



Lumen Christi



September 2012

From the Superintendent's Desk



Mr. Henry Fortier

*Secretary for Faith Formation/
Superintendent of Catholic Schools*

May the Peace of Christ be with you!

I pray you had a wonderful holiday weekend. September is our first full month of school and it is full of events. The beginning of the month celebrates Labor Day which was once called the "workingmen's holiday" first celebrated in 1882. In September we celebrate the birthday of the Blessed Virgin Mary, along with a host of other saints including Blessed Mother Theresa of Calcutta.

September also kicks off our new professional development program for the Diocese of Orlando. Traditionally, the professional development (PD) program reflected the "Trickle Down" theory. Principals or a point person would be heavily in-serviced with a particular topic and the expectation would be that they would take it back to their communities and share the knowledge. It was a "train the trainer" model which can be beneficial at times, but also can leave room for error. If you ever

remember playing the game "Telephone" as a child then you know the more times you pass on a message, the more opportunity there is for human error, personal interpretation or forgetfulness.

In this new model the intent is to reach all principals and faculties. This will hopefully allow for a consistent message heard by all, bring together large groups of education professionals (that's you!) on a regular basis, have a consistent foundation of training among all our schools, and provide regular sustained professional development to every teacher. This is our first year in this new model and I am sure it will not be perfect, but I ask for your patience, energy, constructive feedback and commitment to the process. These are professional in-service days, so it is my expectation that everyone will be dressed and conduct themselves as professionals. This means that grading papers or any other activities not related to the in-service are not acceptable. I would hope that you will give your facilitators/speakers the same respect and attention you desire from the students in your classroom. This new model will also provide four

opportunities throughout the year to come together with colleagues from other schools to share ideas and resources, network, support each other and build community.

Last year the feedback from the large in-service day was extremely positive, but many asked how to implement 21st century teaching skills in the classroom. In this new PD model, September 27th will be the day for all educators together and we will introduce the "Big Picture" of Common Core Standards. The three subsequent PD days will focus on how to make this a reality in the classroom. There will now be a consistent theme throughout the year for professional development, and given the magnitude of this year's topic it may be multi-year as well.

I look forward to seeing you on September 27th as we come together as one body in Christ.

**Mr. Henry Fortier's
Back to School Address**
Please click [here](#) to view



Dr. Jacquelyn Flanigan
Associate Superintendent

Research tells us that regardless of pre-service training, teachers typically revert to teaching in the same manner in which they were taught as students – having spent some 20 years in the classroom as a student lastingly forms the foundation for their own teaching practice. (Perhaps this same research can be cited as to why parents believe they too are experts in education!) Last year, Peg Portscheller outlined for us the unique needs of the 21st century learner and why the “way it has always been done” is no longer effective. This year, in partnership with the Center for College and Career Readiness, Peg will provide year-long professional development guiding us toward changing instruction that will meet the needs of our 21st century kids.

Research also tells us teachers essentially learn best the same way our students learn: cooperatively, collaborating on authentic experiences, allowing for repeated application of skills over time toward mastery. In other words, to be effective, professional development should provide opportunity for collaboration, guided practice and authentic application of the skill over time. This year, the Diocesan Professional Development for the 2012-13 school year will attempt to do just that! Over the course of this year, the Diocese, through the pooling of a portion of the Title IIa allocation, will be able to provide continuous and ongoing professional development with *specific* goals: a) teachers will create three (Common Core) standards-based units that will be implemented in their classrooms, and b) administrators will observe these units as they are implemented and provide specific feedback. On September 27, all schools will participate in the Diocesan PD day at Disney’s Coronado Springs Resort. Peg will provide the keynote which will pick up where she left off last year. This is in direct response to the feedback you gave: “*This was wonderful, but how do we do it?*” Her keynote will discuss the transition to the common

Core and the ways in which the entire field of education is in transition – she will provide the foundation for the remaining three days over the course of this year. On September 28, the Center for College and Career Readiness (CCCR) will host regional meetings. Their facilitators, along with volunteers from the Common Core pilot schools and the Master Teacher program will guide teachers in the development of a standards-based unit using the English Language Arts Common Core standards – Remember, ALL content areas are expected to teach reading comprehension and writing, so this will apply to *every* teacher, in *every* content area. Teachers will be expected to work collaboratively in grade-band groupings which include the specials areas. Meanwhile, the administrators will be guided – Peg herself will provide this training - through the process of how to observe and give constructive feedback for these units when (and this is the expectation) they are implemented in classrooms. This unit development process will be repeated during the November and the February Regional Professional Development Days. Likewise, the administrators will continue to be trained in effective feedback and leadership of this process. The most important aspect of this professional development is accountability which should be obvious. However, teachers can be reassured that administrators were given strict guidance from Mr. Fortier: “Teachers should be observed and given constructive feedback but these units should not be used for teacher evaluation purposes beyond the simple act of implementation.”

These are ambitious goals! We are attempting a lot of firsts in this process and your feedback will ultimately continue to guide how we move forward. Peg and the CCCR will be using your feedback throughout the year to provide guidance toward adjusting instruction.



Jacqueline Abrahams
Director of School Finance/
Government Programs

FACTS MANAGEMENT CO. Now Serving Our Schools

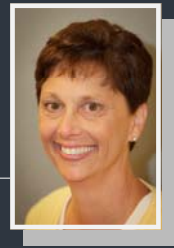
Beginning FY 2012-13 the Diocese of Orlando contracted FACTS to manage tuition collections as well as grant and aid applications for our schools. Founded during the 1986-87 school year, the company now serves over 5000 private schools and over one million families across the country.

Schools are required to manage and maintain all student payment records within FACTS. By doing so our administrators will have available at their fingertips a wealth of reports and information necessary to effectively and more efficiently run the school. Data necessary for scholarship needs, cash flow management, analysis of accounts receivable and delinquencies, cash forecasting and budgeting are just a few examples of the information available.

Let’s ensure that all student records are input. Our families and schools depend on it!



Kathy Martin
 Administrative Assistant to
 the Associate Superintendents



Dr. Jacquelyn Flanigan
 Associate Superintendent

Annual Diocesan Professional Development Day
September 27, 2012

IMPORTANT INFORMATION !!

Our Annual Diocesan Professional Development Day is just weeks away! As you know it will be held at the Disney's Coronado Springs. There are a few things you need to know:

- The address is 1000 West Buena Vista Drive, Lake Buena Vista. Click [here](#) for a map. Please be sure to follow the signs to the convention center. Because of minimal parking at Coronado Springs, we are *highly recommending* everyone to car pool or bus. Once the parking lot is full, you will be directed to a neighboring parking lot. Please click [here](#) for the location of ballrooms for the general session and dining.
- This year the registration line will be grouped by counties. Please look for signs with your county to register. Although lines may be a little slower this year, it is necessary for this process. We respectfully ask that you please be patient as our volunteers diligently work to expedite the registration. Please click [here](#) for diagram of the registration.
- Please click [here](#) for the agenda. Note that we have a very full schedule. Morning hospitality will be offered between 7:30 a.m. and 8:30 a.m. We will begin promptly at 8:30 a.m. with morning prayer. We ask that you plan to arrive early so that you have time to register and enjoy the continental breakfast.
- Please be sure to bring a sweater or jacket with you as we have been told it tends to get cold in the ballroom.
- Our keynote speaker, Ms. Peg Portscheller, has provided documents below. Click on each document and download to a device in digital format or print and bring with you. We are asking that you please take time to review each document before the event.
 1. [Bloom's Tax](#)
 2. [Bloom's Taxonomy Verbs](#)
 3. [Depth of Knowledge](#)
 4. [Formative Assessment](#)
 5. [Transitioning to the Common Core](#)
 6. [Whining Guide](#)
- After liturgy with Bishop Noonan, a wonderful lunch will be provided . If you have any special dietary needs (such as gluten free diet, vegetarian, etc.), please let me know by email, kmartin@orlandodiocese.org. I must have this information no later than September 21st.
- If you are interested in staying at the Disney's Coronado Springs, please call Group Reservations at 407-939-4686 (Monday-Friday, 8:30 a.m. to 6:00 p.m.). While rooms are available, the cost is \$109.00. Therefore, it is recommended you make reservations as soon as possible. There is a \$15.00 charge for each additional person. Reservations must be made before Tuesday, September 25th. Please provide the following information:
 - * Group Name: Diocese of Orlando Professional Development Event 2012 Rooms
 - * Group Number (GMR): G0621263A
 - * Name of the Resort that you will be staying at: *Disney's Coronado Springs Resort*
 - * Dates of requested stay:
 - * Names of all Guests in each room, including the age of any Guest age of 17 or under:
 - * Phone number and email address:
 - Their Group Reservations team will confirm the reservations via phone or email
 - * Credit Card:
 - Guests will be required to leave a one night's room and tax deposit per room requested at the time of booking. If tickets are not added to the room reservation the balance will be due at check-in when guests arrive at the Resort.
- As a reminder, you will receive in-service points for attending the Professional Development Day. You must complete the evaluation located in the back of the program that we will provide for you during registration. These evaluations will not be collected until AFTER the end of the program.
- And last, please be sure to visit the exhibitors during the designated times on the agenda. Several will have traveled a long distance to share the day with you and to present their wonderful products. We welcome back those who have exhibited with us for many years as well as new-comers!

The staff from the Office of Catholic Schools look forward to seeing you on September 27th!

Mr. James Cooney
Associate
Superintendent



Jim & Joe's Accreditation Corner



Dr. Joseph Belinski
Director of School
Planning



Let's talk about media centers! As all of you are aware, technology has really changed the way in which students' access information. No longer are students

restricted to print resources; they can access information from anywhere at any time. They use iPhones, iPads, Kindles, and a myriad of other electronic devices. They can create reports and documents integrated with videos, pictures, music, sounds, text; and they can do it at school, home, or any remote location.

All of these factors have changed the function of the traditional media center. The services that they offer to students are increasing. Media centers are becoming "multi-media centers". They are gradually providing a much greater balance between print materials and digital resources.

Because of this growing flexibility, media centers are becoming gathering places for students to work independently, environments that foster student collaboration, locations for studying before and after school, and areas rich in technology.

The media center should be the educational hub of a school. Schools need to continue efforts to recognize the ways in which the media center can best support the changing pedagogies, learning preferences, and evolving needs of students. In addition to the extensive use of technology and the increased accommodation for student collaboration, spaces need to be designed for the various uses of the center; space options need to be flexible and seating needs to be comfortable.

We are beginning to see accreditation standards for school media centers and

libraries change. Within accreditation associations, there is recognition that there are some current standards that reflect outdated practices. As the function of the media center evolves into students' literacy, resource, technology, and collaborative learning environment, accreditation standards for media centers will change to better accommodate the needs of the 21st Century learner.

The Office of Catholic Schools of the Diocese of Orlando is committed to assist schools in implementing the current research and national trends relating to 21st Century media centers. Within the next three weeks we will be announcing a series of professional development opportunities for media specialists during the 2012-2013 school year. We are very excited about this initiative. Look for more information to come!



September Birthdays!

- Mr. Henry Fortier**, Superintendent of Catholic Schools
- Mrs. Jennifer Heneghan**, Principal, All Souls Catholic School
- Mrs. Betty Powers**, Principal, Basilica School of St. Paul
- Mr. Jason Halstead**, Principal, Blessed Trinity Catholic School
- Mrs. Jayme Hartmann**, Principal, Good Shepherd Catholic School
- Mrs. Marybeth Boyle**, Principal, St. Brendan Catholic School
- Mr. Lee Sayago**, Principal, Father Lopez Catholic High School
- Mr. Michael Burke**, President, Central Catholic High School

Tips on Preventing Lightning Strikes

by Arthur J. Gallagher & Co.

Click [here](#)



Margie's Technology Tips



Margie Aguilar
Director of Instructional Technology

Creative Website for the Classroom

edmodo Do you want to engage, collaborate, exchange ideas, and share content in a secure, closed environment with your students? I am excited to announce our diocesan-wide deployment of Edmodo. Edmodo is a free and secure social networking platform for teachers, students, parents and school administrators. Our diocesan-wide deployment will give us access to advanced features that allow us to communicate more effectively across the schools in the Diocese of Orlando. To join, go to orlidioceseschools.edmodo.com. If you already have an Edmodo account, log in with your existing credentials. If you do not have an account, sign up by selecting the "I'm a Teacher" button. You will need to enter your school code, please ask your technology coordinator for the code. I will conduct teacher training at schools upon request to demonstrate how we can use Edmodo to enhance collaboration and learning across our classrooms, schools

and professional learning communities.



APP of the Month

Evangelizo – Daily Gospel is a free Catholic app that contains the daily gospel, readings, saints, prayers, in 10 different languages: French, English, Portuguese, Spanish, Dutch, German, Arabic, Italian, Polish, and Armenian. This free app is compatible with iPhone, iPod touch, and iPad and requires iOS 3.0 or later. Evangelizo is a team of 70 Catholic seculars, priests, monks and nuns from varied communities, congregations and spiritual sensitivities: Benedictines, Carmelites, Cistercians, Monastic Community of Jerusalem, Jesuits, Redemptorists, Emmanuel Community, and Focolare. Their mission is to spread the Gospel in all languages through out the world via the Internet and any other technological means possible.



Phyllis Mann
Administrative Assistant to the Superintendent

Certification Corner

September is the month in which we enroll teachers into the Professional Competency Program (PEC). This program is a requirement for teachers who did not major in education and participants must hold a valid Temporary teaching certificate to enroll. Teachers can check whether they must complete this program by looking at their Status of Statement of Eligibility sent to them by the Florida Department of Education (FDOE).

The purpose of the program is to have teachers work with their principals to develop a portfolio which shows that they have documented methods of verification for the Florida Educator Accomplished Practices. This year-long program also requires two teacher observations using the Florida Performance Measurement System (FPMS) – one in the fall and one in the spring – completed by a trained FPMS observer.

Some teachers have been identified and enrollment forms given to their principals. If you think you should be enrolled

in the PEC, please discuss this with your administrator. Deadline for enrollment was September 10, 2012. Please send all enrollment forms to me at the Office of Catholic Schools.

Also, **October 1st** is rapidly approaching. New teachers who are seeking teacher certification have until that date to submit to me their certification paperwork. Please remember that if you have an application for certification on file at the FDOE, you probably need to submit a fingerprint card and fee (\$54.50 payable to the FDOE) even if you did the FBI clearance for the Diocese. The FDOE will not issue any certificate without having cleared the applicant through their own process.



Looking forward to seeing all of you at our Teacher Professional Day, September 27th!

Security experts prepare steps to deal with 'active shooters'

More businesses, schools, hospitals training for violent attacks

By [Joe Taschler](#) of the Journal Sentinel

Aug. 13, 2012



Article courtesy of Florida Catholic Conference

While most of us have participated in fire drills since we were small children, very few of us have even a remote idea of what to do when faced with someone who is indiscriminately shooting and killing people.

Security and law enforcement officials call it an "active shooter," and a growing number of schools, hospitals and businesses in Wisconsin and across the nation are taking steps to prepare for just such a situation.

Whether it occurs in a [house of worship](#), as it did a week ago in Oak Creek; a [workplace](#), as it did in Milwaukee on Aug. 2; or a theater, as it did three weeks ago in Aurora, Colo., in many cases there are steps that can be taken to increase the chances of surviving such an encounter, experts say.

There are no guarantees, but at least thinking about what you would do in a violent situation - as well as rejecting the notion that "this will never happen to me" - is a good first step.

The possibility of random violence is what Peter Pochowski calls the "new normal."

"It's a terrible, terrible situation, but it's a fact of life," said Pochowski, executive director of the [Wisconsin School Safety Coordinators Association](#). "We can't just ignore it. We have to be prepared for it."

Pochowski was chief of security for Milwaukee Public Schools from 2000 to 2008 and before that spent 27 years as a Milwaukee police officer, retiring as a captain. The school safety organization is a nonprofit group that includes 300 members who work to improve safety in Wisconsin schools.

A change in the way we think as a society is needed, said [Germantown Police](#) Chief Peter Hoell.

"So many people think it's not going to happen to them," Hoell said. "I live in Germantown. Nothing ever happens in Germantown' - that kind of mentality. That's dangerous."

Since 2004, Wisconsin residents have been killed in [mass shootings](#) while worshipping, hunting and attending a party - activities that are all part of the state's identity.

Having a plan in place to deal with an active shooter can help lessen the loss of life in such situations, experts say. Reports from the Aug. 5 mass shooting at a Sikh temple in Oak Creek indicate that worshippers took action by hiding, barricading themselves in rooms and apparently confronting the gunman - all things the U.S. Department of Homeland Security mentions in its [guidelines](#) for dealing with an active shooter.

"The whole concept is to buy time," said Dick Sem, president of [Sem Security Management](#), a security consulting firm in Lake Geneva. "These violent incidents play out very quickly, 3-10 minutes."

Being prepared

Preparations for dealing with a gunman are taking place across sectors of the U.S. from education to health care to retail.

"Unfortunately, this is a topic that has been on our radar screen for a number of years," said Michael Thiel, director of security for [Children's Hospital of Wisconsin](#).

The recent violence in Oak Creek and Colorado has made security people even more vigilant.

Continue on next page

Security experts prepare steps to deal with 'active shooters' - continued

"It very much has raised everybody's awareness that it doesn't just happen somewhere else," Thiel said. "This is everywhere."

Children's Hospital has a large-scale drill centering on an active shooter scenario planned for later this year, Thiel said.

Mike Cummings, senior vice president of security and loss prevention for [Aurora Health Care](#) - one of Wisconsin's largest employers - said in a statement that in addition to disaster preparedness plans, the company also has a threat assessment team and has specific training centered on an active shooter.

Security professionals generally don't discuss specifics about their response plans publicly, other than sharing them within their organizations or industries; hospitals might share their plans with other hospitals and police, for example.

Schools in Wisconsin are required by [state law](#) to have crisis plans in place, Pochowski said. A number of school districts practice for what would happen in the event of a shooting situation as well as practice lockdowns and evacuations.

"An active shooter is a very high priority for school districts across Wisconsin and the United States," he said.

Businesses take steps

Businesses, too, are increasingly taking steps to address the threats.

Stephen Smith, senior general manager of [Mayfair mall](#) in Wauwatosa, said staff in May completed an active shooter training program conducted by the Wauwatosa Police Department.

The training was done in a nearby building that was slated to be torn down.

"You're trying to get as trained as you can to get people to react and respond safely, thoughtfully and intelligently through this process," Smith said.

Training live as opposed to reading things in a textbook or watching a video "is really frightening, quite frankly," Smith added. "The point of the exercise is it forces whoever is participating in it to kind of feel and react - as real life as you possibly can."

Businesses that haven't already done some sort of planning to deal with such a situation can no longer wait to do so, said Chad Stiles, a tactical EMS instructor at [Waukesha County Technical College](#). "People in key positions need to do a threat assessment of their business," he said.

Facility managers for everything from schools to malls to hotels to stadiums to hospitals to houses of worship - any place that is open and accessible to the public - are grappling with the issue, Smith said.

"Anybody who is operating these facilities, you do have your guard up a lot more than you did 20 years ago because we're seeing the frequency on a national and international basis," Smith said.

The training opportunities are increasing. Waukesha County Technical College is preparing to unveil a course for private business security and risk management leaders to give them some training to respond to it, Stiles said.

Workplace violence

Businesses are wise to have plans in place to deal with violent situations. Homicide is the fourth-leading cause of fatal at-work injuries in the nation, according to the U.S. [Occupational Safety and Health Administration](#).

Businesses are definitely aware of the risks faced in the workplace, especially when troubled employees are involved, Hoell said.

"It's not uncommon for us to get a call from a business saying, 'We're going to be terminating someone or disciplining someone and we're a little concerned. Could you have an officer stop by while we do this?' " Hoell said. "That is not an uncommon call anymore."

Still, while experts say warning signs usually precede acts of mass violence, they aren't necessarily easy to spot.

"There are things that can be done to anticipate to some degree these risks and take some preventive measures," Sem said, "but it's never 100%."

Security experts prepare steps to deal with 'active shooters' - continued

WHAT IF IT HAPPENS TO YOU?

An **active shooter** is an individual actively engaged in **killing** or **attempting to kill** people in a confined and populated area, typically through the use of firearms.

Coping with an active-shooter situation

- Be aware of your environment and any possible dangers.
- Take note of the two nearest exits in any facility you visit.
- If you are in an office, stay there and secure the door.
- Attempt to take the active shooter down as a last resort.

Characteristics of an active shooter

- Victims are selected at random.
- The event is unpredictable and evolves quickly.
- Law enforcement is usually required to end an active-shooter situation.

How to respond when an active shooter is in your vicinity

- **Evacuate** - Have an escape route and plan in mind. Leave your belongings behind.
- Keep your hands visible.
- **Hide out** - Hide in an area out of the shooter's view; **block entry** to your hiding place and lock the doors; **silence** your cellphone and/or pager.
- **Take action** - As a last resort and only when your life is in imminent danger, attempt to **incapacitate** the shooter. Act with physical aggression and **throw items** at the active shooter.

When law enforcement arrives

- Remain calm and follow instructions.
- Put down any items in your hands (i.e., bags, jackets).
- Raise hands and spread fingers.
- Keep hands visible at all times.
- Avoid quick movements toward officers such as holding onto them for safety.
- Avoid pointing, screaming or yelling.
- Do not stop to ask officers for help or direction when evacuating.

Information to provide 911 call-taker

- Location of the active shooter.
- Number of shooters.
- Physical description of shooters.
- Number and type of weapons held by shooters.
- Number of potential victims at the location.

Take the training course

The Department of Homeland Security and Federal Emergency Management Agency offer a free, web-based [training video](#) centering on an active-shooter situation.