

Atlanta Neighborhood Charter School

Principal/Executive Director Report
February 21, 2012

Submitted by Matt Underwood & Lara Zelski

Overview

- Presentation for Discussion: *Employee Development, Evaluation, and Compensation Task Force*
- Committee Updates
 - Accountability & Compliance
 - Finance
 - Personnel

Employee Development, Evaluation, and Compensation Task Force

- Employee development, evaluation, and compensation task force was created at start of school year to review the newly-merged policies and practices related to support and evaluation of employees and to define a “career pathway” at our school
- The task force members represent a range of roles and experiences from among the full K-8 faculty/staff (support staff, associate teachers, lead teachers, administrators)
- Many thanks to Neil Wheeler, Darnell Fine, Maria Larson, Denise Svenson, and Cheryll Booth for their work on the task force

Employee Development, Evaluation, and Compensation Task Force

The goals guiding the work of the task force have been to:

1. articulate the multiple levels and types of support needed for teachers and other school staff at various stages in their careers at ANCS
 2. honor the work of teachers and other school staff by establishing a clear and manageable process of professional review and an expectation of professional excellence that takes into consideration the complexities of teaching and working with students at ANCS
 3. develop a pathway to career growth within ANCS that allows for opportunities for teacher leadership and that rewards teachers and other school staff, not only for what they accomplish, but also for what they contribute to their colleagues and the school
- The task force members represent a range of roles and experiences from among the full K-8 faculty/staff (support staff, associate teachers, lead teachers, administrators)
 - Many thanks to Neil Wheeler, Darnell Fine, Maria Larson, Denise Svenson, and Cheryll Booth for their work on the task force

Employee Development, Evaluation, and Compensation Task Force

Work the task force has completed to date:

- Reviewed current policies and practices
- Drafted, discussed, and revised performance criteria for different roles within the school
- Discussed the characteristics we would like to see in a system of support and evaluation at the school
- Drafted “Career Development at ANCS” document with proposed policy changes

Employee Development, Evaluation, and Compensation Task Force

Work the task force has completed to date (cont'd):

- Presented K-8 leadership team with “Career Development at ANCS” document for feedback
- Presented full K-8 faculty/staff with “Career Development at ANCS” document for feedback
- Revised “Career Development at ANCS” document based on faculty/staff feedback
- Provided “Career Development at ANCS” document to personnel and finance chairs for initial review

Employee Development, Evaluation, and Compensation Task Force

- The “Career Development at ANCS” document proposes some changes to current policy
- The task force is particularly interested in board discussion related to:
 - Differentiation of evaluation process for employees
 - Differentiated salary based on performance and the range of differentiation
 - Intersection of proposed evaluation policy and current employee grievance policy

Accountability & Compliance

- Academic Information Updates
 - *Elementary Campus*
 - *Middle Campus*
 - *NCLB Waiver & Academic Accountability Goals*
- Policy Implementation
 - *Discipline Policy*

Accountability & Compliance

Elementary Campus Academic Update

- Students in 3rd, 4th and 5th grades will be taking the Benchmark Assessment II throughout the week of February 20th
- Results from these benchmarks will be compared to Benchmark Assessment I
- Teachers will engage in data dialogues to pinpoint specific areas for instructional focus and re-teaching

Accountability & Compliance

Middle Campus Academic Update

- Students recently took third administration of STAR Reading and Math tests this school year
- Comparison of three administrations in Reading and Math shows some gains and some drops in these results
- Teaching teams reviewing results along with other student performance data to make instructional adjustments

Accountability & Compliance

Middle Campus Academic Update

- Middle campus faculty piloting daily support and enrichment period of 30 minutes over month of March
- Daily period will allow for targeted support and enrichment activities
- Faculty will assess success of this pilot as a part of discussing possible changes to schedule structure for next school year

Accountability & Compliance

Elementary Campus School Climate Survey

- Elementary campus students in grades 3-5 took a school climate survey to provide insight into students' perceptions of school climate issues at school
- Negative behaviors noted most often:
 - Teasing and name-calling
 - Gossiping and spreading rumors
 - Lack of inclusiveness

Accountability & Compliance

Elementary Campus School Climate Survey

- For the most part, students feel *safe to very safe* at school
- Students feel less safe on the playground, where 30% reported feeling *kind of safe*
- Student results are similar to teacher results
- EC faculty continuing to implement initiatives at school to address these issues and will survey the teachers and students again in March

Accountability & Compliance

NCLB Waiver & Accountability Goals

- Georgia was one of several states recently granted a waiver by the U.S. Department of Education from various requirements of the “No Child Left Behind” Act, including adequate yearly progress requirements
- This waiver is effective immediately, meaning that public schools in Georgia—including ANCS—will no longer have to meet AYP requirements
- We have contacted the Georgia DOE charter schools division to see what—if any—impact this change will have the academic accountability goals in our charter agreement, but to date final guidance has not been given

Finance

- Information Updates
 - *FY12 Budget Year-to-Date*

Finance

FY12 Budget

- ANCS budget forecast now includes revised allocation amounts based on updated student enrollment counts
- Budget forecast does *not* include recent increased allocation to our school for Title I funds
- [Click here for January year-to-date budget update](#)

Personnel

- Information Updates
 - *K-8 Dean of Students*
 - *New Teacher Residency Project*
 - *Teacher Observations*

Personnel

K-8 Dean of Students

- Over 70 applicants for K-8 Dean of Students position
- Initial phone interviews conducted by Matt Underwood, Lara Zelski, Susan Cannon, Maya Jenkins, and Leslie Rowe of top 15 candidates
- Out of phone interviews, top 7 candidates invited in for school visit and interview with interview team consisting of Matt Underwood, Lara Zelski, Anita Downing and Vendredi Hardeman (PTCA), Elizabeth Swern, Kristin Lee, Leslie Jo Tottenham, and Leslie Rowe
- Top candidates from interviews will be invited back for informal lunch with group of students and teachers
- Target of week of March 5th to bring recommended candidate to board

Personnel

New Teacher Residency Project

- Planning for implementation of the New Teacher Residency Project has begun following the Innovation Fund grant award to ANCS by the state
- Current ANCS faculty members have been given the opportunity to hear about roles they can play as a part of the NTRP
- Project director position has been posted and will be approved by board's executive committee
- Target of March board meeting to bring recommended project director candidate

Personnel

Teacher Observations

- Observations have been completed for majority of teachers on both campuses—lead and support
- All observations will be completed by the end of February/beginning of March
- Associate teachers are in the process of being observed and evaluated as well