



**State of the School Town Hall Meeting
August 21, 2014**

Agenda

- ▶ Welcome and Introductions
- ▶ 2013–14 ANCS Performance Dashboard
- ▶ Update on Development of ANCS Strategic Plan 2014–2017
- ▶ Q & A

2013-14 Performance Dashboard

ANCS Performance Dashboard 2013-14	ANCS K-8		Notes
	12-13	13-14	
Student Academic Performance			
CRCT- # of tests performing above the state average	27 of 30	27 of 30	below state avg: 6th SS, 8th Sci, 8th SS
CRCT - # of tests performing at least 5% above state average	22 of 30	24 of 30	
5th Grade Writing Test (% meets/exceeds)	90%	96%	
8th Grade Writing Test (% meets/exceeds)	87%	92%	
Nat Norm Ref - Reading (avg NPR growth)	-1%	0%	
Nat Norm Ref - Math (avg NPR growth)	2%	3%	
College & Career Readiness Performance Indicators (CCRPI) - Beating the Odds	Yes		13-14 calculation not yet completed by DOE
Met all charter academic goals	Yes	Yes	
High School Readiness			
% of Alumni with GPAs of 3.0 or higher			Still collecting this data via APS
% of Alumni enrolled in Honors/AP courses			Still collecting this data via APS
% of Alumni Graduating from High School in 4 years			Still collecting this data via APS
% graduating class accepted to college			Still collecting this data via APS
School Climate & Culture			
Level 3/4 behavior incidents	165	92	
Student survey responses (% of students who feel safe at school)	89%	90%	
Mobility (% enrolled on day 1 who are enrolled on the last day)	98%	99%	
Student re-enrollment for following school year	97%	97%	
Average Daily Student Attendance	96%	96%	
Stakeholder Satisfaction			
Student Satisfaction	80%	85%	
Parent Satisfaction	92%	93%	
Employee Satisfaction	84%	98%	
Leadership & Organizational Performance			
Employee evaluations (% of employees proficient/exemplary)	93%	93%	
Employee Recruitment (% open positions filled by May 31)	100%	95%	
Employee Retention (% offered contracts who return)	92%	89%	
Average Daily Employee Attendance	96%	95%	
Met all charter organizational goals	No	Yes	
Financial & Operational Management			
Annual campaign goals met	Yes	No	about \$10K short of goal; \$268K still 2nd highest total in school's history
Expense categories within budgeted amount	6 of 8		
Positive net operating income	No	Yes	

2013–14 Performance Dashboard

- ▶ *Please refer to the “2013–14 Performance Dashboard” document*
- ▶ Dashboard provides varied indicators of school’s overall “health” and comparison to performance in prior school year
- ▶ Updated annually and progress monitored quarterly at board meetings

2013–14 Performance Dashboard

- ▶ Outperforming APS and GA on CRCT
- ▶ Highest 5th grade writing scores ever
- ▶ Significant drop in behavior referrals
- ▶ Awarded over \$330K in grants
- ▶ Met all charter goals
- ▶ Move performance on Sci and SS tests to comply with new requirements
- ▶ Increase % of families giving to annual campaign
- ▶ Approve and hire for new positions earlier

Successes

Areas of Focus

ANCS Strategic Plan 2014-17

- ▶ Strategic planning committee has been working for past 10 months on updating school's strategic plan
- ▶ Builds on successes of school's first 12 years of existence and identifies key strategic areas of focus for next three years
- ▶ Latest draft of plan reviewed by board, will be taken out for feedback, updated, then approved by board no later than October

ANCS Strategic Plan 2014-17



**2014-2017
STRATEGIC PLAN
Draft – 8/19/14**

VISION

To be a dynamic learning community where students become life-long learners, develop self-knowledge, and are challenged to excel.

MISSION

ANCS uses the principles of the Coalition of Essential Schools to: **BUILD** an empowered and inclusive community of students, parents, and educators

ENGAGE the whole child—intellectually, social-emotionally, and physically

HELP all students to know themselves and to be known well by their community

CHALLENGE each student to take an active role as an informed citizen in a global society

COLLABORATE with the larger community to advocate for student-centered schools

Priority Goals

Teaching & Learning: To support academic, social-emotional, & physical growth of all students with high expectations for all, including exceeding external accountability standards.

Diversity: To build upon current diversity by creating proactive program to improve, retain, and realize benefits of student diversity that reflects socioeconomic and racial diversity of Jackson cluster.

Faculty & Staff Development: To be a school of choice for talented educators through competitive compensation, quality professional development, and emphasis on employee well-being.

Parent & Community Partnership: To strengthen the partnership between the school and its families and to engage the wider community—especially within APS—in partnerships for collaborative learning.

Fundraising & Resource Development: To strengthen fundraising infrastructure to expand and diversify sources of funding with a goal of 20% non-public funding and a reserve fund to weather funding drops.

Facilities & Operations: To plan for and implement facilities and technology improvements that result in consistency between campuses, enhanced school image, and promote sustainability.

Governance Capacity: To continue development of board capacity in strategic governance, resource development, and community outreach.

Three Year Objectives

1. Develop K-8 learning expectations & desired outcomes
2. Develop plan for enhancing arts, technology, language, & health/wellness
3. Establish student assessment system

1. Develop diversity plan for outreach & support
2. Address enrollment/retention obstacles for underserved families
3. Develop plan to maximize benefits of student diversity

1. Enhance recruitment with focus on diversity, excellence, and high potential
2. Strengthen levers for retention (compensation, support needs)
3. Enhance development opportunities

1. Enhance parent/school partnership
2. Strengthen ANCS/APS/Jackson cluster relationship
3. Institute collaborative learning center for outreach and dissemination to wider community

1. Increase parent giving to 100% participation
2. Enhance donor outreach, management, & recognition efforts
3. Establish reserve funds of at least \$1 million & policy for their use

1. Develop long-term facilities plan
2. Build facilities reserve fund
3. Implement multi-year technology plan
4. Implement "farm to school" program

1. Establish advisory council or add community members to board
2. Develop plan for ongoing governance training
3. Create metrics to assess board performance

Strategic Initiatives for 2014-15

1. Investigate IS authorization
2. Develop common K-8 grading practices
3. Determine student assessments
4. Map plan for phased class size reduction

1. Reinstitute staff diversity coordinator role to facilitate diversity taskforce
2. Work with GaDOE & APS to consider enrollment priority options

1. Configure calendar/schedule for collaboration & planning needs
2. Evaluate compensation structure
3. Implement TKES/LTES and assess impact

1. Establish collaborative guidelines for parent/school partnership
2. Develop initial plan for collaborative learning activities at ANCS via NTRP

1. Develop campaign to increase parent giving to at least 50% participation
2. Create major donor program
3. Develop external marketing materials

1. Create long-term facilities plan task force
2. Approve multi-year technology plan
3. Implement phase 1 MC projects
4. Implement "in-house" food service

1. Develop plan for enhanced board governance capacity (composition, training)
2. Assess High Bar membership impact on board performance

ANCS Strategic Plan 2014–17

All objectives and initiatives are driven by the school's updated mission:

ANCS uses the principles of the Coalition of Essential Schools to:

- ▶ *BUILD* an empowered and inclusive community of students, parents, and educators;
- ▶ *ENGAGE* the whole child—intellectually, social–emotionally, and physically;
- ▶ *HELP* all students to know themselves and to be known well by their community;
- ▶ *CHALLENGE* each student to take an active role as an informed citizen in a global society;
- ▶ *COLLABORATE* with the larger community to advocate for student–centered schools.

Teaching & Learning Initiatives

- ▶ Investigate IB authorization
- ▶ Develop K–8 common grading practices
- ▶ Determine system of student assessments
- ▶ Map plan for phased class size reduction

Diversity Initiatives

- ▶ Reinststitute diversity coordinator role to facilitate diversity task force
- ▶ Work with school community, GaDOE, & APS to consider enrollment priority options aimed at achieving socioeconomically diverse student body

Faculty & Staff Development Initiatives

- ▶ Configure calendar/schedule to serve teacher collaboration needs
- ▶ Evaluate employee compensation structure
- ▶ Implement new Georgia teacher and school leader evaluation systems and assess impact

Parent & Community Partnership Initiatives

- ▶ Establish collaborative guidelines for parent/school partnership
- ▶ Develop initial plan for a “collaborative learning center” at ANCS to facilitate collaboration with other schools on practices and policies that support student-centered schools

Fundraising & Resource Development Initiatives

- ▶ Develop campaign to increase parent giving to at least 50% participation
- ▶ Create a major donor program
- ▶ Develop external marketing materials for the school

Facilities & Operations Initiatives

- ▶ Create long-term facilities plan task force
- ▶ Approve multi-year technology plan
- ▶ Implement “phase 1” middle campus improvement projects
- ▶ Implement “in-house” meal program

Governance Capacity Initiatives

- ▶ Develop plan for enhanced board governance capacity, including board composition and training
- ▶ Assess High Bar membership impact on board performance

Next Steps to Finalize Plan

- ▶ Draft plan posted on ANCS website
- ▶ Community feedback
 - Parents/guardians
 - Survey
 - Listening Sessions
 - Tuesday, September 2: 4–5 PM at MC
 - Friday, September 5: 8:15–9:15 AM at EC
 - Tuesday, September 9: 6:30 PM at EC (during PTCA meeting)
 - Faculty/staff
 - Survey
 - Listening Sessions
 - External stakeholders
 - Survey/interviews

Next Steps to Finalize Plan

- ▶ Strategic planning committee will review feedback and update plan as appropriate
- ▶ Final plan presented to board for adoption no later than October 2014

Q & A

What questions about the Performance Dashboard or draft of the Strategic Plan can we answer for you?