

Atlanta Neighborhood Charter School

Principal/Executive Director Report
May 15, 2012

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Accountability & Compliance

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 - *Annual Surveys: Parents and Faculty/Staff*
- Action Items
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 - *Proposed Schedule/Program Changes for 2012-13*

Accountability & Compliance

Georgia Writing Assessment

- Students in 3rd, 5th, and 8th grade in Georgia take an annual writing assessment
- 2012 ANCS writing assessment results are in for 5th and 8th grade
- In the 5th grade, 90% of students met or exceeded standards
- In the 8th grade, 87% of students met or exceeded standards

Accountability & Compliance

Georgia Writing Assessment

- Per the ANCS charter agreement, our school has the following academic accountability goal related to the writing assessment:

The performance on the fifth grade writing assessment will set the baseline performance level for each cohort. Each cohort of fifth graders will decrease the students performing below standard by 20% by the time that cohort takes the eighth grade writing assessment.

- Of current 8th grade ANCS students who took the Georgia writing assessment in 5th grade, the percentage who did not meet standards decreased by 25%

Accountability & Compliance

Iowa Assessments

- ANCS students in grades 3rd, 5th, and 8th took the Iowa Assessments (formerly the Iowa Test of Basic Skills) in Reading, ELA, and Math in March
- Per the ANCS charter agreement, our school has the following academic accountability goal related to the Iowa Assessments:

Student cohorts will be formed in the third grade and will remain intact through the eighth grade. The performance on the third grade administration of the ITBS will set the baseline performance level for each cohort. Each cohort of third graders will get 10% closer to a NCE of 99 by the time that cohort takes the ITBS in the eighth grade.

Accountability & Compliance

Iowa Assessments

- The NCE measure (normal curve equivalent) is no longer reported on the IA, and instead NPR (national percentile rank) is used as a basis of group comparison
- NPR provides a relative comparison of performance as compared with other students of the same grade level who took the same test at the same time of year

Accountability & Compliance

Iowa Assessments

- In 2012, ANCS 3rd grade had an overall NPR among the three battery of tests of **87**, meaning that our students had higher levels of achievement than 87% of students who took the same test nationally
- In 2012, ANCS 5th grade had an overall NPR among the three battery of tests of **77**, meaning that our students had higher levels of achievement than 77% of students who took the same test nationally
- In 2012, ANCS 8th grade had an overall NPR among the three battery of tests of **85**, meaning that our students had higher levels of achievement than 85% of students who took the same test nationally

Accountability & Compliance

Iowa Assessments

- Of current 8th grade students who took the Iowa Test of Basic Skills as 5th grade students in the spring of 2009, the NPR of that group on the 3rd grade battery of tests was 37 and on the 5th grade battery of tests was 72
- The change in NPR for this cohort group from 3rd to 8th grade was +48, well surpassing our charter goal

Accountability & Compliance

Looping Pilot

- After much consideration, it has been decided that the “pilot” loop from 4th to 5th grade with Ms. Pina and Ms. Bubes will not continue next year
- Survey feedback from parents and students indicated a “challenging” class dynamic
- Several families chose to opt out of the looping pilot
- Parents and students have been notified of change

Accountability & Compliance

APS Wraparound Services

- Per our charter agreement and APS requirements for charter schools, APS retains a certain percentage of federal special education funding and uses them to provide charter schools with “wraparound services” for students with IEPs that call for services in occupational therapy, physical therapy, speech, and other itinerant services
- In March we alerted APS to a backlog in the service hours for OT services for our students and have been attempting since that time to work with APS to rectify the issue

Accountability & Compliance

APS Wraparound Services

- APS has stated that the backlog has been caused by a shortage of qualified therapists but they have now identified an additional therapist to work with our school and to make up for hours that have been delayed
- We are trying to work with APS and other charter schools to avoid this issue from continuing to occur

Accountability & Compliance

Annual Surveys

- Each year the school conducts a comprehensive survey of parents/guardians and faculty/staff to gather critical feedback about the school
- Surveys were administered in March and April, and 228 respondents to parent/guardian surveys and 67 respondents to faculty/staff survey

Accountability & Compliance

Annual Surveys

- Per our charter agreement, the following organizational accountability goal is measured each year through our surveys:

Each year, the percentage of parents satisfied with the overall quality of their child's education as measured by a survey, shall meet or exceed 85%.

- Of this year's survey respondents, 91% responded that they were satisfied with the quality of their students' education at ANCS

Accountability & Compliance

Annual Surveys

- A summary of survey responses can be accessed here:
 - [Elementary Parents/Guardians](#)
 - [Middle Parents/Guardians](#)
 - [K-8 Faculty/Staff](#)

Please note that not all questions and responses are included in the links above due to confidentiality

Accountability & Compliance

Annual Surveys

- The K-8 leadership team analyzed the full set of responses from the surveys and identified several broad themes:
 - *High levels of overall parent and faculty/staff satisfaction*
 - *Need for more education of parents on curriculum program*
 - *Need for more clearly defined learning outcomes from K-8*
 - *Desire for more academic challenge opportunities*
 - *Need for consistency across the school in regards to implementation of discipline process*
 - *Need for more effective use of faculty blogs*

Accountability & Compliance

Annual Surveys

- The K-8 leadership team has begun to discuss ways to address areas of need identified in surveys:
 - *K-8 effort to define curriculum objectives by grade level and in consideration of new Common Core Standards*
 - *Continued professional development for faculty and education for parents with Guiding Principles and discipline process (led by new Dean of Students)*
 - *Gifted/talented model being explored and introduction of daily academic growth period at middle campus*
 - *Faculty workshops on blogs in pre-planning*

Accountability & Compliance

Annual Audit Requirement

- Per our charter agreement, ANCS is required to undergo an annual external audit to demonstrate sound fiscal and organizational practices
- Each year this audit has been conducted by the firm of Gifford, Hillegass & Ingwersen
- *Action Item:* Approval to enter into contract for annual audit with GH&I at projected expense of approximately \$25,000

Accountability & Compliance

Proposed Schedule Changes

- In anticipation of the potential reduction of Spanish FTEs in the proposed budget and to address other areas of need, the leadership team at each campus drafted schedule/program adjustments which were then reviewed by the faculty and revised based on feedback
- These proposed changes all remain within the bounds of the requirements of our charter agreement in regards to instructional time and program offerings

Accountability & Compliance

Proposed Schedule Changes

- The proposed elementary campus schedule change provides consistent related arts instruction for students at all grade levels by allowing for 90 minutes of instruction each week for each student in all of the related arts (music, art, and PE)

Proposed elementary campus related arts schedule

Accountability & Compliance

Proposed Schedule Changes

- The proposed middle campus schedule change (1) maintains current related arts instructional time for students with increased class sizes in arts and Spanish, (2) incorporates a daily “academic growth period” for targeted support and enrichment based on our pilot of this period, and (3) reconfigures the former Wednesday “support and enrichment” block to focus on directed study skills and wellness activities

Proposed middle campus schedule

- *Action item:* Approval of proposed schedule changes

Finance

- Information Updates
 - *FY12 Budget Update*
- Action Items
 - *FY13 Budget*

Finance

FY12 Budget Update

- Budget forecast as of April 30 anticipates close to projected net operating income and expense figures
- No projected “final payment” adjustment from APS as was the case in June of last fiscal year
- FY12 [budget update](#) as of April 30, 2012

Finance

FY13 Budget Process

- Steps in the development of FY13 budget:
 - *Faculty and staff provided initial input on any projected expense increases/decreases for next year in February*
 - *Met with APS CFO to discuss district and state funding projections*
 - *Finance committee reviewed major budget assumptions regarding student enrollment (revenue) and salary/benefits (expenses)*
 - *Finance committee reviewed tentative FY13 budget at March 28 meeting*
 - *Update to full K-8 faculty and staff on March 28*
 - *Finance committee edited tentative FY13 budget at April 12 meeting*

Finance

FY13 Budget Process

- Steps in the development of FY13 budget (cont'd):
 - *Presentation of tentative FY13 budget at April 17 board work session*
 - *Faculty and parent budget forums held on May 2*
 - *Finance committee edited tentative FY13 budget based on board feedback at May 10 meeting*
 - *Adoption of FY13 budget at May 15 board meeting*

Finance

FY13 Budget

PROPOSED FY13 ANCS BUDGET and NARRATIVE

- Proposed FY13 budget contains the same overall state/local funding projection and overall expense projection as presented at April board meeting and also continues to include proposed salary/benefits changes:
 - Change in employee health benefits plan offering
 - 4 FTE reduction in elementary campus associate teacher
 - 2 FTE reduction in Spanish lead teacher
 - Position additions in business/operations, special education, student support team and creation of middle campus after school program
 - New leadership roles for faculty/staff

Personnel

- Information Updates
 - *Hiring for 2012-13 School Year*
 - *Exit Interviews*
 - *New Teacher Residency Project*
- Action Items
 - *ANCS Employee Career Development Policy*
 - *ANCS Employee Relationship Policy*

Personnel

Hiring for 2012-13 School Year

- Postings for vacant positions and proposed positions have been up since early April
- Interview teams at both campuses have screened and interviewed numerous candidates—internal and external—for all positions
- Recommended candidates for positions to be presented in executive session

Personnel

Exit Interviews

- All ANCS employees not returning to the school next school year will have the opportunity to complete an exit interview prior to the end of their contract period
- The exit interview process includes a questionnaire submitted to board's personnel committee chair
- The personnel chair will share any pertinent information from exit interviews that he/she deems necessary with the principals and board

Personnel

New Teacher Residency Project

- Following board approval of contract with state of Georgia to create the NTRP, contract extended to Elizabeth Hearn for project director position with approval of executive committee of board (grant funded)
- 5 current GSU student teachers at ANCS offered positions as associate teachers at ANCS for 2012-13 school year (grant funded)
- Mentor teachers enrolled in GSU graduate programs (grant funded)
- 22 ANCS faculty members to take part in “critical friends group” institute (grant funded)
- Matching of mentors and residents to occur at start of 2012-13 school year

Personnel

Employee Development, Evaluation, and Compensation Taskforce

- Following faculty and board presentations in February, taskforce reviewed board feedback and made revisions to proposed career development policy
- Taskforce shared revised policy with K-8 faculty and staff for further feedback
- Taskforce recommends further review and development of any proposed compensation policy changes continue and come before board *next* school year
- *Action item:* Approval of Career Development Policy

Personnel

Employee Relationship Policy

- Personnel committee members and principals reviewed draft of revision to employee relationship policy
- Policy further clarifies existing policy
- *Action item:* Approval of Employee Relationship Policy

Operations

- Information Updates
 - *2012-13 Enrollment*
 - *Facilities Grant Projects*
- Action Items
 - *Approval of Vendor Contracts*

Operations

2012-13 Enrollment

- Offers of enrollment for new students distributed following lottery in late March
- Enrollment confirmations continue to come in, and wait lists continue to exist at each grade level
- Current wait list numbers:

K: 81	5 th : 11
1 st : 52	6 th : 13
2 nd : 24	7 th : 6
3 rd : 22	8 th : 3
4 th : 20	

Operations

Facilities Grant Projects

- ANCS was awarded \$65,000 in state facilities grant competition in October
- Funds finally disbursed to us last week of April
- Facilities work using these funds will begin in next few weeks
- Have received approval from the state to reallocate some funds for middle campus from 8th grade hallway window replacement (project cost had increased) to the following:
 - Recess field grading, sod laying, and irrigation
 - Hardwood floor refinishing
 - Repaving of parking lot

Operations

2012-13 Vendor Contracts

- Annual review of vendor contracts for meal service and janitorial services is complete and recommended providers for each to be presented by Director of Business and Operations
- *Action item:* Approval of vendor contracts for meal service and janitorial service

Fund Development

- Information Updates
 - *Annual Campaign Update*

Fund Development

ANCS Annual Campaign

- As of April 30th, the ANCS Annual Campaign has received total direct mail, online, and corporate contributions/pledges of over \$82,000
- For a breakdown of contributions by type, see the [monthly annual campaign report](#)