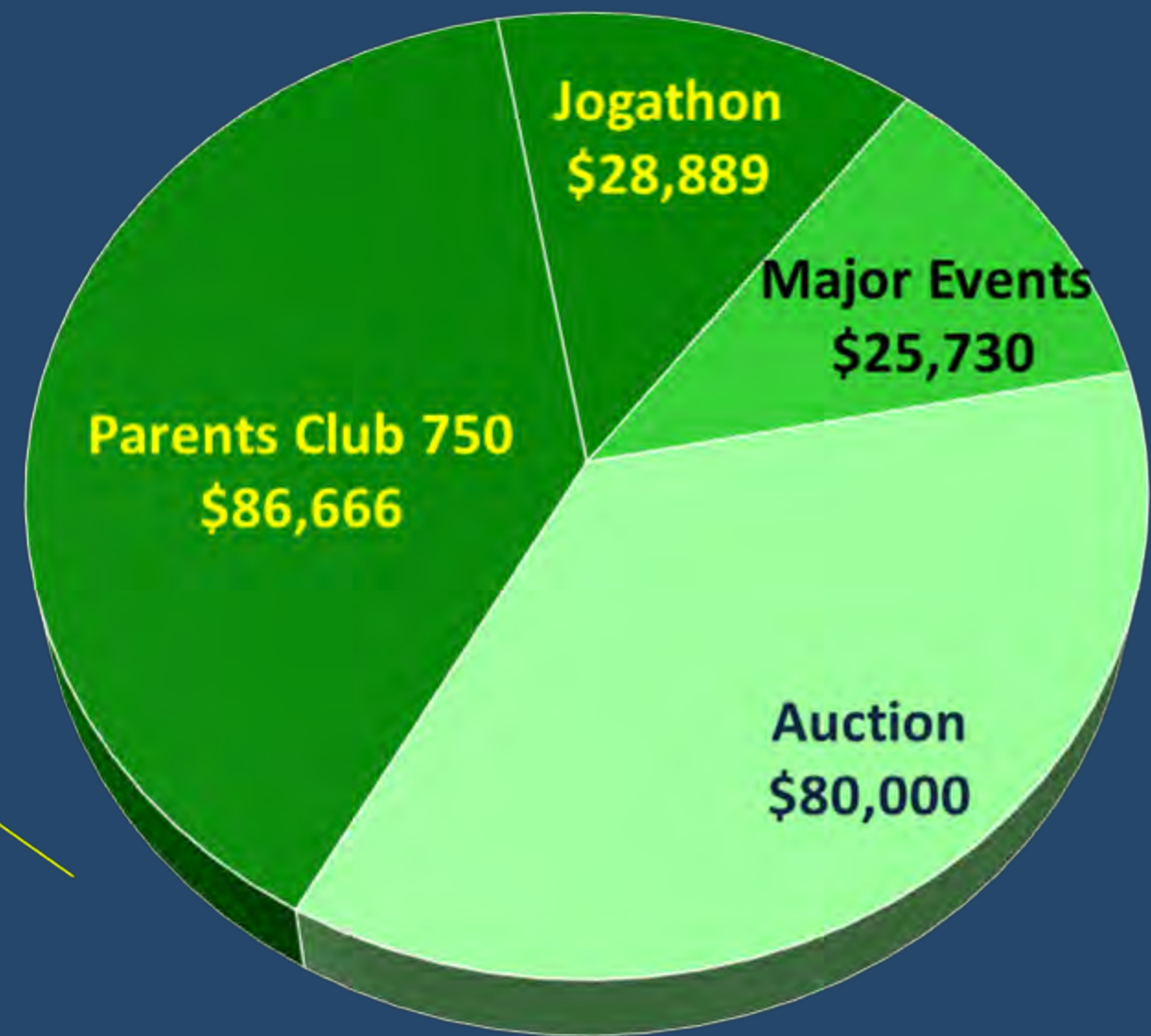
**2026-2027: \$ 2,150,965**



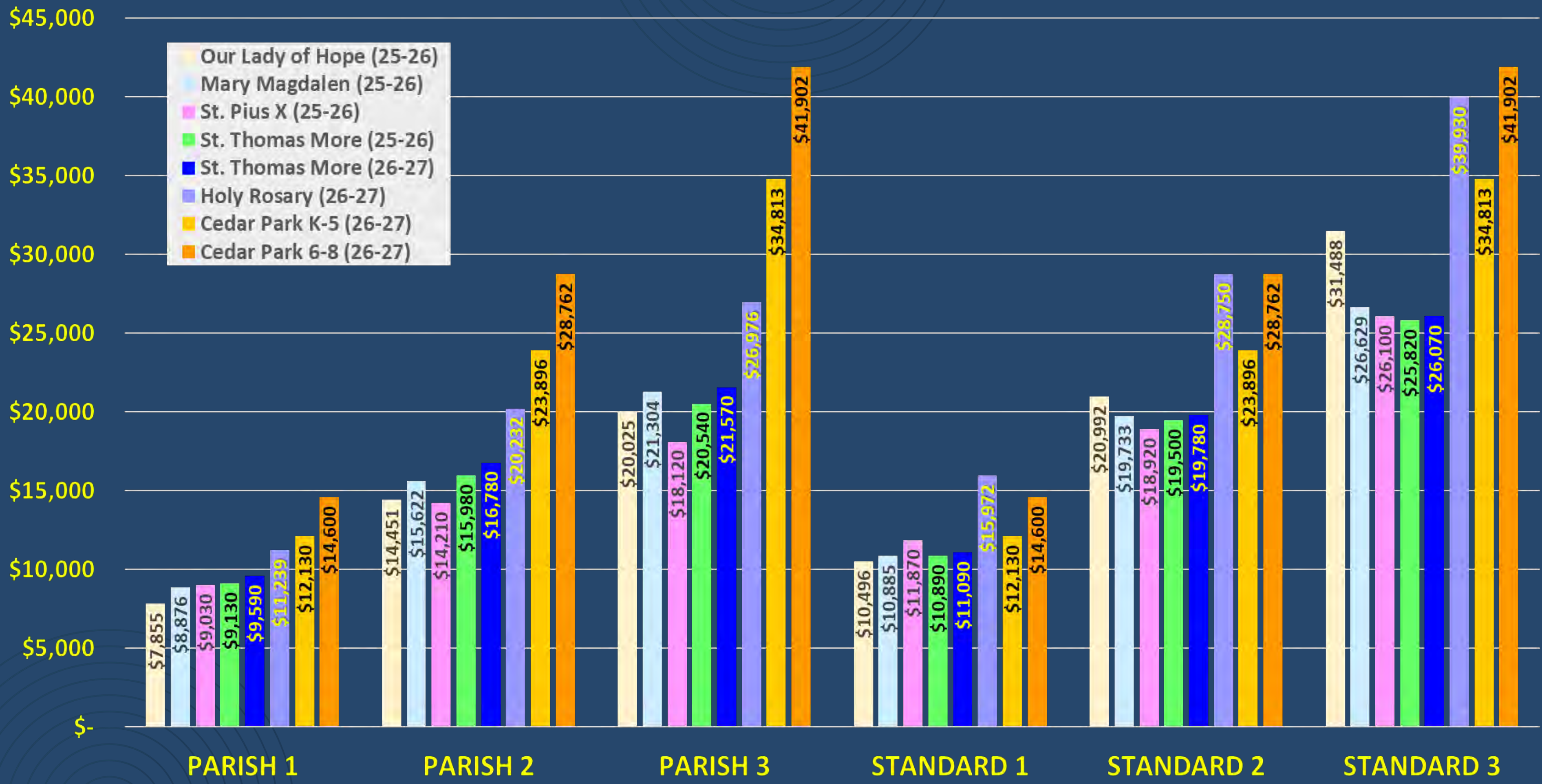
# FUND RAISING REVENUE



**TOTAL FUND RAISING**  
**\$ 225,330**



# K-8 TUITION COMPARISON



# 2026-2027 K-8 TUITION

RATE	FAMILY SIZE	2025-2026 TUITION	2026-2027 TUITION		CHANGE	
			ANNUAL	MONTHLY	ANNUAL	MONTHLY
FULL COST *	PER STUDENT	\$ 14,260	\$ 12,500	\$1,250	(\$ 1,760)	(\$ 18)
STANDARD	1	\$ 10,890	\$ 11,090	\$ 1,109	\$ 200	\$ 20
	2	\$ 19,500	\$ 19,780	\$ 1,978	\$ 280	\$ 28
	3	\$ 25,820	\$ 26,070	\$ 2,607	\$ 250	\$ 25
PARISH ENGAGEMENT	1	\$ 9,130	\$ 9,590	\$ 959	\$ 460	\$ 46
	2	\$ 15,980	\$ 16,780	\$ 1,678	\$ 800	\$ 80
	3	\$ 20,540	\$ 21,570	\$ 2,157	\$ 1,030	\$ 103

- Full Cost Tuition - Exempted from Family Fundraising

# 2026-2027 EARLY LEARNING CENTER TUITION

RATE *	CLASS	2025-2026 TUITION	2026-2027 TUITION		CHANGE	
			ANNUAL	MONTHLY	ANNUAL	MONTHLY
NEW FAMILY	HALF-DAY 3-YR-OLD ONLY	\$ 5,930	\$ 6,130	\$ 613	\$ 200	\$ 20
	FULL-DAY 3 & 4 YR-OLDS	\$ 9,660	\$ 9,950	\$ 995	\$ 290	\$ 29
K-8 SIBLING	HALF-DAY 3-YR-OLD ONLY	\$ 5,700	\$ 5,890	\$ 589	\$ 190	\$ 19
	FULL-DAY 3 & 4 YR-OLDS	\$ 9,290	\$ 9,570	\$ 957	\$ 280	\$ 28

\* 25% Discount for additional ELC students

# 2026-2027 FEES

<b>K-8 FEES</b>	<b>2025-26</b>	<b>2026-27</b>
<b>REGISTRATION</b> <i>(PER FAMILY)</i>	\$ 225	<b>\$ 250</b>
<b>BOOKS</b> <i>(PER STUDENT)</i>	\$ 125	\$ 125
<b>MIDDLE SCHOOL</b> <i>(6-8 STUDENTS)</i>	\$ 175	\$ 175
<b>TECHNOLOGY</b> <i>(PER FAMILY)</i>	\$ 225	\$ 225
<b>FUND-RAISING</b> <i>(PER FAMILY)</i>	\$ 750	<b>\$ 1,000</b>
<b>AUCTION</b> <i>(PER FAMILY)</i>	\$ 250	\$ 250

<b>EARLY LEARNING CENTER</b>	<b>2025-26</b>	<b>2026-27</b>
<b>REGISTRATION</b> <i>(NEW FAMILY)</i>	\$ 225	<b>\$ 250</b>
<b>CURRICULUM</b> <i>(PER STUDENT)</i>	\$ 100	\$ 100

<b>COMMON FEES</b>	<b>2026-27</b>
<b>VOLUNTEER HOUR BUY-OUT</b> <i>(PER HOUR)</i>	\$ 40
<b>LATE PAYMENT / NSF</b>	\$ 40
<b>LATE PICK-UP FEE</b> <i>(FIRST 5 MINUTES)</i> + \$1.00 PER EACH MINUTE AFTER	<b>\$ 25</b>

## **PARISH ENGAGEMENT BENEFIT (K-8)**

1. Family is registered with St. Thomas More / Holy Rosary Parish. Parish registration card on file.
2. Family attends Sunday Mass and Holy Days regularly
3. At least one parent is baptized and a participating Catholic or enrolled in Becoming Catholic.
4. Enrolled children are all baptized Catholic and/or in process of sacramental formation at appropriate time.
5. Family has a record of regularly contributing to St. Thomas More parish for at least three months. Checked each trimester
6. Family participates in the life of the parish by being involved in at least one non-school ministry or group. Checked each trimester

## FUND RAISING COMMITMENT (K-8)

- All Families will solicit or donate items worth \$250 (with receipt) or more OR contribute \$250 cash to the Auction. Donations not received by the procurement due date will result in a \$75 late fee.
- All Family will participate in the Family Fundraising Contribution Program (Waived for Full Cost Tuition only)
- Family must read and sign the Family Fundraising Agreement.
- Family agrees to meet the minimum fundraising obligation of \$1,000.
- Company Matching Funds Policy
  - Can be used to meet the \$1,000 fundraising obligation.
  - If used as a matching fund for \$250 cash to the Auction; the \$250 matching fund can be used for family fundraising obligation.
  - Company Matching Funds for 40 volunteer hours can be credited to family fundraising obligations.

# VOLUNTEER HOUR REQUIREMENTS

- June 1, 2026 through May 31, 2027
- K-8 Families
  - 40 total hours per family \*
  - At least 4 hours dedicated to the auction
- ELC 4-Year-Old Families
  - 40 total hours per family \*
  - At least 4 hours dedicated to the auction
- ELC 3-Year-Old Families
  - 10 hours per family \*
  - At least 2 hours dedicated to the auction

\* Total hour requirement reduced by half for single parent families

## REFERRAL INCENTIVE

- Returning STM K-8 families are encouraged to refer new families not already known to the school.
- If the new family enrolls and attends STM for the entire 2026-2027 school year:
  - the referring family will have \$959 waived from their last tuition payment, and
  - the new family will have \$959 waived from their last tuition payment.

## FINANCIAL ASSISTANCE

- Must apply through the Fulcrum Foundation (October 31st to December 31st)
- Fr. Renggli Scholarship Program provides financial aid to STM families (Must apply through the Fulcrum Foundation)
- Private and Confidential discussions with the Principal

# STMS Withdrawal Process

- If a student withdraws from St. Thomas More Parish School during the school year, either by parental choice or school request, the following steps must be completed:
  - Official Withdrawal Notice:
    - Families must submit an official withdrawal notice in writing at least one month prior to the student's last date of attendance.
    - The notice should include the reason for withdrawal.
    - This allows the school to prepare necessary documentation and settle accounts. No student records will be forwarded to another school until all financial obligations have been met.
  - Tuition Charges Upon Withdrawal:
    - Students withdrawing between October 23, 2026, and January 15, 2027, will be charged half of the annual tuition.
    - Students withdrawing on or after January 16, 2027, will be charged the full annual tuition.



# LOOKING AHEAD: VISION FOR THE FUTURE

Vision for next few years,  
community partnership

made for more.



# Upcoming Changes & Improvements

- Updated Mission Statement, Philosophy, Vision
- New School Website (After Spring Break)
- Family Handbook Update
- Campus Safety Upgrades – Two new pedestrian gates to enclose the campus.
- Computer Lab repurposed as 6th grade classroom; 6th grade classroom repurposed as multipurpose classroom (Art, Spanish, Health, afterschool STEM).
- Repurposed spaces for staff lounge, principal's office
- Dalton Hall Enhancements or possible replacement



for



# CLOSING REMARKS AND QUESTION

Gratitude, call to action, next  
steps





# CLOSING PRAYER

**Thank you and Good Night**

