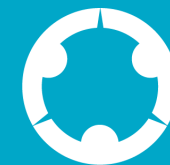


# Board of Directors

April 26, 2023



Intergenerational  
S C H O O L S

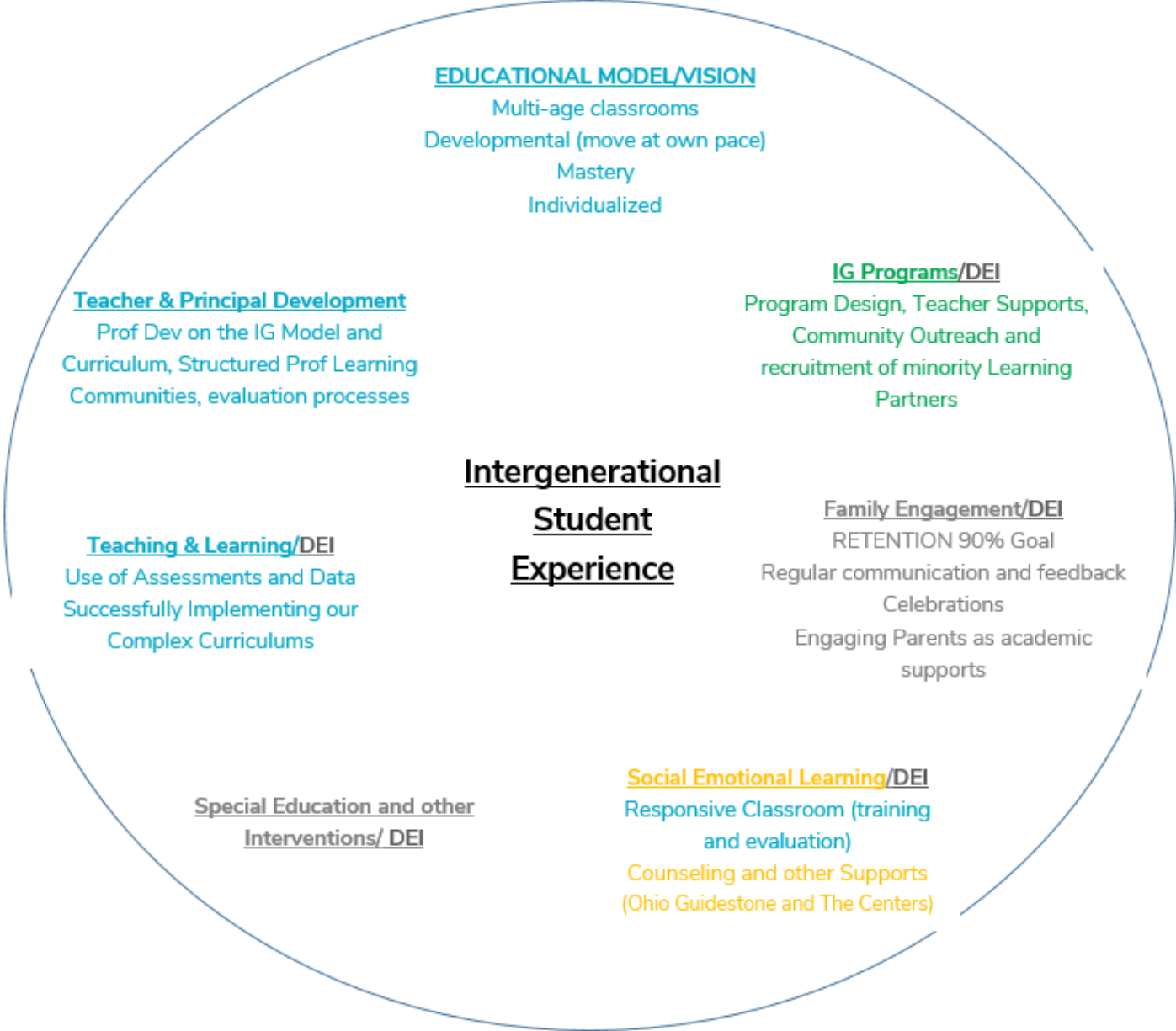


# LIS Plan for Last 5 Weeks

1. Parent Communication about this plan
2. Teacher Development and staff meetings
3. School-wide recommitment to 4 Basic School Rules
4. Catch Students being kind
5. Consistent Morning Meetings centered on School Rules
6. Asset-based language and kind reminders to students
7. Show what they CAN do when frustrated
8. Being clear on consequences
9. Specials Coverage

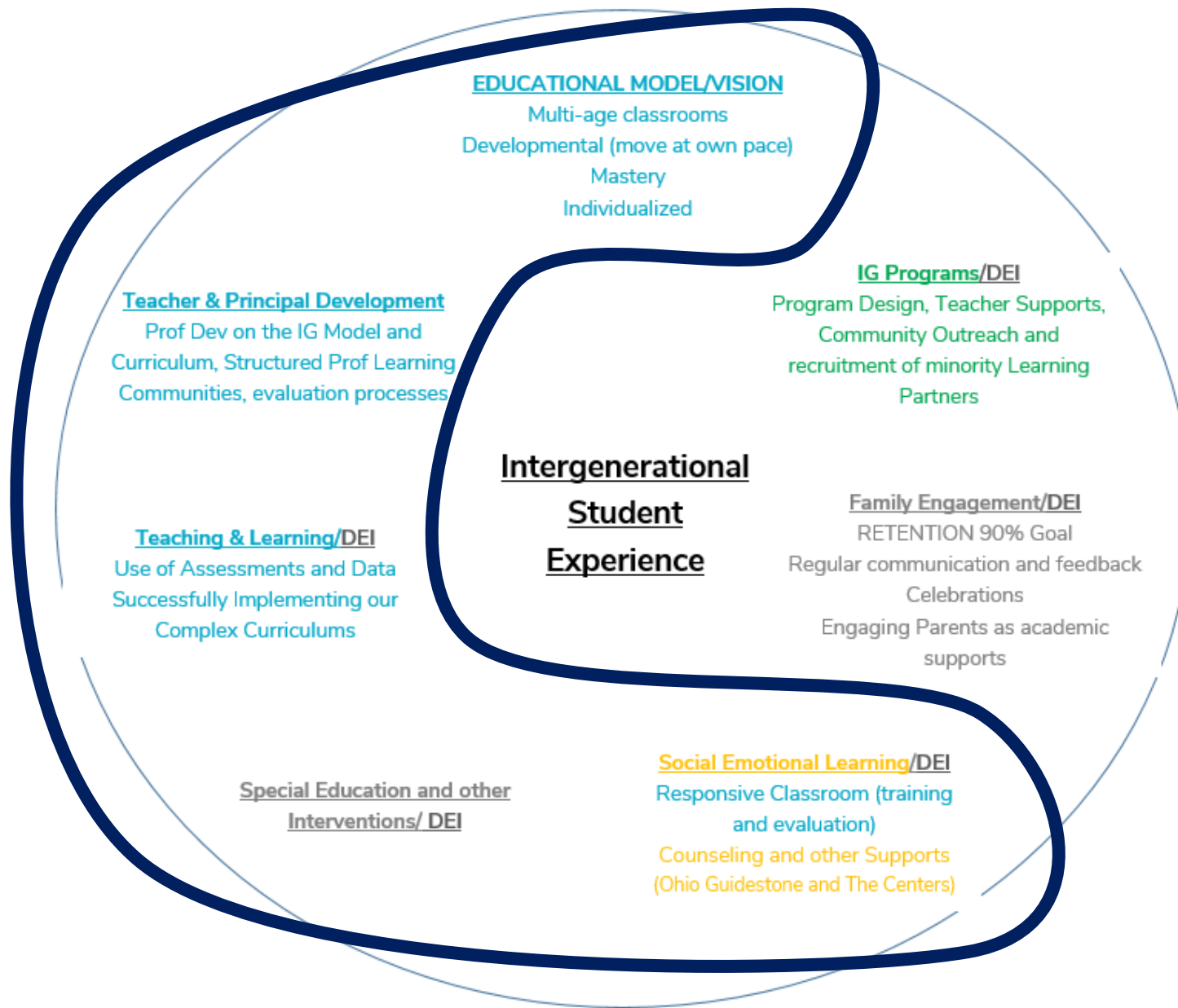
# Improvement Plans and Strategic Planning







**School Improvement Process With Kate Foley**



Each Principal is developing their own School Improvement Plan based on specific needs, data, and strategies. Plans will be shared school-wide and closely monitored for progress.

# Educational Vision





# Vision for Education at IG's

We believe that learning is a **lifelong, developmental process** (each at their own pace), and that we learn best through **relationships**. Within all three of our K-8 public schools:

- Every student will receive an excellent individualized education in a vibrant **multi-age and intergenerational** setting.
- Students will become **active drivers of their own learning**, and will be inspired, interested, and engaged authentically.
- The **Social Emotional** dimensions of student learning are AS important as the academic dimension.
- Students are seen as **individual learners** (and sometimes teachers), on their own unique **developmental path towards mastery**.
- Students have opportunities to **share and connect** with their peers on their learning progress, learn from and ask each other questions, and also use classroom resources to independently support their work.
- Students **see themselves as readers, writers, mathematicians, scientists, artists, and activists** standing up for what is right.



# Vision for Education at IG's

- Teachers meet every student **where they are** and provide what they need next to move forward in meaningful ways.
- Every teacher sees the opportunities of a **multi-age classroom** for their students and understands how to group/partner strategically around interest, need, etc.
- Every teacher sees the **potential in each student** and wants to know them personally as learners.
- Every teacher sees the **opportunities within intergenerational programming**, inviting community members into their classrooms (including families), and taking their students out to the community.





# Vision for Education at IG's

What this looks and feels like	What we do less or none of
Teacher as Guide on the Side	Teacher as Sage on the Stage
WORKSHOP Model: Short whole group lessons followed by student work time which might be individual, partner, or small group while the teacher moves around to students	Lots of time in whole group direct instruction, with the teacher at the head of the class
Students authentically engaging, making choices, and driving their learning process	Straight compliance, students just doing what is assigned or asked of them by the adult
Aiming for students expressing themselves and (excitedly) discussing what they are learning about with each other	Aiming for Quiet, passive learning
Students spending lots of time practicing being readers, writers, mathematicians, etc.	Students spend lots of time listening to the teacher tell them things, or on electronic exercise apps, or doing worksheets.
Using our curriculums as resources to guide teaching and learning	Using our curriculums to read word for word, providing a 'script' to deliver and follow
Allowing more advanced students (regardless of age) to assist other students in various areas (not just academic)	Fostering competition between students, only highlighting "A+" academic work and not highlighting skills like empathy and kindness.



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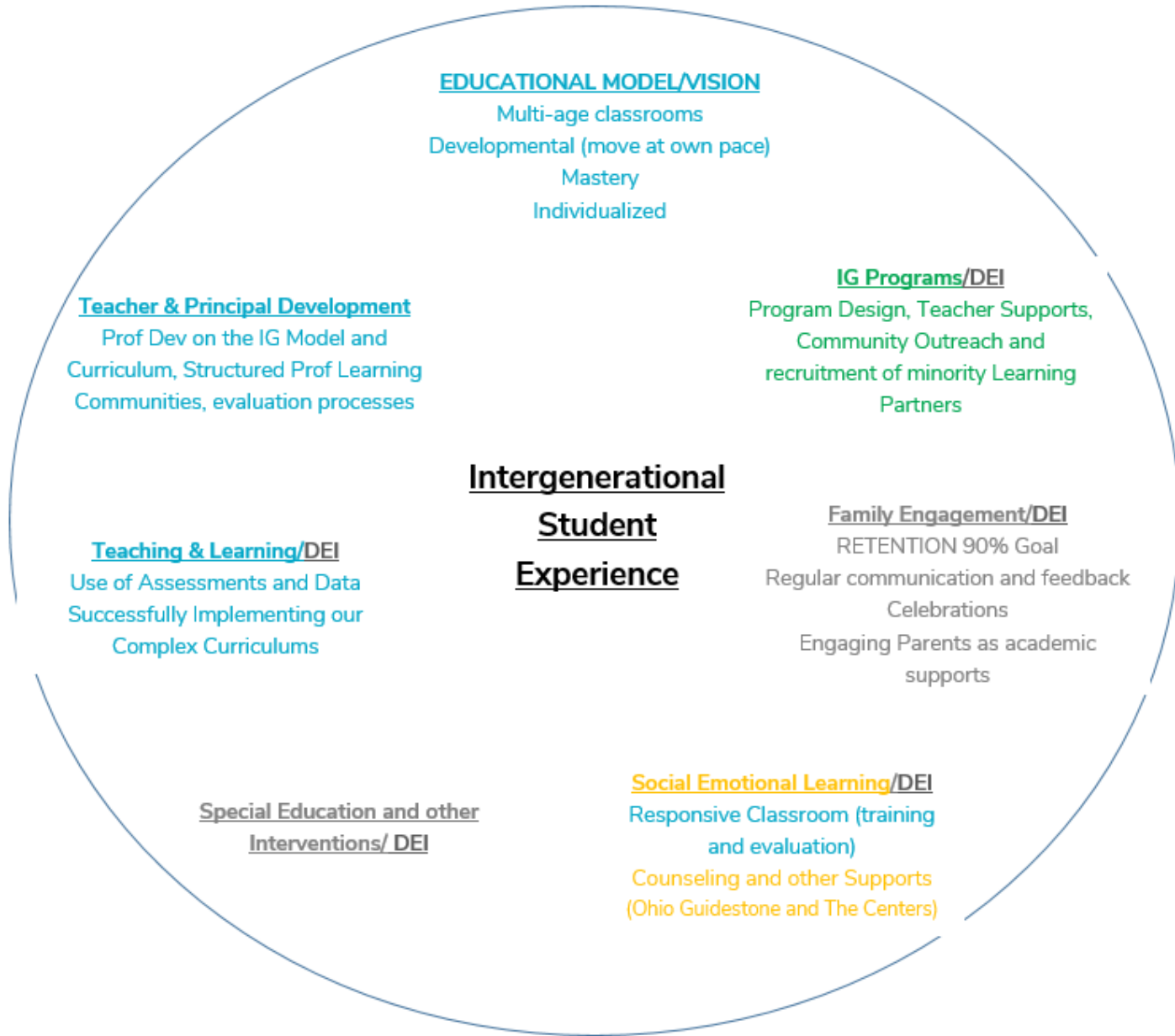
# Vision for Education at IG's

We believe that learning is a **lifelong, developmental process** (each at their own pace), and that we learn best through **relationships**. Within all three of our K-8 public schools:

- Every teacher sees the **opportunities within intergenerational programming**, inviting community members into their classrooms (including families), and taking their students out to the community.

# Education Advisory Council Recommendations





The **Education Advisory Council**, in collaboration with staff, have developed **5 main areas of Model-wide Strategic Focus** as we

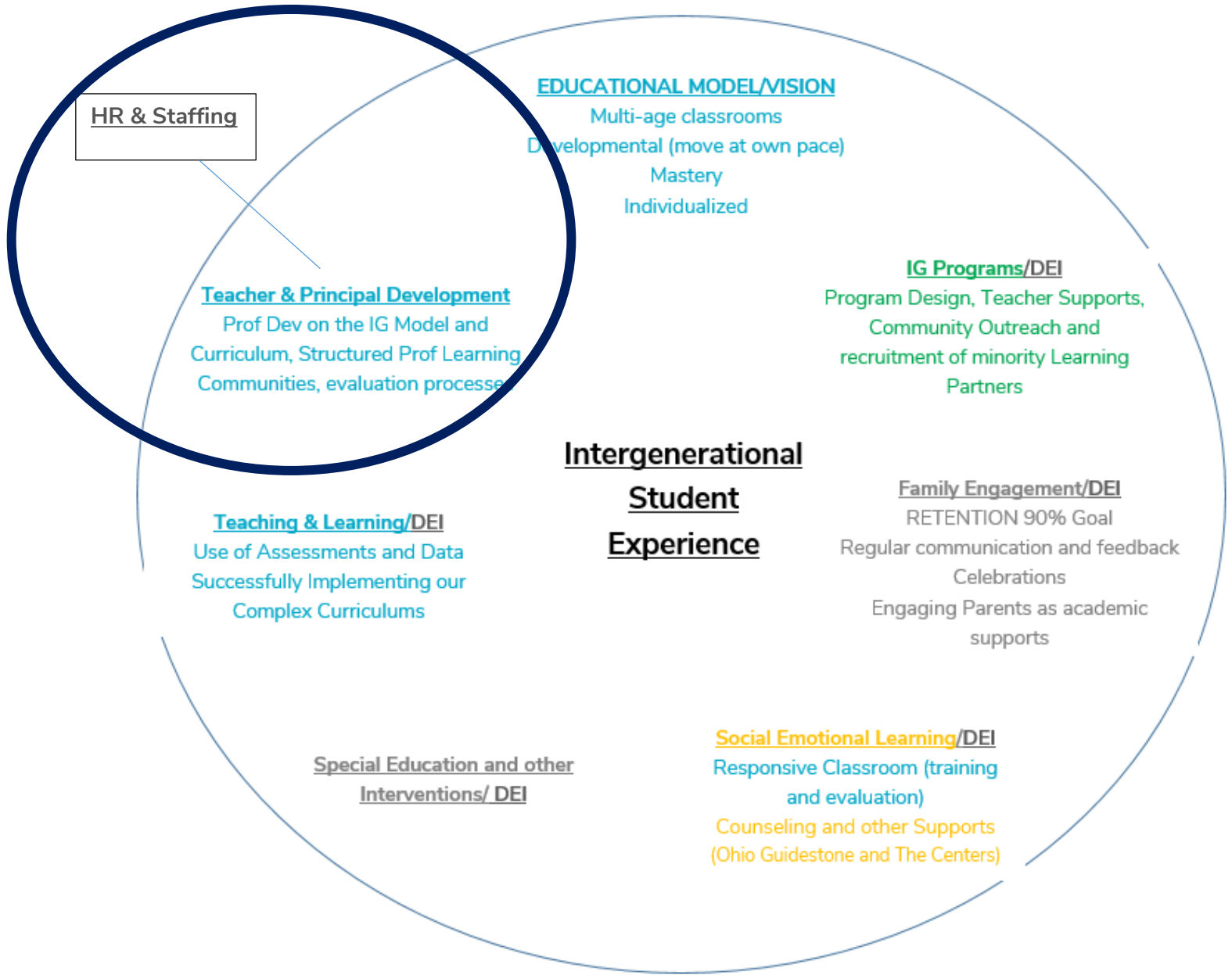
1. **Navigate current challenges** which include but are not limited to:
  - teacher shortages
  - more new teachers
  - increased student needs
  - dilution of the IG model
  
2. **Focus primarily on**
  - High quality teacher hiring and ongoing development in the IG Model of Education
  - Intergenerational Programming



# Strategic Goal 1

## Improve Recruiting and Hiring

- a. Changes to Comp Plan allowing more \$\$\$ at hire
  - suspend Apprentices period
  - hiring and retention bonuses for teachers
  - teacher stipends
- b. Invest in outside hiring help
- c. Simplify application process and tailor to IG model at onset
- d. Focus on recruiting and hiring Special Education teachers
- e. Explore non-traditional pathways (Grow Your Own in Ohio, international?)

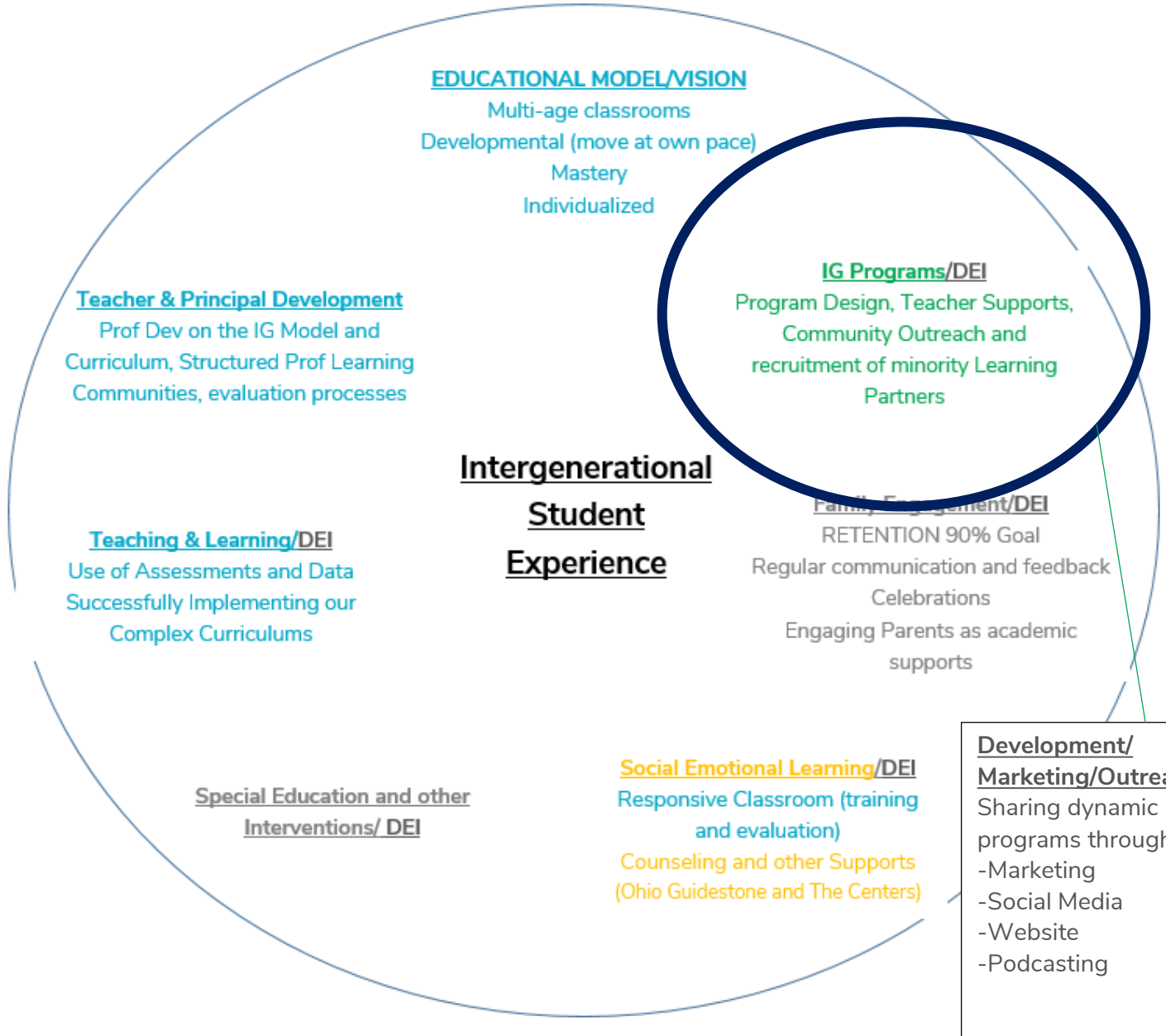




# Strategic Goal 2

## Refocus on our Longstanding Intergenerational Commitments

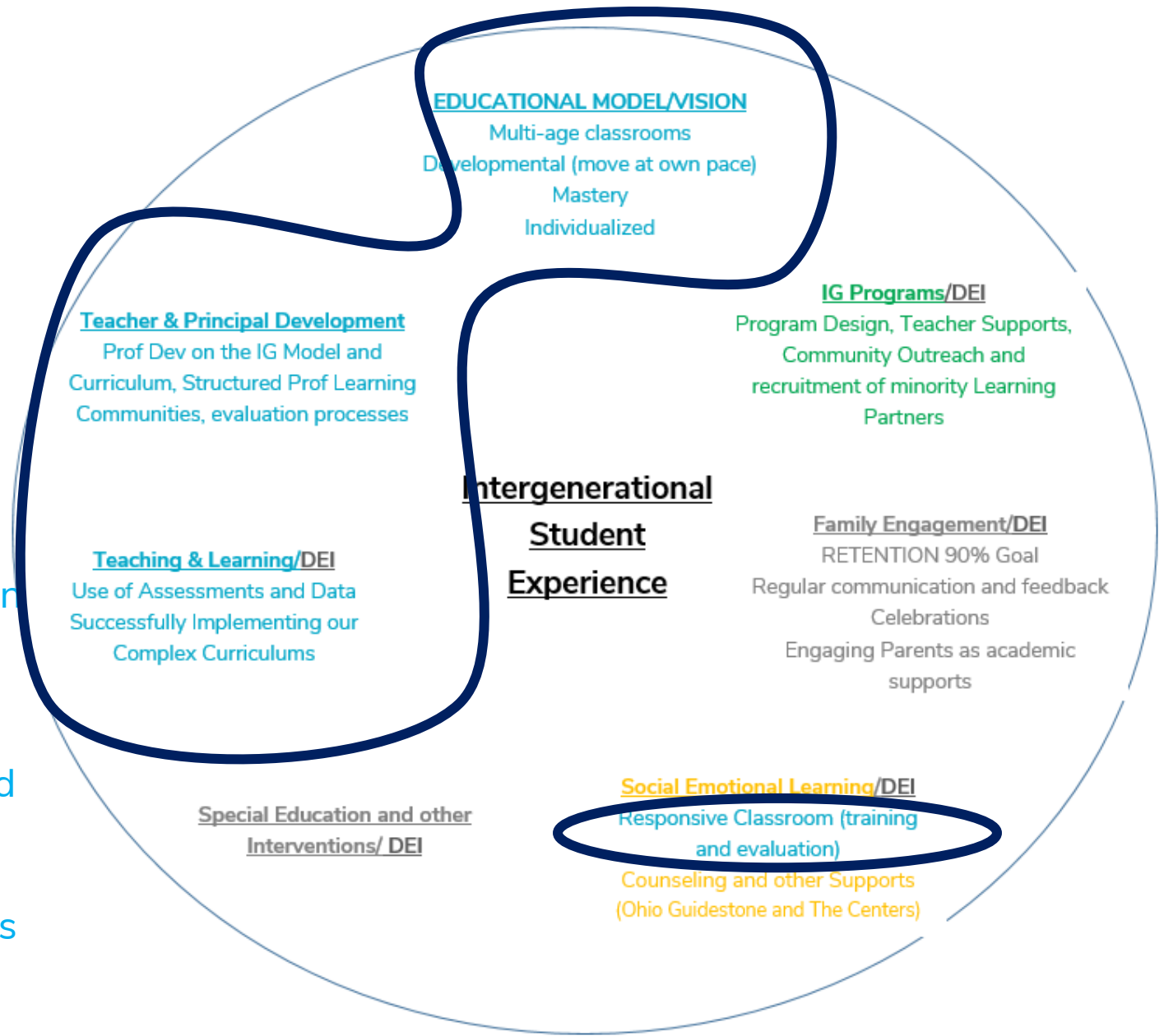
- a. Rebuild and improve infrastructure to increase capacity
  - Add IG Director position and keep current position as Volunteer Coordinator
- b. Align programming and outreach efforts to development, marketing and fundraising efforts



# Strategic Goal 3

## Redesign Professional Learning to Support Educators & Impact Student Outcomes

- a. Create accessible, asynchronous, bite-sized, individualized teaching & learning resources for adults.
- b. Ensure ongoing real-time teacher coaching/training within the classrooms and structured PLC's and RTI Teams within the staff.
- c. Develop Principals to lead and grow our teachers towards our educational model and vision, and ensure all development and evaluation is based on progress towards that vision.
- d. Provide scaffold for our current curriculums and assessments so they are aligned and more user-friendly for teachers

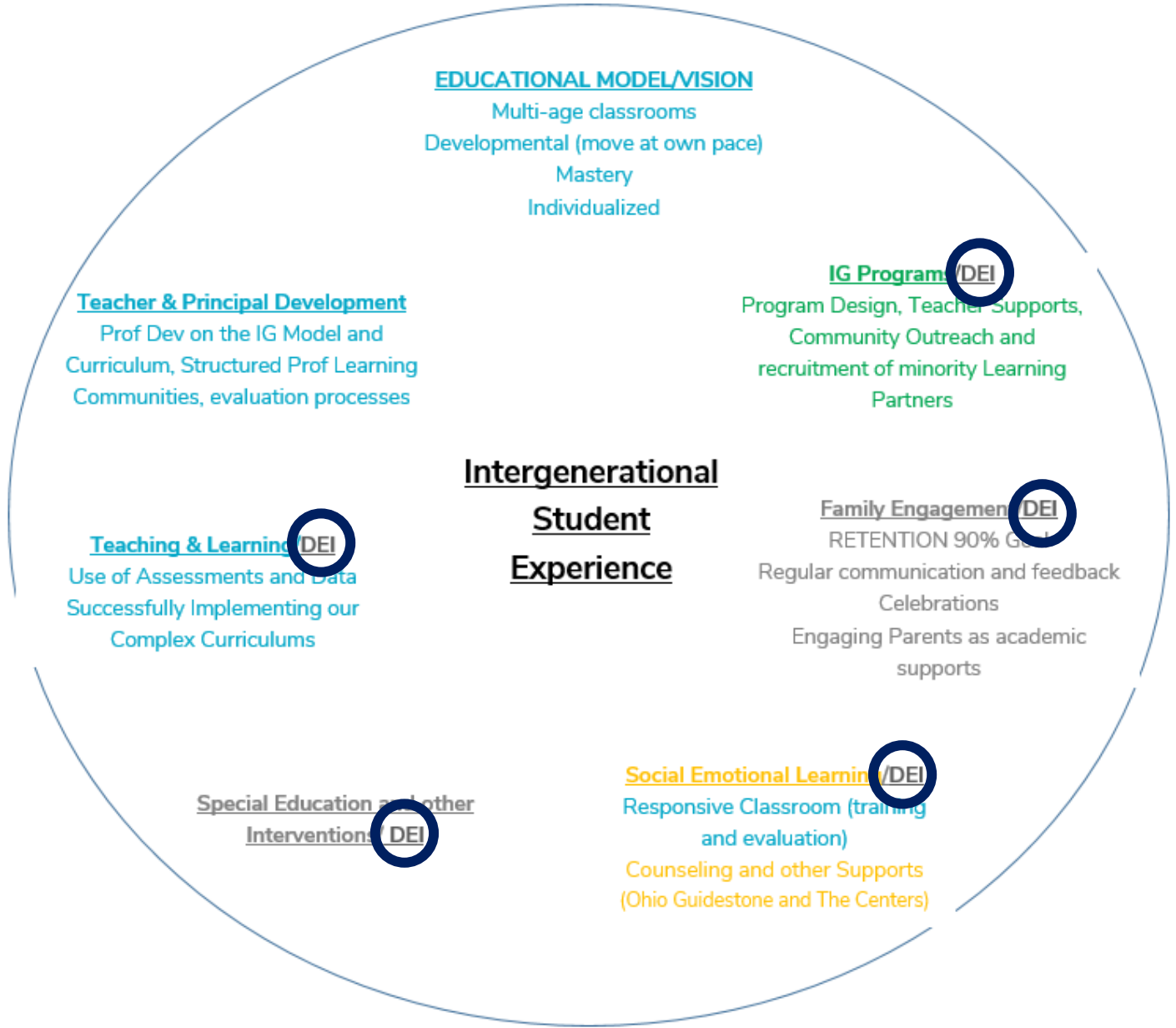






# Strategic Goal 4 Implement a Multi-Layered DEI Program

- a. Create student-led assessments and programming
- b. Revive DEI Board Task Force and create Model-wide DEI Plan
- c. Improve BIPOC Recruitment and hiring (see also #1)
- d. Explore feasibility of providing transportation

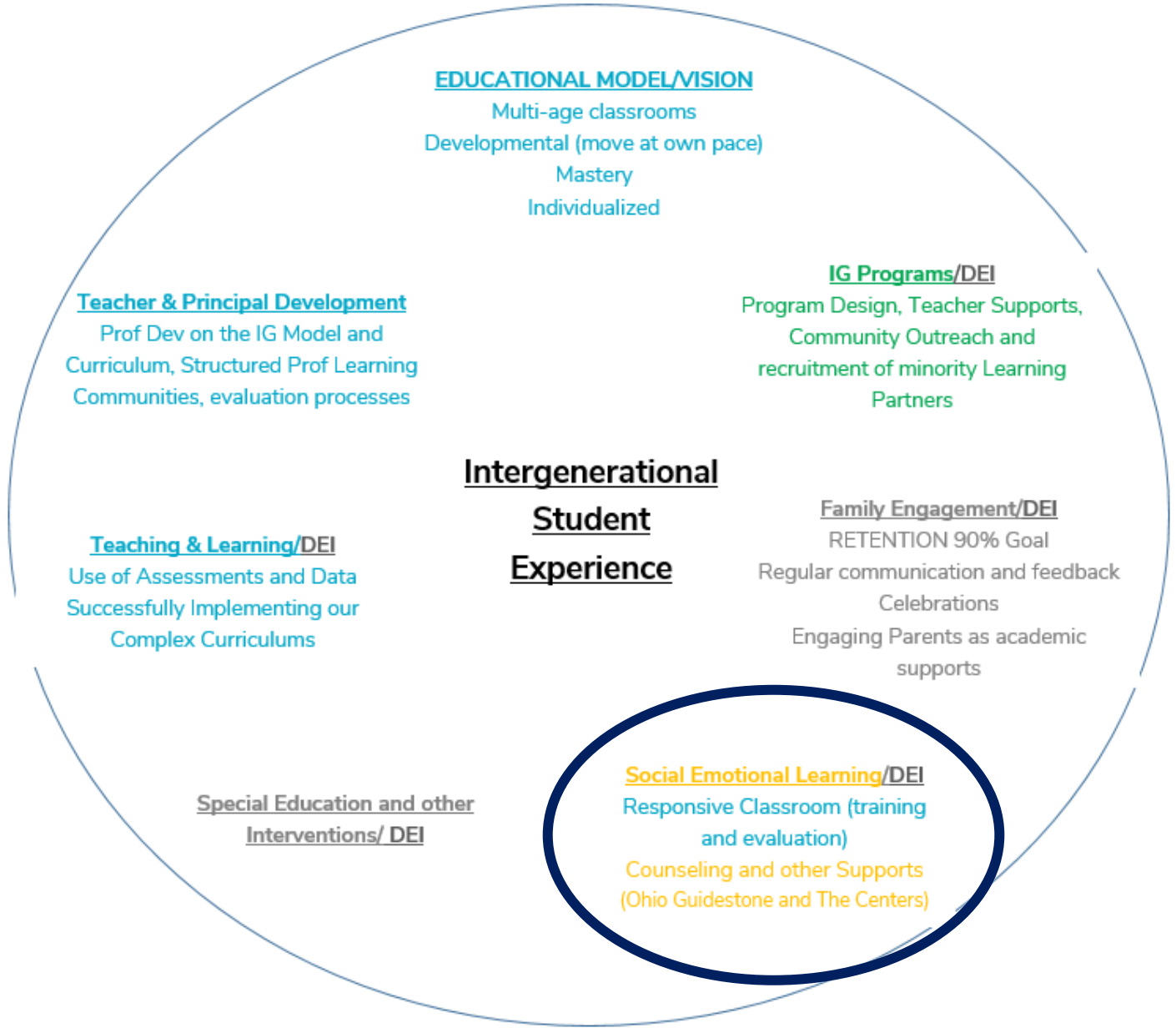




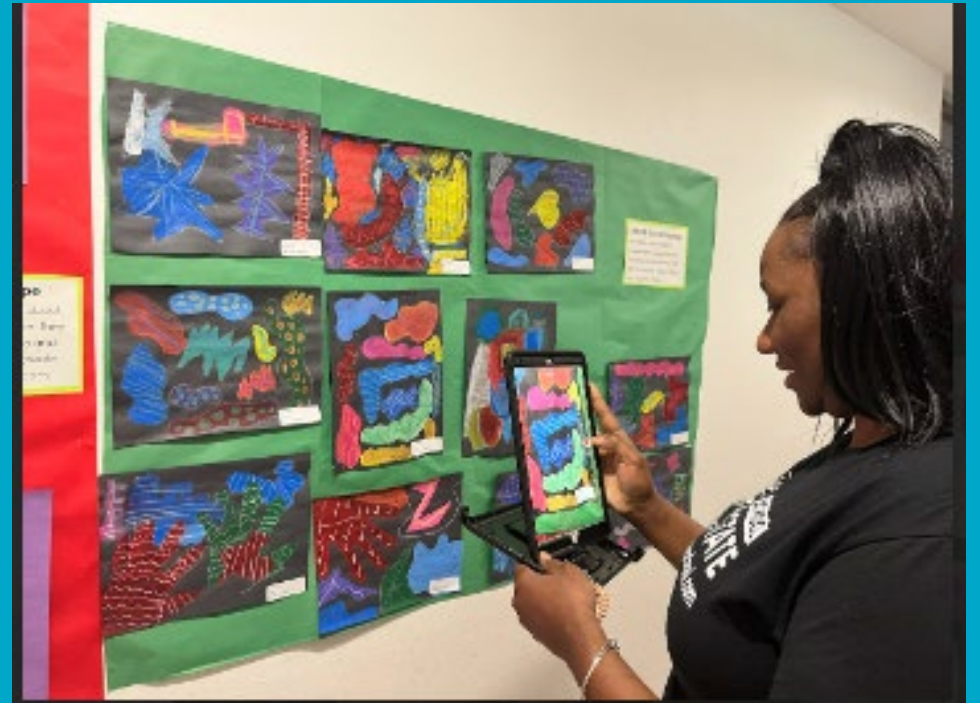
# Strategic Goal 5

## Increase Mental Health Supports for Students

- a. Carry out this year’s plan of hiring in-house School Counselors (expand to full time at each school), for school-based proactive activities alongside our therapeutic services from outside providers.
- b. Full implementation of Responsive Classroom in ALL classrooms, shared spaces, and specials, as the foundation for school wide positive discipline and restorative practices.
- c. Design and implement real time interventions (proactive) and supports for student/family crisis (responsive).



# Estimated Costs and Metrics





# Strategic Goal 1

## Improve Recruiting and Hiring

### Investment:

Gen	Rec		
		Comp Plan Changes Upfront \$\$\$	63,000
HQ		Hiring & Retention Bonuses	86,000
HQ		Teacher Recruitment Ads, Firm, Etc	30,000
-		Customize IG Hiring Materials	-
			<b>179,000</b>

### Metrics:

1. Complete application and interview materials revamp
2. Approval for Comp Plan revisions
3. Fill anticipated vacancies earlier, and track recruitment, interview, hire data
4. Intensive focus (and plan) for SPED recruitment by 5/10 - set a goal based on vacancies
5. Reduce the percentage of hired staff on a **sub licenses by 10%** (for LIS & TIS current = 50%)



# Strategic Goal 2

## Refocus on our Longstanding Intergenerational Commitments

### Investment:

Gen	Rec	IG Volunteer Coordinator (existing)	49,600	
HQ	Rec	New Position to Elevate IG & PD	110,000	
HQ	Rec	IG Program supplies	30,000	
				<b>189,600</b>

### Metrics:

1. School-based plans completed (3) - each school sets their own goal(s) - driven by clear expectations & standards that come from the model (to be developed)
2. xx number of teachers in professional learning (Summer 2023) to build common, clear knowledge about school-based IG plans & IG goals
3. Tracking IG in- and out-of-classroom experiences, 100% of students have IG experiences
4. Recruit xxx number of minority Learning Partners by school
5. For Mar/Com - xx number of social media posts, engagements; xx number of blog posts; xx number of community events
6. Survey students, teachers, volunteers and partners after IG experiences



### Strategic Goal 3

## Redesign Professional Learning to Support Educators & Impact Student Outcomes

### Investment:

HQ	<i>Rec</i>	Building Substitute(s) 2 in each school	300,000	
HQ		Parent Subs for 1/2 day PD time	16,800	
HQ		Educational Contracting	75,000	
ESSER	<i>Rec</i>	Teacher Coaching Primary & Developing	74,400	<i>(staff)</i>
HQ	<i>Rec?</i>	Teacher Coaching Ref & Applying	52,000	<i>(contracted)</i>
HQ	<i>Rec</i>	Coaching for Special Ed Teachers?	20,000	<i>(contracted)</i>
ESSER	<i>Rec</i>	Stipends for Lead Teachers	75,000	
ESSER		Responsive Classroom PD	30,000	
ESSER		Classroom Libraries	90,000	
				<b>733,200</b>

### Metrics:

1. Launch of Resource Library, and use
2. Transparently tracking for 100% of teacher's 1 or more coaching/training cycles, Principals monitor through transparent calendar
3. Structured PLC meetings are well documented with student data showing progress



Strategic Goal 4  
Implement a Multi-Layered DEI Program

Investment:

HQ	DEI-Board, Staff & Recruitment, Students	36,500	
HQ	Feasibility Study of Transportation	5,000	
			<b>41,500</b>

Metrics:

- 1. Launch of Student-Led Assessment to gather baseline data from all stakeholders
- 2. xx # Minority candidates hired (based on current baseline)
- 3. Feasibility study on transportation completed
- 4. Board approved DEI Plan within 6 months with monitoring each 100 days



Strategic Goal 5  
Increase Mental Health Supports for Students

Investment:

ESSER	Rec	In-School Counselors (not therapists)	210,000	
Gen	Rec	Athletics-and coach stipends	24,000	
				<b>234,000</b>

Metrics:

- 1. 100% of Staff Responsive Classroom trained by June 30, 2024
- 2. 3 School Counselors hired by 1<sup>st</sup> day of school, with annual plan

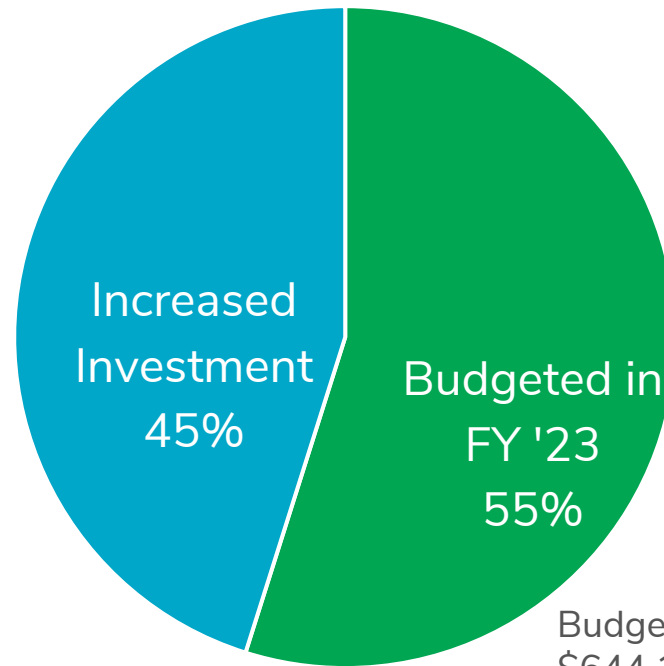


# Financial Impact





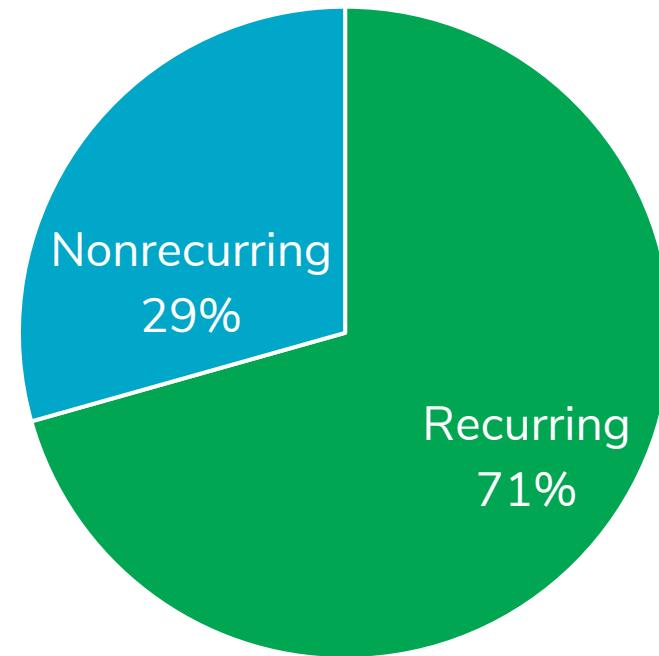
# Total Expense in FY 24 \$1,427,300



Budgeted \$783,180 on these items in '23  
\$644,120 more in '24



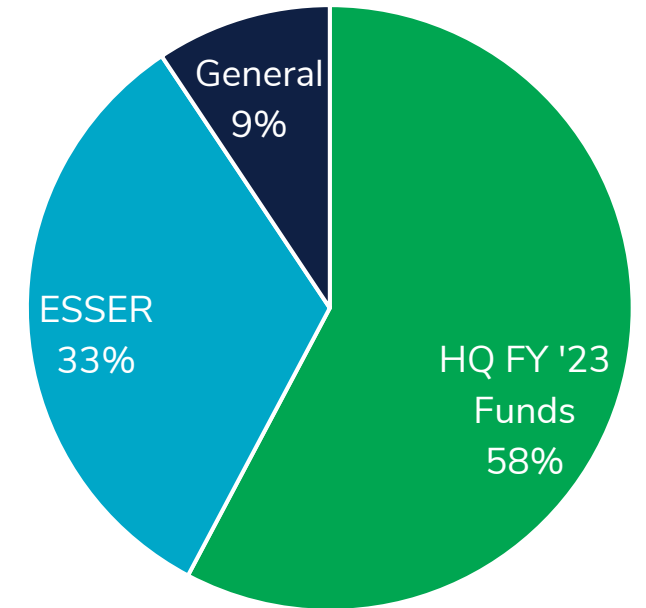
# Recurring vs Nonrecurring Expenses



# Investment Sources for FY'24

	TIS	NW	LIS	Model	
High Quality Funding Rev	328,781	316,557	321,225	966,563	Funded in FY'23
<b>High Quality Expenses</b>	<b>270,433</b>	<b>301,433</b>	<b>270,433</b>	<b>842,300</b>	
<i>Remaining High Quality</i>	<i>58,348</i>	<i>15,124</i>	<i>50,792</i>	<i>124,263</i>	
<b>Charge to ESSER</b>	<b>159,800</b>	<b>159,800</b>	<b>159,800</b>	<b>479,400</b>	Last year for funding
<b>General Operating</b>	<b>45,533</b>	<b>45,533</b>	<b>45,533</b>	<b>136,600</b>	
<b>Total Investment</b>	<b>475,767</b>	<b>506,767</b>	<b>475,767</b>	<b>1,458,300</b>	

Sources by Fund



# Development & Fundraising

- Current Fundraising will focus on these outlined **NEW and amplified** initiatives in order to save unrestricted High Quality funds for future years
- Especially the concepts of
  - **redesigning teacher professional development**
  - **improving Intergenerational Programming**
  - **increasing student supports**

Hiring & Retention Bonuses	86,000	
Teacher Recruitment Ads, Firm, Etc	30,000	
Customize IG Hiring Materials	-	
		<b>179,000</b>
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Classroom Libraries	90,000	
		<b>733,200</b>
DEI-Board, Staff & Recruitment, Students	36,500	
Feasibility Study of Transportation	5,000	
		<b>41,500</b>
In-School Counselors (not therapists)	210,000	



**Invest now for  
future HQ Funding**



# FY '24 Budget

Requesting Approval of **Preliminary** FY '24 Budget

1. Universal staff increases of 3%
2. Ability to implement signing/retention bonuses for teachers
3. Ability to issue stipends to teachers for additional duties
4. Changes to Compensation Plan including paying for BA/MA+experience at the time of hire

A Final FY '24 Budget will be presented in June for approval