



# ATLANTA NEIGHBORHOOD CHARTER SCHOOL

helping students learn to use their minds well

## Atlanta Neighborhood Charter School

### Governing Board Monthly Meeting

---

#### Date and Time

Thursday February 27, 2025 at 6:30 PM EST

#### Location

Atlanta Neighborhood Charter School - Elementary Campus

688 Grant Street

Atlanta, GA 30315

---

*Notice of this meeting was posted on the ANCS website and both ANCS campuses in accordance with O.C.G.A. § 50-14-1.*

---

#### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>6:30 PM</b>
Opening Items			
<b>A.</b> Record Attendance & Guests		Ruth Link-Gelles	1 m
<b>B.</b> Call the Meeting to Order		Shannon Rutledge	2 m
<b>C.</b> Public Comment			5 m
<b>D.</b> Approve Meeting Minutes from 1-16-25	Approve Minutes	Shannon Rutledge	1 m

	Purpose	Presenter	Time
<b>II. School Leadership Updates</b>			<b>6:39 PM</b>
<b>A.</b> Spotlight Area: Farm Partnership	FYI		5 m
<b>B.</b> Principals' Open Forum	FYI	Mark Sanders & Lara Zelski	15 m
<b>C.</b> Executive Director's Monthly Report	FYI	Alastair Pullen	15 m
<b>III. Action Items</b>			
<b>IV. Committee Updates</b>			<b>7:14 PM</b>
<b>A.</b> Educational Excellence Committee Monthly Report	Vote	LaNiesha Cobb Sanders	7 m
Vote: Start/Stop Times for the 25-26 School Year.			
Vote: Aftercare Fees starting 25-26 School Year.			
<b>B.</b> Finance & Operations Committee Monthly Report	FYI	Oriol Miroso	5 m
<b>C.</b> Advancement Committee Monthly Report	Vote	Rebecca Wagner	5 m
Vote on new Advancement Committee Slate:			
<ul style="list-style-type: none"> <li>• Rebecca Wagner (Chair)- board member</li> <li>• Barrett Krise- community member</li> <li>• Susannah Darrow- community member</li> <li>• Evan Saadat- community member</li> <li>• Ashley Coogan- community member</li> <li>• Bex Godsey- staff member</li> <li>• Paige Teusink- staff member</li> <li>• Wakita Jacobs- staff member</li> <li>• Add: Jonna Martin</li> </ul>			
Update:			
<ul style="list-style-type: none"> <li>• Wonderball</li> <li>• Board members: Pledge/donation</li> </ul>			
<b>D.</b> Governance Committee Monthly Report	FYI	Amber Suitt	5 m

	Purpose	Presenter	Time
<b>V. Task Force Reports</b>			<b>7:36 PM</b>
<b>A. Board Nominations Task Force Update</b>	FYI	Rebecca Wagner	3 m
<ul style="list-style-type: none"> <li>• Update</li> <li>• Call for volunteers to participate in Meet and Greet.</li> </ul>			
<b>VI. General Announcements</b>			<b>7:39 PM</b>
<b>A. Reminders</b>	FYI		
Reminders:			
<ul style="list-style-type: none"> <li>• Wonderball- March 8th- The Chapel on Sycamore from 7-10pm</li> <li>• Board Training</li> <li>• Board Donations</li> </ul>			
<b>VII. Executive Session (as needed)</b>			<b>7:39 PM</b>
<b>A. Executive Session- 2-27-25</b>	Vote	Shannon Rutledge	10 m
<b>VIII. Closing Items</b>			<b>7:49 PM</b>
<b>A. Adjourn Meeting</b>	Vote	Shannon Rutledge	1 m

# Coversheet

## Approve Meeting Minutes from 1-16-25

<b>Section:</b>	I. Opening Items
<b>Item:</b>	D. Approve Meeting Minutes from 1-16-25
<b>Purpose:</b>	Approve Minutes
<b>Submitted by:</b>	
<b>Related Material:</b>	Minutes for Governing Board Monthly Meeting on January 16, 2025

APPROVED



**ATLANTA NEIGHBORHOOD  
CHARTER SCHOOL**  
helping students learn to use their minds well

## Atlanta Neighborhood Charter School

### Minutes

#### Governing Board Monthly Meeting

---

##### **Date and Time**

Thursday January 16, 2025 at 6:30 PM

##### **Location**

Atlanta Neighborhood Charter School - Elementary Campus  
688 Grant Street  
Atlanta, GA 30315

---

*Notice of this meeting was posted on the ANCS website and both ANCS campuses in accordance with O.C.G.A. § 50-14-1.*

---

##### **Directors Present**

Amber Suitt, Cory Tiede, Daron Joffe, Drew Waddell, Emily Hansen, Jonna Martin, LaNiesha Cobb Sanders, Mark Boswell, Oriol Miroso, Rebecca Wagner, Ruth Link-Gelles, Shannon Rutledge

##### **Directors Absent**

None

##### **Guests Present**

Alastair Pullen, Andrew Hyman, Jen Hiding Kendrick, Jeremy Varner, Lara Zelski (remote), Mark Sanders (remote), Rhiannen Laurent (remote), William E. Flippin, Jr.

---

#### **I. Opening Items**

##### **A. Record Attendance & Guests**

##### **B.**

### **Call the Meeting to Order**

Shannon Rutledge called a meeting of the board of directors of Atlanta Neighborhood Charter School to order on Thursday Jan 16, 2025 at 6:30 PM.

### **C. Public Comment**

### **D. Approve Meeting Minutes from 12-19-24**

Rebecca Wagner made a motion to approve the minutes from Governing Board Monthly Meeting on 12-19-24.

Cory Tiede seconded the motion.

The board **VOTED** to approve the motion.

#### **Roll Call**

Mark Boswell	Aye
Drew Waddell	Aye
Jonna Martin	Aye
Ruth Link-Gelles	Aye
Oriol Miroso	Aye
Shannon Rutledge	Aye
Daron Joffe	Aye
Cory Tiede	Aye
Amber Suitt	Aye
LaNiesha Cobb Sanders	Abstain
Rebecca Wagner	Aye
Emily Hansen	Aye

## **II. School Leadership Updates**

### **A. Principals' Open Forum**

MC updates including end of semester reports, snow day experience, mid year conferences, 8th grade visit to Maynard Jackson, data talks (1 on 1 meetings with a staff member to discuss progress), Black History Month Celebration.

EC updates including Black History Month planning, Wellness Wednesday, mid-year conferences with staff, accepting math award, teacher recruitment fair, Lunar New Year Celebration, prospective family info session.

### **B. Executive Director's Monthly Report**

Discussion of map scores and continued work to close the gap. Budget priorities and strategies.

## **III. Task Force Reports**

### **A.**

## **Board Nominations Task Force Update**

Nominations open!

### **IV. Closing Items**

#### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:00 PM.

Respectfully Submitted,  
Shannon Rutledge

# Coversheet

## Executive Director's Monthly Report

<b>Section:</b>	II. School Leadership Updates
<b>Item:</b>	C. Executive Director's Monthly Report
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	ED Reports 2024-2025.pdf





Alastair Pullen, Executive Director  
Board Reports  
2024-2025

# February 27

1. Lottery Update
2. Proposed Fee Increase for Aftercare
3. Charter Renewal Update
4. KSU Partnership Update
5. Budget Considerations 25-26

GOVERNOR'S OFFICE OF  
STUDENT ACHIEVEMENT  
(GOSA)  
OVERALL SCHOOL SCORE

87.9

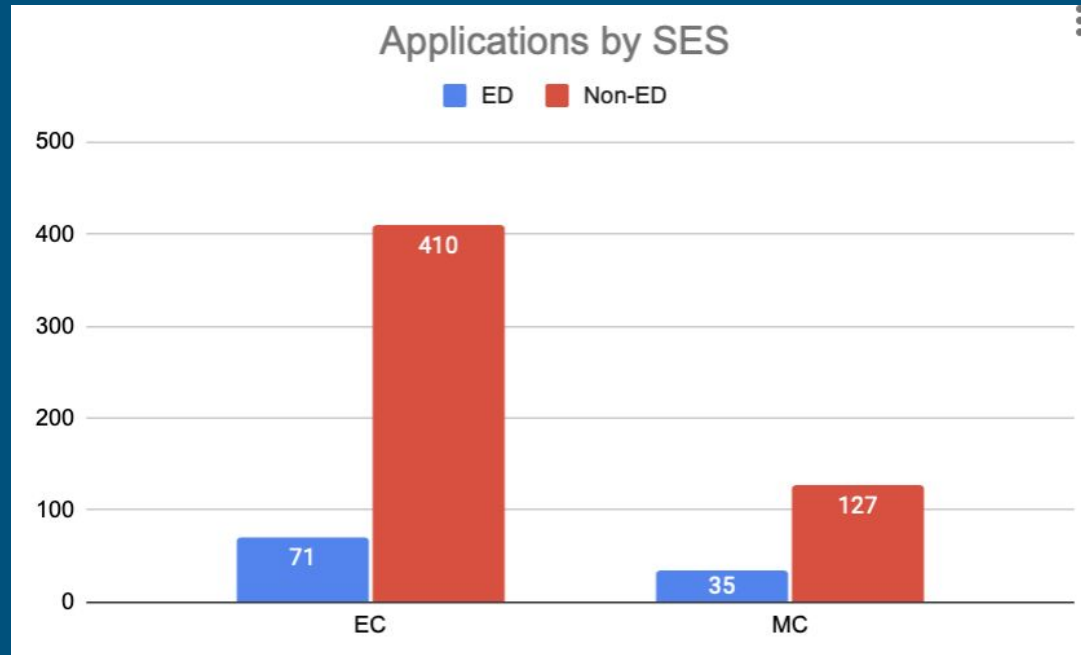
GOVERNOR'S OFFICE OF  
STUDENT ACHIEVEMENT  
(GOSA)  
OVERALL SCHOOL SCORE

87.1

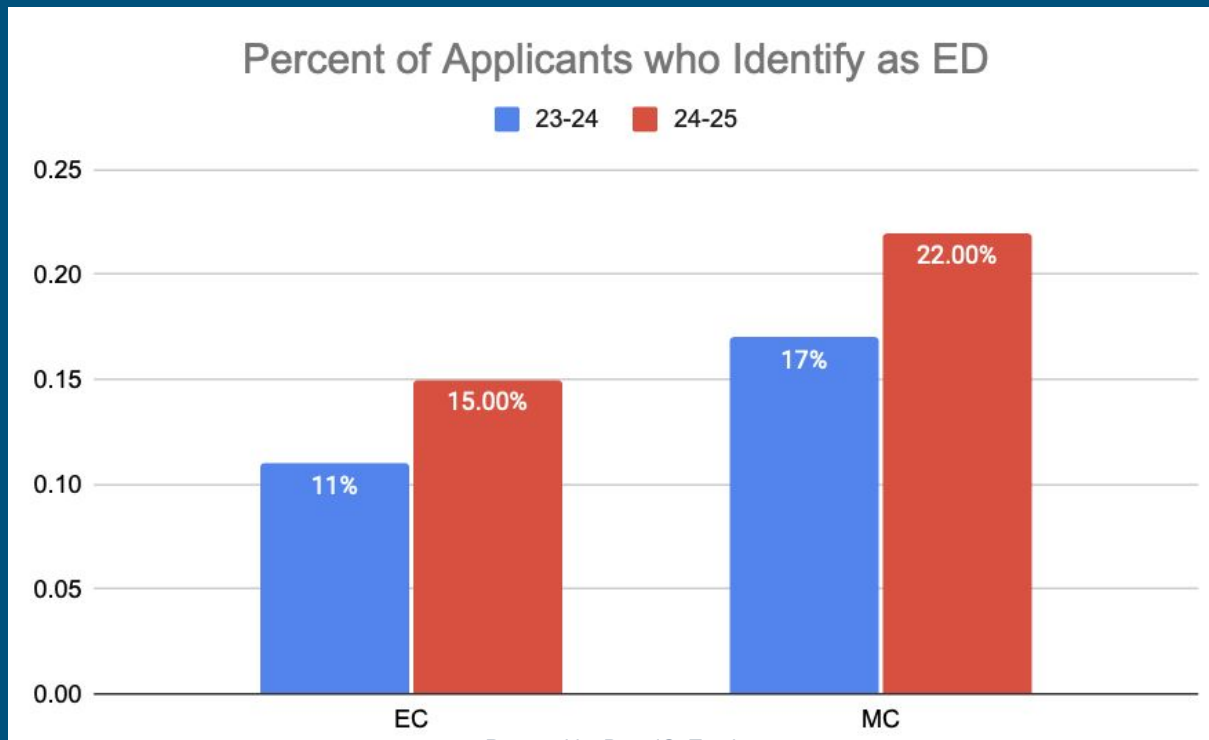
# Total # of Applicants

	23-24	24-25
EC	519	481
MC	122	162
Total	641	643
#Not Returning	23 (2 ED)*	0
#Still Need to Complete Form	n/a	12

# Lottery Update (as of February 26)



# Lottery Update (as of February 26)



# After Care 25-26

---

Current Situation: Over the past five years, the school has subsidized the aftercare program at a rate that is not financially sustainable. As costs and expenses increase overall, we must find a way to reduce this subsidy while maintaining the same quality, in-house programming.

We have not increased the cost of aftercare since 2020, while our expenses have increased significantly over the past five years. The majority of this increase has gone into salaries for our aftercare staff, many of whom are associate teachers and/or former students.

# Why Aftercare at ANCS?

---

ANCS AfterCare Program provides a safe and structured environment for our students.

Afternoon consists of a 30 minute snack/recess break, 30 minutes of home enrichment or silent reading, a 60 minute workshop, followed by an additional recess break until closing.

We help students build social skills, collaborate as a team, and develop emotional intelligence. Our students learn to work together in group activities, resolve conflicts, and develop friendships.

Workshops are choice based, allowing students to sign up for what interests them.

Examples of some of our workshops include farm club, sand art, melty beads, playdough fun, clay minis, puppet making, bracelet making, rainbow looms, pokemon card making, puzzle making, drawing club, trivia, lego car building, soccer, baseball, basketball, football, double dutch, ballet, four square and gaga ball.

# Aftercare Students and Staff

---

We currently average 116 students a day, with some days reporting as high as 160 students. Our highest numbers are in Kindergarten and 1st grade with an average of 29 students each day.

Our program is supported by 14 staff members a day (17 on Wednesdays). We currently employ 39 staff, with the majority of those who are ANCS associate teachers.



# Aftercare Proposed Fee Structure

	2023-2024	2024-2025	2025-2026 (proposed and projected)
Daily Rate	\$20/15	\$20/15	\$25/20
Expenses (Payroll and Supplies)	\$467,000	\$475,000	\$475,000
Revenue	\$303,914	\$300,000	\$419,000
Other		+added security to payroll	*Includes registration fee of \$50 per family
Amount Subsidized	\$150,000	\$175,000	\$56,000

# Important Considerations

---

- +Previous projections/expenses include free aftercare for all ED students. We are doing away with the scholarship application.
- +Salaries for aftercare staff will remain flat next year.
- +Other programs (such as Boys and Girls Club) are cheaper but do not offer the same structure and focus on workshop programming.
- +Even if participation decreases slightly as a result of the higher fees, the cost to subsidize the program will still be significantly less than what we are currently spending now.

# Charter Renewal Updates

---

- +Renewal Kick-off Meeting on February 5
- +Letter of Intent submitted on February 7
- +Currently collecting Data and Artifacts (internal deadline 3/1)
- +Assistance from the Committee: Letters of Support from Local Businesses and Community Organizations

# Letters of Support from Community Groups

Atlanta History Center	Education First
Grant Park Coffee House	Citizen Farmers
Redefine Ed	Pipeline
Hands on Atlanta	Morehouse College
Citizens Farmers	Kennesaw State University
Diverse Charter Schools Coalition	Need:
Alliance Theater	Neighborhood Organizations
Y'All Rock Camp	Additional Small Businesses

# Next Steps:

---

- +Application Deadline: August 22, 5 PM

- +1 Hour Capacity Interview: Mid-Late September

  - includes ED, CFO, Board Chair, Board Treasurer + 4 other team members (board and leadership)

- +Vote for approval at November/December board meeting

- +If approved, moves to the State for approval

# Charter Application

---

- +Application submitted via EdLusion
- +Google document with questions can be found via google.
- +Sections of Application to be shared with Educational Excellence beginning in March and then petition in its entirety will be shared with the board.

# KSU Partnership Update

---

We are entering into a formal MOU with KSU to expand and develop our Aspiring Leaders Program, which began this fall of 2024.

Upon completion of our in-house aspiring leaders program those who wish to pursue a master's degree will be awarded course credit for 3 classes for their prior work. This means that they can complete their masters degree in 3 semesters instead of the traditional 5.

KSU has also offered to hire members of our leadership team as adjunct faculty to teach these remaining courses, which would allow participants to complete their degrees physically at ANCS.

# Timeline for Communication

March 13	Contract Review
March 10	Finance Committee Budget Hearing #1
March 18	Budget Presentation to Staff
March 20	Board Meeting Budget Hearing #2
March 24 (week of)	Non-Renewal Meetings
March 31	Contract Distribution
April 7	Contracts Due



# Additional Considerations for 25-26

---

- +Budget is drafted and will be shared with Finance and the Board in March
- +Budget includes some provisionary allotments to protect students who qualify for Free and Reduced Lunch.
- +Budget includes remaining staff up to 95% of APS (with the exception of non-certified teachers who will receive compensation at 80% of APS' certified teachers.) Note: APS does not hire teachers who are not certified.
- +Several positions will not be filled due to budget restrictions
- +Changes to Employees' Retirement will have a positive impact on the overall budget with minimal impact on employee's overall net pay

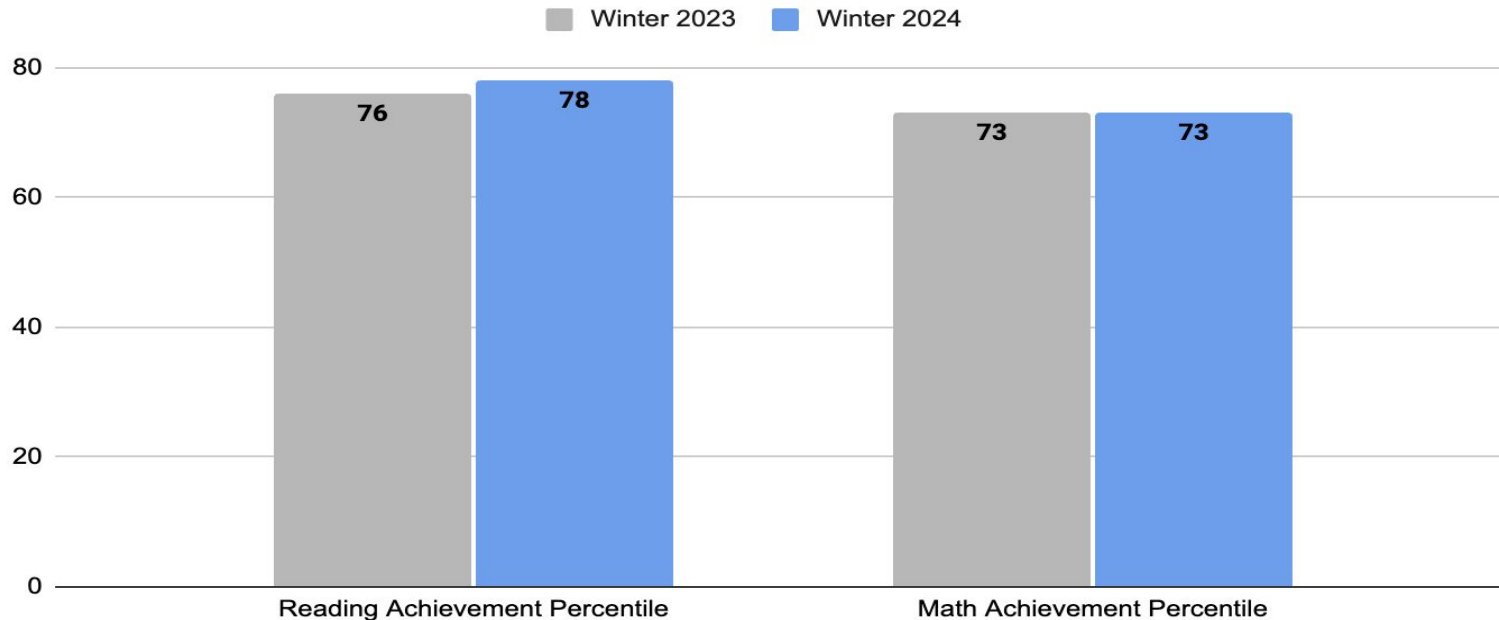
# January 16, 2025

---

1. MAP Data
2. Intent to Return Data
3. Budget Timeline, Considerations and Preparations

# MAP Data Highlights

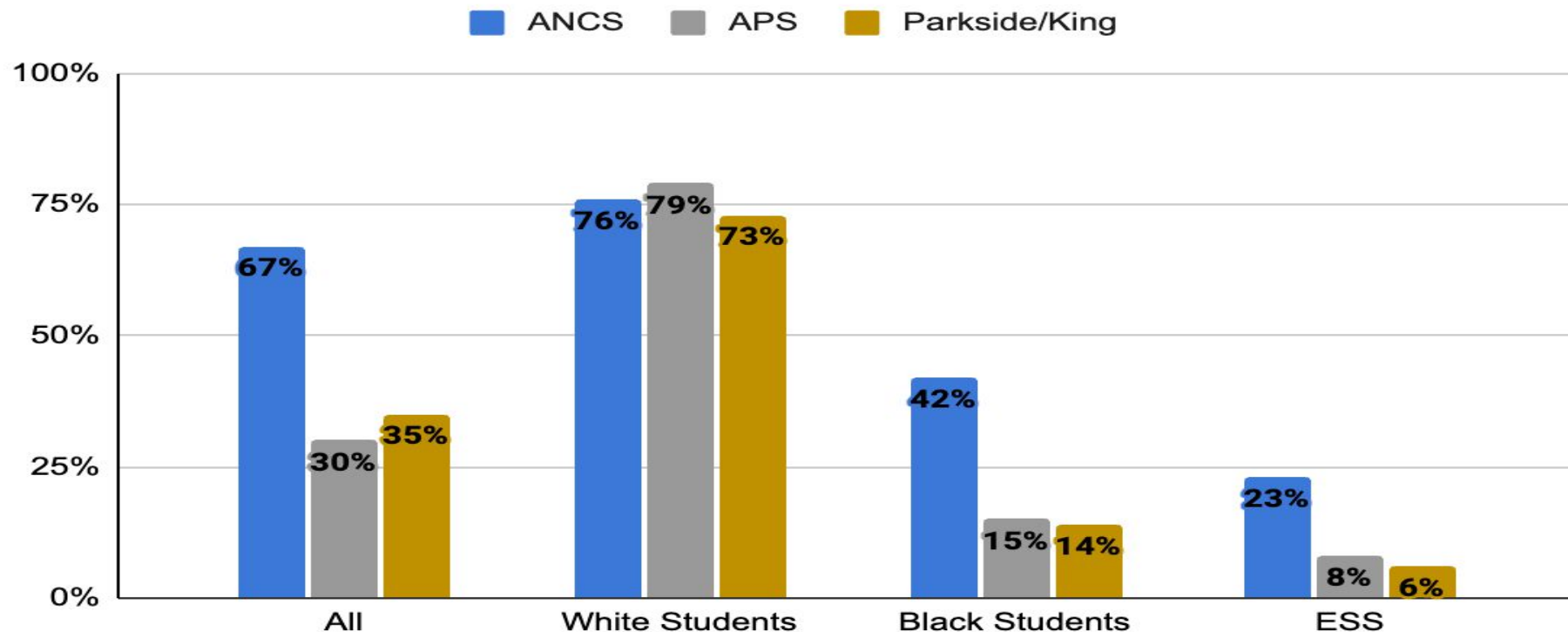
## Winter Achievement Average Percentile



# Percent of 2nd-8th Graders Predicted to be Proficient or Above on Milestones - Math

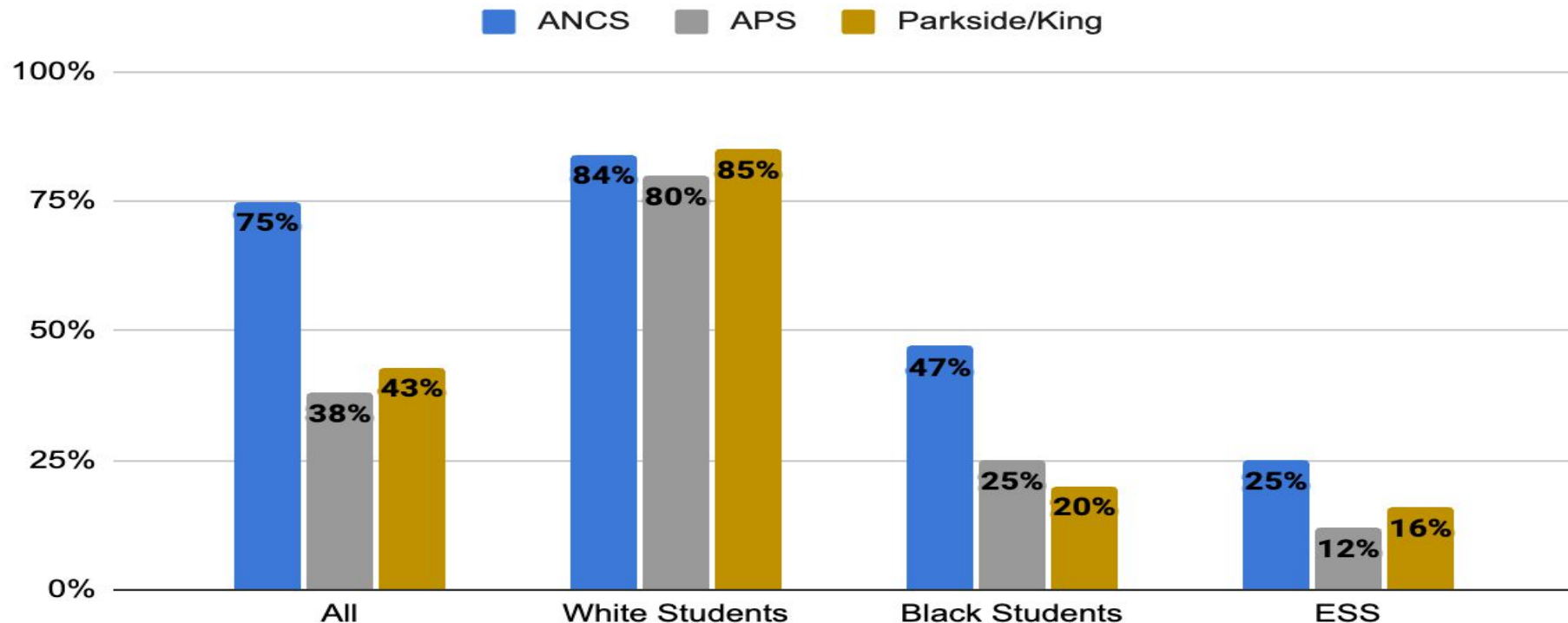
Atlanta Neighborhood Charter School - Governing Board Monthly Meeting - Agenda - Thursday, February 27, 2025 at 6:30 PM

## Math MAP Winter Prof. and Above Predictors



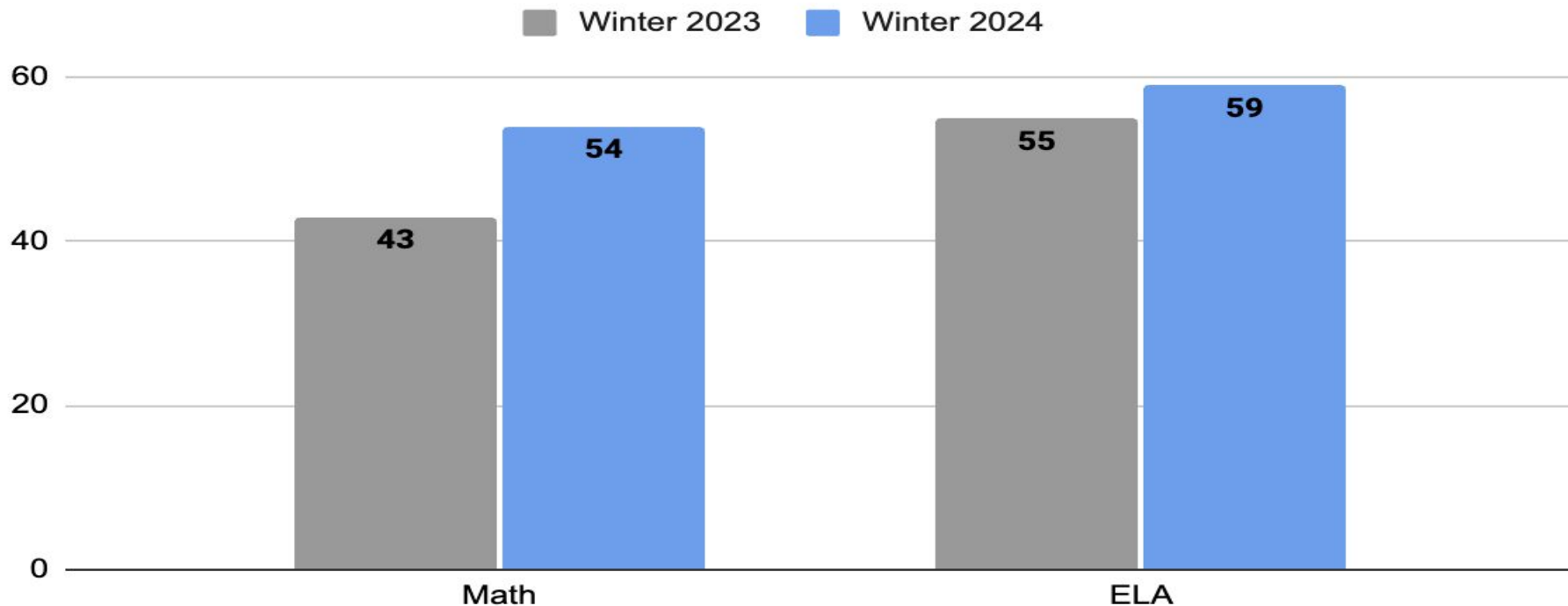
# Percent of 2nd-8th Graders Predicted to be Proficient or Above on Milestones - Reading

## ELA MAP Winter Prof. and Above Predictors



# Average Percentile Winter to Winter

## Winter 2023 and Winter 2024

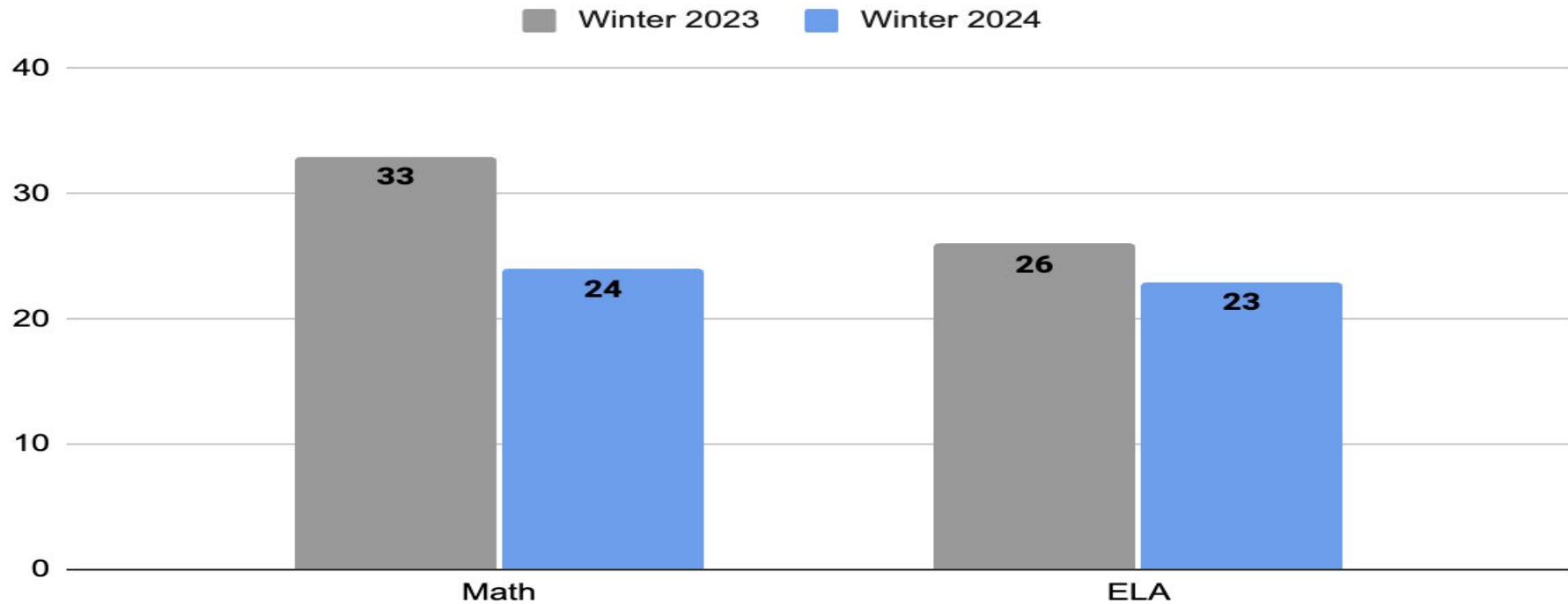


Black Students MAP Achievement

Powered by BoardOnTrack

# Gap between Black and White Students

(We want this to be getting smaller)

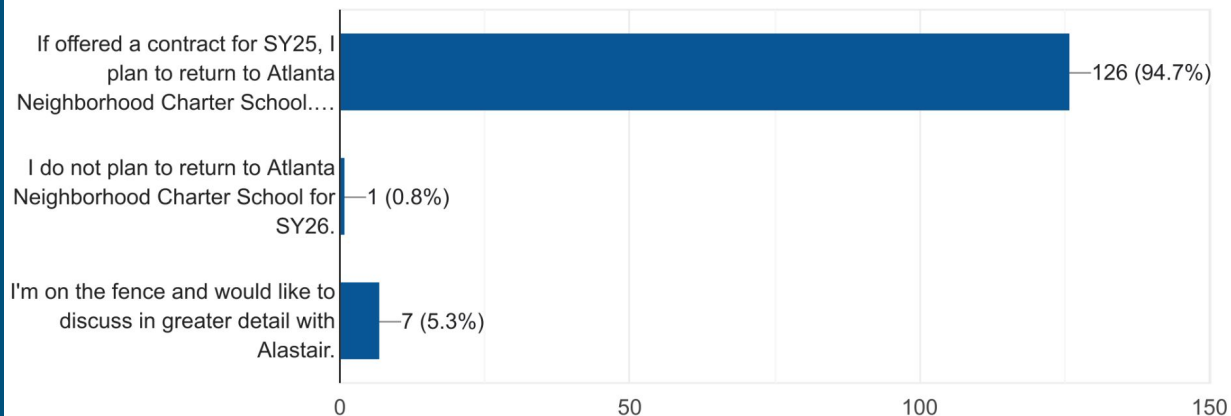


**Black/White GAP - Average Percentile Difference**

# Intent to Return Data

Please check all of the appropriate responses.

133 responses





# Budget Timeline

FY26 Budget Schedule		
Activity	Responsibility	Dates
Budget kick-off	Budget Team	Wednesday, January 22, 2025
Complete budget worksheet templates	Budget Managers	Thursday, January 23, 2025 thru Friday, February 7, 2025
Submit budget worksheets	Budget Managers	Friday, February 7, 2025
Budget Review	Budget Team	Monday, February 10, 2025 thru Friday, February 14, 2025
Mid-winter break 2/17/2025 - 2/21/2025		
Budget Review & discussions	Budget Team & Managers	Monday, February 24, 2025 thru Friday, February 28, 2025
1st public meeting (Finance & Operations Committee)	Budget Team & Board	
2nd public meeting (Board meeting)	Budget Team & Board	Thursday, March 20, 2025
Issue FY25 employment contracts	Executive Director	Friday, March 21, 2025
Submit signed employee contracts	ANCS employees	Monday, March 24, 2025 thru Friday, April 4, 2025
Spring break 4/7/2025 - 4/11/2025		

# Additional Expenses for 25-26

---

1. Tenure Bonus (increase of 51K)
2. Employer Portion of Insurance (33K)
3. TRS Employer Contributions (256K)
4. Payroll Taxes (59K)
5. HR Support (15 K)

# School-Wide Priorities

---

- +Recruiting and Retaining High Quality Teachers and Staff
- +Student Safety
- +Increasing Supports for Economically-Disadvantaged Students
- +Investing in Facilities Improvements to Serve Student Needs

# Budget Priorities and Strategies

---

1. Bring all employees within 95% of APS' current salaries (increase of 300K)
2. Increase revenue through the addition of gifted services (additional 250K revenue)
3. Reduce aftercare subsidy from 270K to 64K (increase of rate, reduction of costs)
4. Identify positions that do not directly impact student needs and outcomes
  - Identify positions that will not be filled based on natural attrition
  - Consolidate non-instructional roles where possible

# December 19, 2024

---

## Quarterly Charter Compliance Report Update

## CCRPI Highlights and Areas for Growth

# Quarterly Charter Compliance Report Update

A	B	C	D
	Increase Progress score by 10%		
MC (must achieve at least 1)	Increase gap by 4% of difference between current score and 100:		
	Increase Content Mastery score by 10%		
	Increase Progress score by 10%		
Second Look Indicators	Exceed District CCRPI		
School Climate Goal	4 star rating by 2024		
	% of newly enrolled ED students to 22.8%	24%	24%
Financial Charter Goals	No delinquent debt	None	None
	working capital ratio of 1:0 or +	3.16	3.16
	debt to asset ratio of 95 or -	92%	92%
	unrestricted cash days of 45 or +	87	
	independent audit to GA DOE by 11/1	in progress	Clean Audit
Governance Charter Goals	100% board governance reqs. met	100% 23-24	in progress
	all training reqs/ met	Whole Board Training: 8/10	in progress
	7+ board meetings per year	822, 9/19	8/22, 9/19, 10/24, 11/21, 12/20
	TKES and LKES completed	Orientation & Familiarization complete	Mid year conferences underway
	governance standards followed	Yes	Yes
	board reflects sociodemographic diversity	*	
Innovative Features Charter Goal	Constructivism/IB		Implementation of new reading curriculum at EC, MC students currently engaged with community project, teachers undergoing IB training as per IB requirements
	Conscious Discipline	IB reauthorization and payments are compliant New staff trained in CD, discipline rates for August and September remain below district average	Discipline rates and numbers remain below district average
	Farm Program	Humphries Elementary partnership and teacher training underway,	Partnership underway, exploring international travel components and grant opportunities
	Weighted Lottery	DSS is continuing outreach and new family support with a focus on retention AND recruitment	Continued outreach in preparation for lottery, open house and tours underway, community enrollment fair scheduled for January

# Charter Renewal Academic Performance Indicators

---

## 1st Look Indicators (must achieve at least 1 for both MC and EC)

\*Increase gap by 4% of difference between current score and 100:

\*Increase Content Mastery score by 10%

\*Increase Progress score by 10%

## 2nd Look Indicators

\*Exceed District CCRPI score

# Accolades from State and District

---

- +Recognized as a Literacy Leader by State Superintendent Richard Woods
- +Recognized as a Math Leader by State Superintendent Richard Woods
- +Recognized by APS as 1/11 schools to have a content mastery score above 90 (EC)
- +Recognized as 1/30 schools in APS to have a Closing Gaps score of 100 (MC)
- +Recognized as 1/12 schools in APS to have a Readiness score above 90 (EC and MC)



# CCRPI Highlights

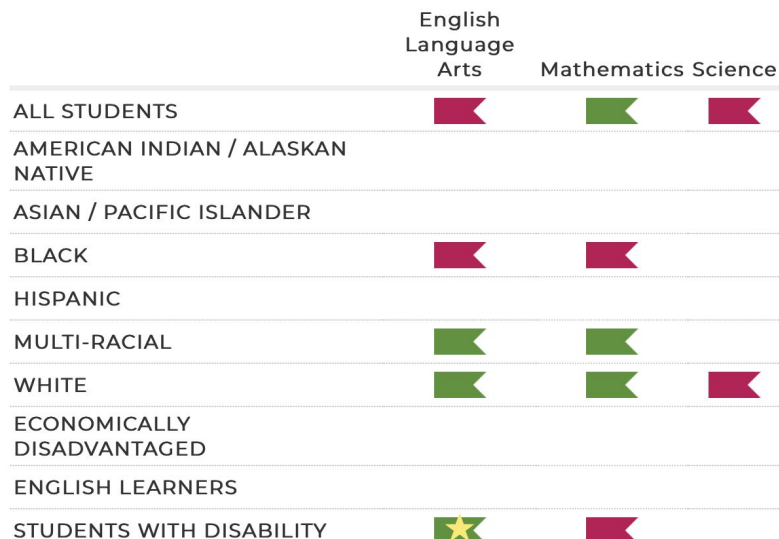
---

- +Met Content Mastery subgroup performance targets for Black Students and Economically Disadvantaged Students in ELA (EC and MC)\*
- +Met Closing Gaps subgroup performance targets for Black Students, Economically Disadvantaged Students in ELA and Science\* (EC)
- +Met Closing Gaps subgroup performance targets for Students with Disabilities (MC)
- \*Strongest overall CCRPI performance during charter term

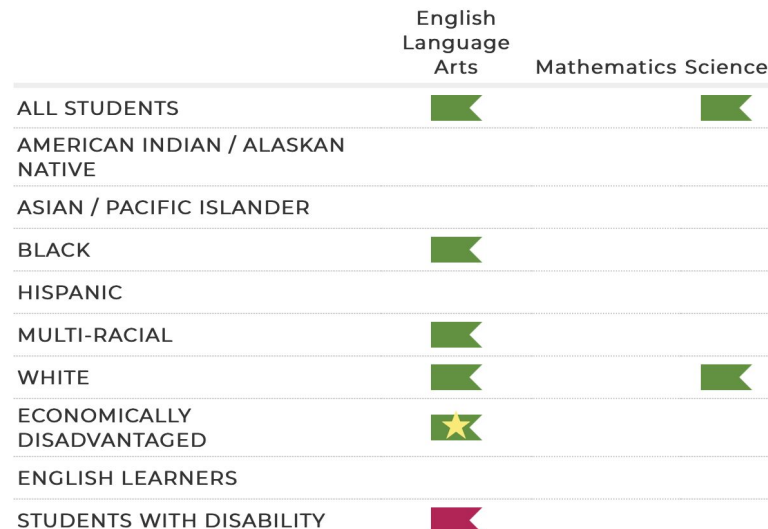
# CCRPI Overview: Elementary Campus

	2022	2023	2024	2024 District	2024 State
Content Mastery	86.6	81.4	92.8*	59.5	67.8
Progress	-	76.2	78*	86	86.2
Closing Gaps	-	54.2	93.8%	86.8	100
Readiness	84.3	91.9	93.4*	76.7	83.2
*Literacy	68.91	83.16	83.16*	58.63	67.5

# Closing Gaps: EC (overall)

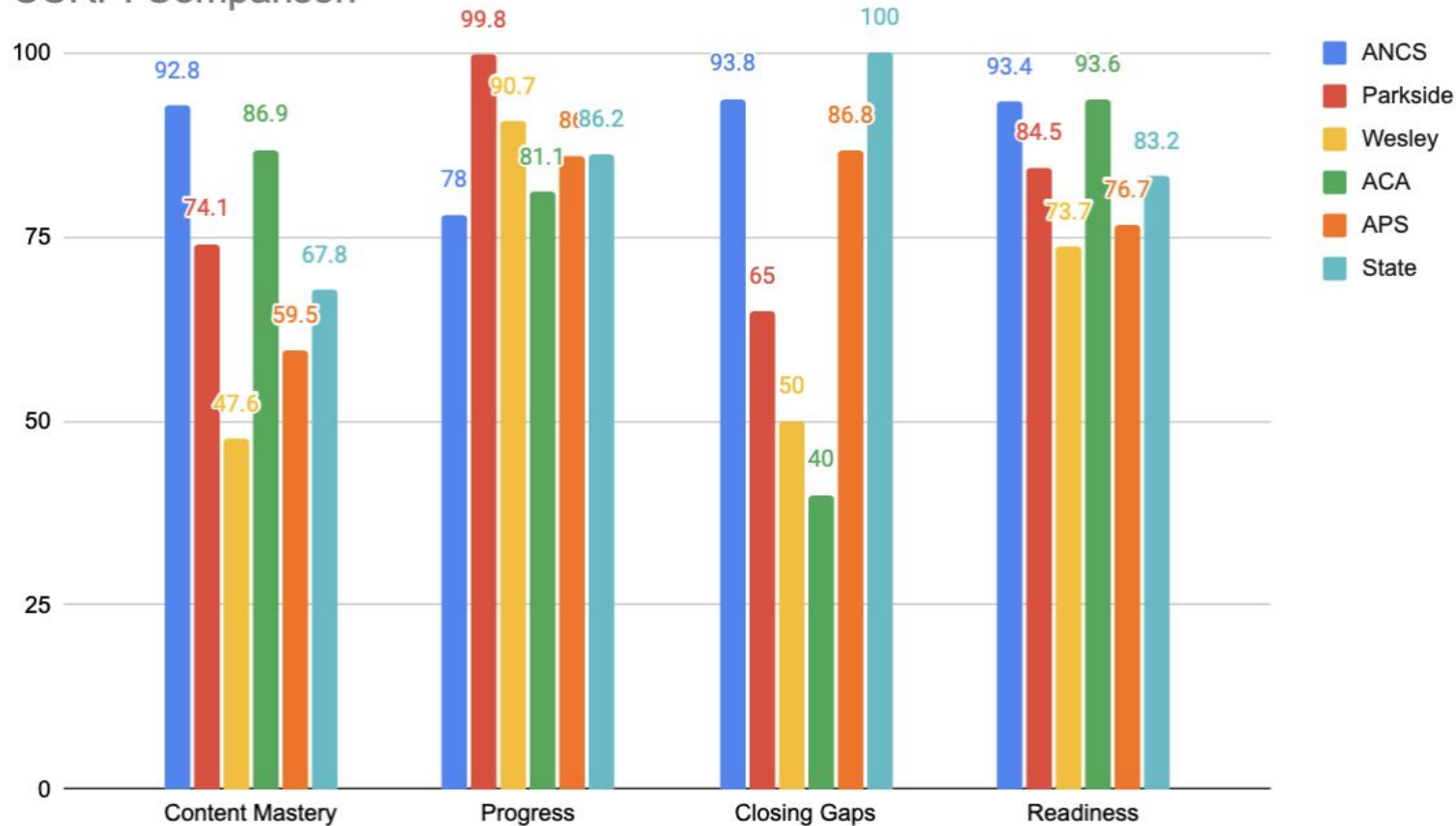


2023



2024

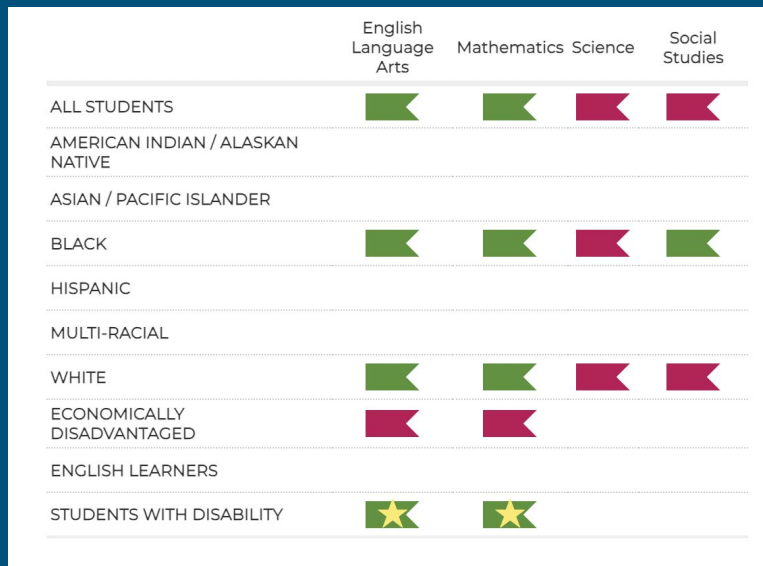
## CCRPI Comparison



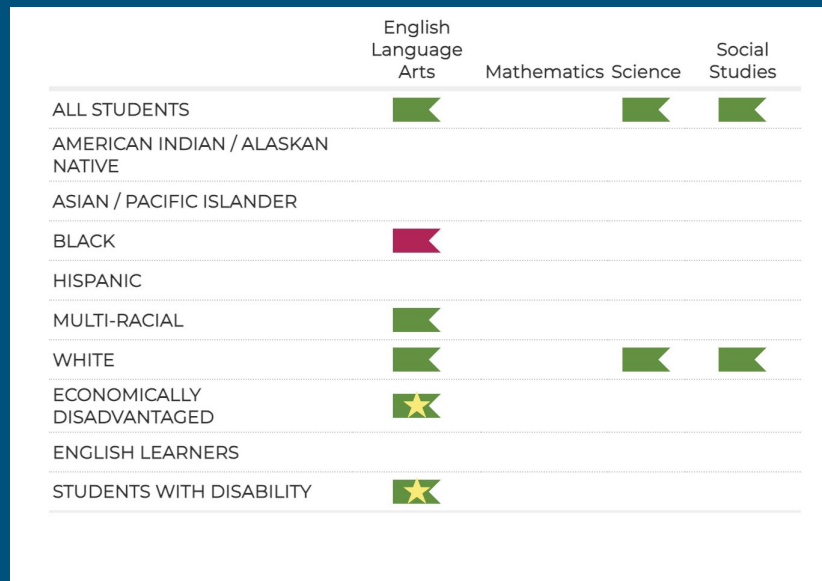
# CCRPI Overview: Middle Campus

	2022	2023	2024	2024 District	2024 State
Content Mastery	76.1	77.2	79*	51.1	64
Progress	-	87.6	86*	83	82.3
Closing Gaps	-	62.5	100*	76.8	68.3
Readiness	87.2	94.0	91.5*	74	82.8

# Closing Gaps - MC Overall

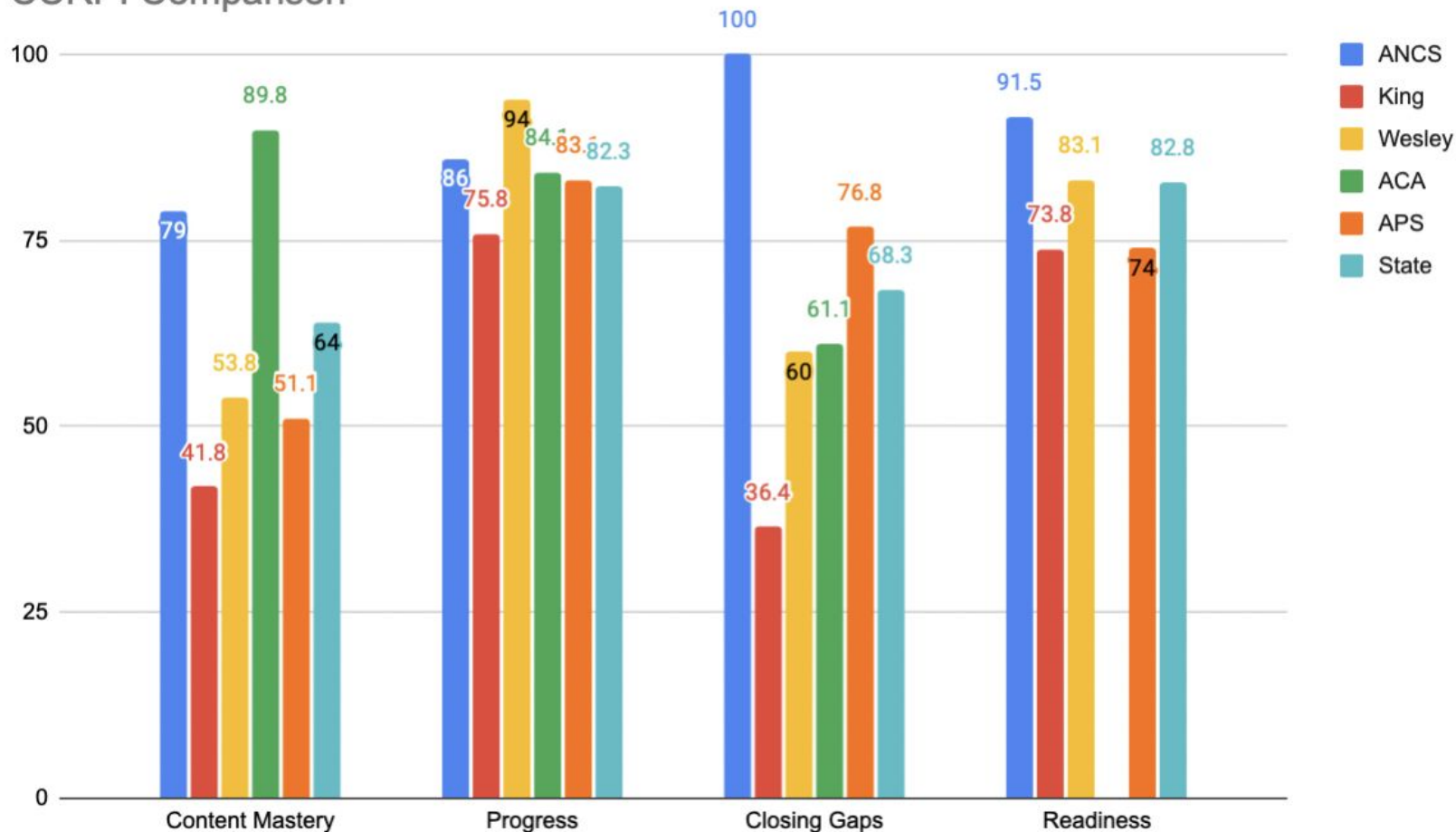


2023



2024

## CCRPI Comparison



# Areas of Growth and Next Steps

EC	Areas of Foci:
Supporting Students with Disabilities	Focus on Independent Learning
	Reconfiguration of Space
	Review of scheduling
MC	
Math: Black Student Subgroup	Individual Data Analyses
	Differentiated Support Through Gifted Training



# November 21, 2024

Strategic Plan Updates

Update on ED Goals

Charter Renewal Timeline



**Atlanta Public Schools**

**Celebrating Excellence in Education! We are thrilled to announce that 20 of our schools have been recognized as Math Leader Schools by the Georgia Department of Education!**

<b>SPRINGDALE PARK ELEMENTARY SCHOOL</b> 5th Grade Gateway Growth	<b>ATLANTA NEIGHBORHOOD CHARTER - ELEMENTARY</b> 5th Grade Gateway Growth
<b>THE KINDEZI SCHOOL</b> 5th Grade Gateway Growth	<b>CHARLES DREW CHARTER JA SR ACADEMY</b> 8th Grade Gateway Growth; HS Growth
<b>SYLVAN HILLS MIDDLE SCHOOL</b> HS Outstanding Achievement	<b>Coretta Scott King YWLA</b> 8th Grade Gateway Growth; HS Growth
<b>CENTENNIAL PLACE ACADEMY CHARTER</b> HS Growth	<b>B.E.S.T. ACADEMY</b> 8th Grade Gateway Growth
<b>CHARLES R. DREW CHARTER SCHOOL</b> 5th Grade Gateway Growth	<b>SOUTH ATLANTA HIGH SCHOOL</b> HS Growth
<b>ATLANTA NEIGHBORHOOD CHARTER - MIDDLE</b> 7th Grade Growth; 8th Grade Gateway Growth; HS Growth	<b>MICHAEL R. HOLLIS INNOVATION ACADEMY</b> 8th Grade Gateway Growth
<b>T. J. PERKERSON ELEMENTARY SCHOOL</b> 5th Grade Gateway Growth	<b>DAVID T. HOWARD MIDDLE SCHOOL</b> HS Outstanding Achievement
<b>BOLTON ACADEMY ELEMENTARY</b> 5th Grade Gateway Growth	<b>MARY LIN ELEMENTARY SCHOOL</b> 4th Grade Achievement; 5th Grade Gateway Achievement; 5th Grade Gateway Growth
<b>BURGESS-PETERSON ELEMENTARY SCHOOL</b> 5th Grade Gateway Growth	<b>FREDERICK DOUGLASS HIGH SCHOOL</b> HS Growth
<b>MARTIN LUTHER KING JR MIDDLE SCHOOL</b> HS Growth	<b>FRED A TOOMER ELEMENTARY SCHOOL</b> 5th Grade Gateway Growth

**ATLANTA PUBLIC SCHOOLS**

# Strategic Plan Updates

Unified K-8 Experience	Innovative School Features	Facilities Improvements	Community Engagement
Exploration of Gifted Program Expansion to EC and MC	Hire of new farmer, Kathryn Yates	Office Space Move in and Lease secured	Sheltering Arms Fall Fest -October 31
Prospective Information Sessions Saturday, Nov. 16	IB PD (MYP)	New compost on farm	Aspiring Leaders-November, 14
Opportunity Gap K-8 November Task Force meeting		New bike racks installed	Fall Fest: November 2 Run with the Wolves: November 9

# ED Goals

2023-2024	2024-2025
Goal. 1: Strategic Planning	Goal 1: Implement Strategic Plan
Goal 2: Evaluate and Revise Systems	Goal 2: Complete and Prepare Petition for Charter Renewal
Goal 3: Build Trust and Community	Goal 3: Increase remaining salaries so they are commensurate with APS
Goal 4: Increase # ED Students	Goal 4: Increase Community Outreach, Donors and Partnerships within APS
Goal 5: Reduce Opportunity Gap	Goal 5: Reduce Opportunity Gap

# Goal: Implement Strategic Plan

Actions	Anticipated Date	Completed (Y/N)
Identify plan priorities with Leadership Team	July	Y
Share strategic plan with staff during Retreat	July	Y
Share strategic plan with community at the PTCA meeting	August	Y
Share strategic plan updates monthly with board	ongoing	Y
Use plan to drive preliminary budget conversations	November	Y
Add additional small group classroom space	November	Y

# Strategic Plan 24-25 Priority Areas

		(Complete this action)	project and resources needed)	assistance to responsible team member)	(Provide advice to responsible team member)	Informed (Kept in the loop)
Academic Enhancement	Identify strategies to enhance differentiated instruction techniques into all aspects of teaching and learning to ensure a continued emphasis on serving each student	Dean	Principals	Assistant Principals	Instructional Coaches	Executive Director
Academic Enhancement	Incentivize faculty to pursue additional certifications or endorsements in high needs areas	HR	Principals	Instructional Coaches		Executive Director
Academic Enhancement	Provide constructive feedback and actionable recommendations based on observation findings to support educators in refining their practices.	Dean	Principals	Assistant Principals	Instructional Coaches	Executive Director

Student Supports	for revamping the aftercare program to ensure fiscal sustainability	Executive Director	Director of Finance and Operations		
Student Supports	Emphasize hands-on learning experiences by increasing structured schedules to allow students to actively participate in farm activities year-round	Farm Team	Principals	Instructional Coaches	
Student Supports	Foster cross-cultural understanding and diversity awareness within the farm program by celebrating the rich cultural heritage and contributions of various ethnic and demographic groups to agriculture.	Farm Team	DEI Co-Directors	Nutrition Team	

# Strategic Plan 24-25 Priority Areas

Community Engagement	Conduct a thorough assessment to understand the specific needs and challenges of new families, including language barriers, cultural differences, and logistical concerns.	Director of Community Engagement	Executive Director	DEI Co-Directors			N/A	
Community Engagement	Implement a revised PTCA model to better create community across the entire school family	DEI Co-Directors	Executive Director	Community Volunteer Manager			N/A	PTCA
Facilities Improvements	Audit facilities of both campuses to review best use of space, existing infrastructure, and opportunities for improvement	Executive Director		Maintenance Directors	Fundraising Coordinator		Finance Committee	
Facilities Improvements	Launch and implement fundraising campaign to support facilities improvements							

# Goal: Complete and Prepare Charter for Renewal

Actions		Anticipated Date		Completed (Y/N)	
Select Vendor for Assistance with Charter Renewal		Summer		Y	
Propose Vendor to Board		August		Y	
Share Timeline with Board		August		Y	
Meet bi-weekly with Consultant and Petition Team		September		Y (in progress)	
Meet with APS about Petition		January			
Present draft to Ed. Excellence		May			
Present draft to Board		June			

# Charter Renewal Timeline

	When?	Responsible Party?
Identify Charter Renewal Support Team	Fall 2024	ED
Attend meeting with APS to review deliverables and deadlines	Late January/Early February 2025	ED, Board Chair
Charter Renewal Draft Presented to Educational Excellence	May 2025 Committee Meeting	ED, Consultant
Charter Renewal Draft Presented to Board	June 2025 Board Meeting	ED



# Goal: Increase Remaining Salaries To Remain Competitive

Actions	Anticipated Date	Completed (Y/N)
Increase certified teacher salaries to become 95% of APS	Summer	Y
Continue to streamline processes and procedures around reporting and accounting	ongoing	
Create and Roll out Evaluation Tool for Non-Instructional Positions	September	Y
Create plan to sustain salary increase over 3-5 years	November	in process
Meet with Principals to Determine Building Needs	Spring (annual)	
Contract HR services to audit current practices	Fall	Y

# Goal: Increase Community Outreach and Partnerships

Actions	Anticipated Date	Completed (Y/N)
Establish goals and priorities with [	Summer	Y
Review ED #s from 23-24 to determine effective strategies`		Y
Modify Aftercare scholarship form/Provide Free aftercare for all ED students		Y
Attend Sheltering Arms events monthly		Y
Attend Trestletree meetings monthly		
Attend Martin Street Neighborhood meetings monthly		
Hold one event in conjunction with Red's Farm		
Establish Morehouse Pipeline	September	Y
Scraplanta Partnership	September	Y
Alliance Partnership	October	Y
Zoo Partnership	September	N (on pause)
Atlanta History Center	September	Y
Increase # sponsorships	ongoing	Y
Host New Family Support Groups	ongoing	in progress

# Goal: Reduce Opportunity Gap

Actions		Anticipated Date		Completed (Y/N)	
Analyze data comparing student subgroup performance to APS and State				Y	
Identify effective strategies from 23-24				Y	
Form Opportunity Gap Teams and Goals				Y	
Quarterly Progress Checks				ongoing	
Evidence					
Milestones Sub group performance exceeds district and state				YES	

# 1st Semester Successes and Celebrations

---

## State of Georgia Recognitions:

- Exceeded Charter Goal of 22.8% of New Students as ED
- Identified Additional Small Group Instructional Space through Business Office Move
- Increased Certified Teacher Salaries to Remain Competitive with APS
- ED subgroup performance exceeded yearly goal as determined by CCRPI
- Received State Literacy Leader Award from the State of Georgia
  - : 3rd Grade Growth and Achievement
- Received Math Leader Award from the State of Georgia:
  - 5th Grade Gateway Growth
  - 7th Grade Growth
  - 8th Grade Gateway Growth
  - High School Growth (Algebra)

# Upcoming Information

---

December: CCRPI Data and Performance Breakdown

January: Update on 25-26 Budget Preparations, Intent to Return Data

# October 24

---

Strategic Plan Updates

Enrollment Update

Proposed Calendars

Space Considerations and Next Steps



# Charter Renewal Timeline

---

	When?	Responsible Party?
Charter Renewal Petition Due	August 2025	ED, Board Chair
Charter Interviews	August/September	<b>Entire Board</b>
Recommendation to APS Board/Board Vote	November	N/A
Petition Presented to State	Still awaiting details	Still awaiting details

# Thursday October 24, 2024

b





# Strategic Plan Updates

Unified K-8 Experience	Innovative School Features	Facilities Improvements	Community Engagement
Consistency in Practice around Safety and Security Measures	Humphries/ANCS Farm PD session	Office Space Proposal	Bike Bus Initiatives
Emergency Scenario Kits and Preparations	KSU Pathway conversations	Painting at the MC	Paideia Farm Program
Opportunity Gap K-8 October Task Force meeting	Nutrition Expansion to Aftercare	Hands on Atlanta Workday	New Families on the Farm Event

# Enrollment Update

---

	Students Enrolled	Students on Waitlist
K	64	195
1	66	56
2	66	40
3	66	74
4	66	55
5	66	63

# Enrollment Update

---

	Students Enrolled	Students on Waitlist
6	78	48
7	78 (77 at FTE)	27
8	78	22

# Proposed School Calendar 25-26



\*Survey data from faculty and parents was split roughly down the middle for those who favored ending before Memorial Day versus ending after.

\*Respondents overwhelmingly favored the week-long breaks throughout the year, including 97% of staff.

\*If we backwards plan from Memorial Day, a July start date will only happen once in the next 4 years.

# Proposed School Calendar 26-27



## Proposed Calendar 2026-2027

**Color Key:**

- First/Last Day
- Faculty & Staff Workday (No School)
- Holiday (No school)
- Faculty & Staff Workday + Asynchronous Learning Day

July 2026						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
4 Independence Day 22-24 New Employee Orientation 27-31 Faculty & Staff Workday						
August 2026						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
2 Faculty & Staff Workday 4 First Day of School						
September 2026						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			
7 Labor Day						
October 2026						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
13-15 Fall Break 16 Faculty & Staff Workday						
November 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					
3 Faculty & Staff Workday + Asynchronous Learning 23-27 Thanksgiving Break						
December 2026						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
18 Last Day of 1st Semester (Early Dismissal) 21-31 Winter Break						
January 2027						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
1 Winter Break 4 Faculty & Staff Workday 5 First Day of 2nd Semester 18 Martin Luther King Jr. Day						
February 2027						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29						
15-18 Mid-Winter Break						
March 2027						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
16 Faculty & Staff Workday + Asynchronous Learning						
April 2027						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
5-8 Spring Break						
May 2027						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					
28 Last Day of School (Early Dismissal) 31 Memorial Day						
June 2027						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
1 Faculty & Staff Workday 18 Juneteenth						

**Key Dates:**

**\*1st Day of School:**  
August 4

**\*Last Day of School:**  
May 28

# Current Situation at the EC and the Problem We are Trying to Solve

1. Due to our growing special education population, space for small group instruction is inadequate. For example, currently we have four teachers and their “mini classrooms” sharing one space, making it difficult for students to focus, hear, etc.
2. Office space continues to be at a premium and there are several individuals who are sharing offices and/or “floating” between two campuses.

# How this Helps:

---

- +Allows for additional small group classroom space at the EC by shifting those in EC office space to the location of the current business office
- +Centralizes operations for both schools and provides DFO and team appropriate space for job efficiency.
- +Creates additional space for committee meetings and (possibly) board meetings.
- +Coincides with timing of Security Vestibule construction project, allowing for more space as the project gets underway.

# Georgia Avenue Office Space

---

Entered into an LOI on 10/3 (expires 10/25) outlining stipulations as noted:

- \*Lease Terms: 3 year (with option to renew), \$3000 per month

- \*5% increase each year of the lease

- \*Common Use Fees: \$565/month



# Georgia Ave (Comparison to Other Options)

	Georgia Ave	Additional Portable	Essie Ave
Cost	3000/month	696/month	3000/month
Square Footage	2000	1344	1546
Lease Terms	3 years (with option to renew)	2 years	1 year
Set up Fees	N/A	\$80,000-\$100,000*	N/A
Additional Considerations	Rent increase of 5% each year for duration of contract, 2 bathrooms, 3 office spaces, 1 conference room	Cost includes the “shell” only-additional costs to add walls, make office space	3/1 house zoned residential, small rooms, small meeting space

# Potential Timeline

October 24, 2024	Board Meeting
October 25, 2024	Sign Lease
November 15, 2024	Lease Begins
November 15-22, 2024	Move Business office to Georgia Ave
November 22, 2024	Security Vestibule Construction Begins
November 22-December 2	Reconfigure space to accommodate 4 offices (6 more people)
December 20-January 2	Move current offices from EC to portable unit
January 6, 2025	Utilize additional space for small group instruction as planned

# September 19

---

Charter Compliance Report Update

Strategic Plan Updates from August/September

Areas of Budgetary Scrutiny

Partnership Updates

Safety Updates





# Charter Compliance Report:

## YoY

Charter Term July 2021-June 2026		2018-2019	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
<b>Demographics</b>	EC: Total/ % ED	401 (9.2%)	395 (6.6%)				
	MC: Total/ % ED	237 (18.6%)	233 (16.3%)				
<b>Academic Charter Goals</b>	Overall CCRPI Score: EC	84.2	N/A	N/A			
	Overall CCRPI Score: MC	78.2	N/A	N/A			
<b>EC (must achieve at least 1)</b>	Increase gap by 4% of difference between scores	88.6-->84.2 NO	N/A (no overall score)	No overall score			
	Increase Content Mastery score by 10%	84.7-->87 YES	86.6 (new baseline)/target: 88	86.6-->81.4 NO			
	Increase Progress score by 10%	94.4-->92.2 NO	N/A (no score)	76.2			
<b>MC (must achieve at least 1)</b>	Increase gap by 4%:	71.1-->78.2 YES	N/A (no overall score)	No overall score			
	Increase Content Mastery score by 10%	75.2-->79.7 YES	76.1 (new baseline)/target: 78.4	77.2			
	Increase Progress score by 10%	66.9-->78.9 YES	N/A (no score)	87.6			
<b>Second Look Indicators</b>	Exceed District CCRPI	Elementary (76) Middle (72.2)	N/A	N/A			
<b>School Climate Goal</b>	4 star rating by 2026	3 star (EC)/ 4 star (MC)	N/A				
	% of newly enrolled ED students to 22.8%			12% of new students for 23-24 are ED-EC (9/78)	15%	24%	
<b>Financial Charter Goals</b>	No delinquent debt				None		
	working capital ratio of 1:0 or +				Current ratio is 2.2%		
	debt to asset ratio of 95 or +				Current ratio is 8.81%		
	unrestricted cash days of 45 or +				68 days		
<b>Governance Charter Goals</b>	independent audit to GA DOE by 11/1				yes-clean audit		
	100% board governance reqs. met				Yes		
	all training reqs/ met				<a href="#">Yes-Training Hours HERE</a>		
	7+ board meetings per year				August 17, September 21, October 19, November 16, December 14, January 18, February 15, March 21, April 18, May 16, June 20		
	TKES and LKES completed				Yes		
	governance standards followed				Yes		
<b>Innovative Features Charter Goal</b>	board reflects sociodemographic diversity				Yes		
	Constructivism/IB				*data will come from annual report		
	Conscious Discipline						
	Weighted Lottery						
	Farm Program						
<b>Enrollment Data</b>	K-8: 628						
<b>Legal Compliance</b>	APS and GA DOE Compliance			No compliance matters at this time	No compliance matters at this time		

# Strategic Plan Updates

Unified K-8 Experience	Innovative School Features	Facilities Improvements	Community Engagement
Opportunity Gap Meetings Held 8/8, 8/24, 9/11, 9/18	Farm Night to Support Travel Abroad 9/26	Creation of Capital Improvements Account July '24	PTCA Meeting on 8/13
Certification Meetings Held with 19 staff from August-present	New Families at the Farm Event 20/6	Capital Improvements Priority List July '24	Affinity Groups In Progress:
GaLeads Orientation	Produce'd Farm Meeting in September	Ceiling Replacement at MC In progress	Staff Appreciation Event at GPC on 8/24
New 6th grade Parent Session Held on 8/20 and 8/24	Review of Aftercare for Month of August 9/12	Security Vestibule Installation at EC November 2024	Morehouse Meet and Greet on 9/10

# Budget Scrutiny

Priorities as We Look at the Budget; : Innovative Programs, Student Outcomes, Staff Retention

Possible Cost Reductions to Support these Priorities:

- + Aftercare
- + Benefits
- + Contracted Services (Landscaping, Painting, Payroll etc)
- + Supplies
- + Employee Scope of Work



# Partnership Updates

Existing	New or In Development
ChARM	Morehouse
Alliance Theater	ScrapLanta
Atlanta Zoo	KSU Bagwell College of Education
Georgia State and CREATE	Ormewood Church: Space and Aftercare



# Safety

- +Automatically Locking Doors
- +Increased Patrols
- +Additional Security during Aftercare
- +Centegix



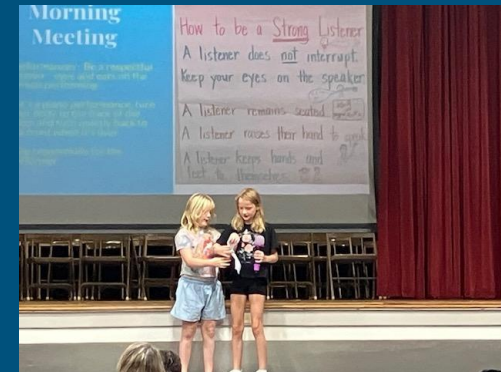
# August 22, 2024-2025

ED Goals

Charter Renewal Timeline and Proposal

Milestones Data Review

Enrollment Data



# ED Goals

2023-2024	2024-2025
Goal. 1: Strategic Planning	<b>Goal 1: Implement Strategic Plan</b>
Goal 2: Evaluate and Revise Systems	<b>Goal 2: Complete and Prepare Petition for Charter Renewal</b>
Goal 3: Build Trust and Community	Goal 3: Increase remaining salaries so they are commensurate with APS
Goal 4: Increase # ED Students	Goal 4: Increase Community Outreach, Donors and Partnerships within APS
Goal 5: Reduce Opportunity Gap	Goal 5: Reduce Opportunity Gap

# Goal 1: Implement Strategic Plan

## Areas of Focus for 24-25 SY Metrics to be Reviewed Quarterly



Powered by BoardOnTrack



*Welcome to the Pack!*

As your new Principal and Assistant Principal, we want to welcome you to the Atlanta Neighborhood Charter Middle Campus family! We know that your time with us will be one of exploration, growth, and joy! We are here for you and can't wait to see you at New Family Orientation on July 29th!

9:00am – 9:20am: New to ANCS 6th Grade Family Orientation  
9:30am – 11:00am: 6th Grade Family Orientation  
(Returning ANCS students & families)  
1:00pm – 2:30pm: New to ANCS 7th & 8th Grade Family Orientation

Mark Sanders, Principal  
Nikia Showers, Ed.D., Asst. Principal

New Family Info

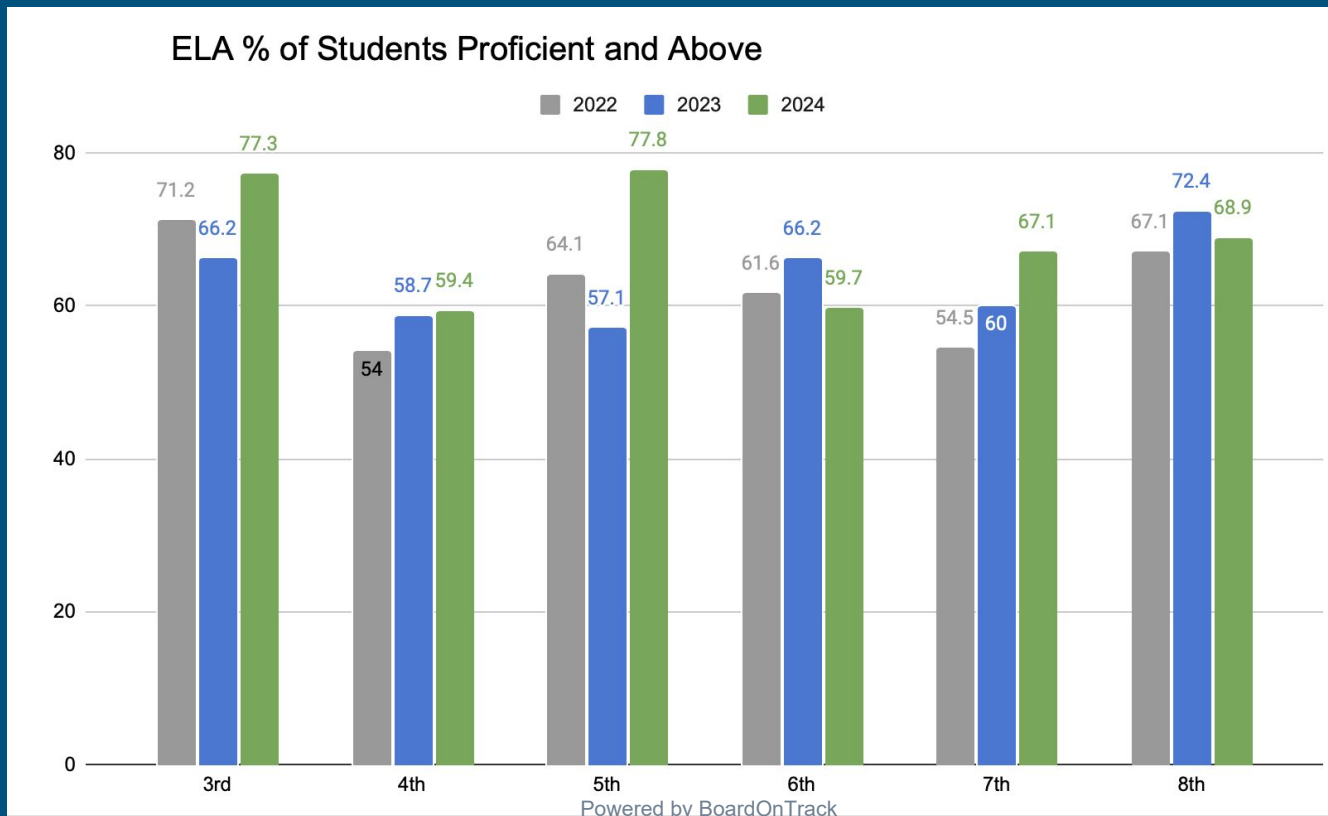


64 of 92

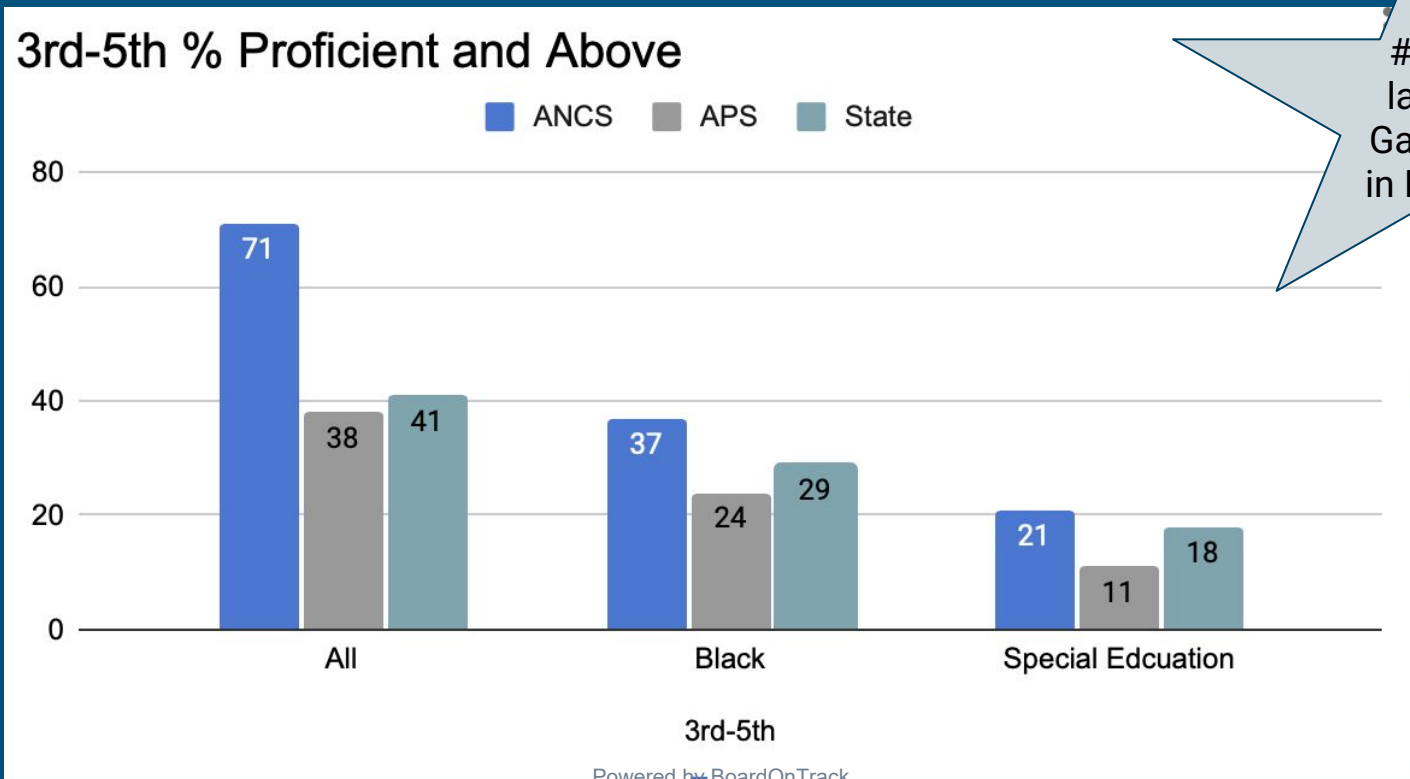
# Goal 2: Prepare Petition for Charter Renewal

	When?	Responsible Party?
Identify Charter Renewal Support Team	Fall 2024	ED
Attend meeting with APS to review deliverables and deadlines`	Late January/Early February 2025	ED, Board Chair
Charter Renewal Petition Due	August 2025	ED, Board Chair
Charter Interviews	August/September?	<b>Entire Board</b>
Recommendation to APS Board	November	N/A
Petition Presented to State	?	?

# Milestones Data Review: ELA

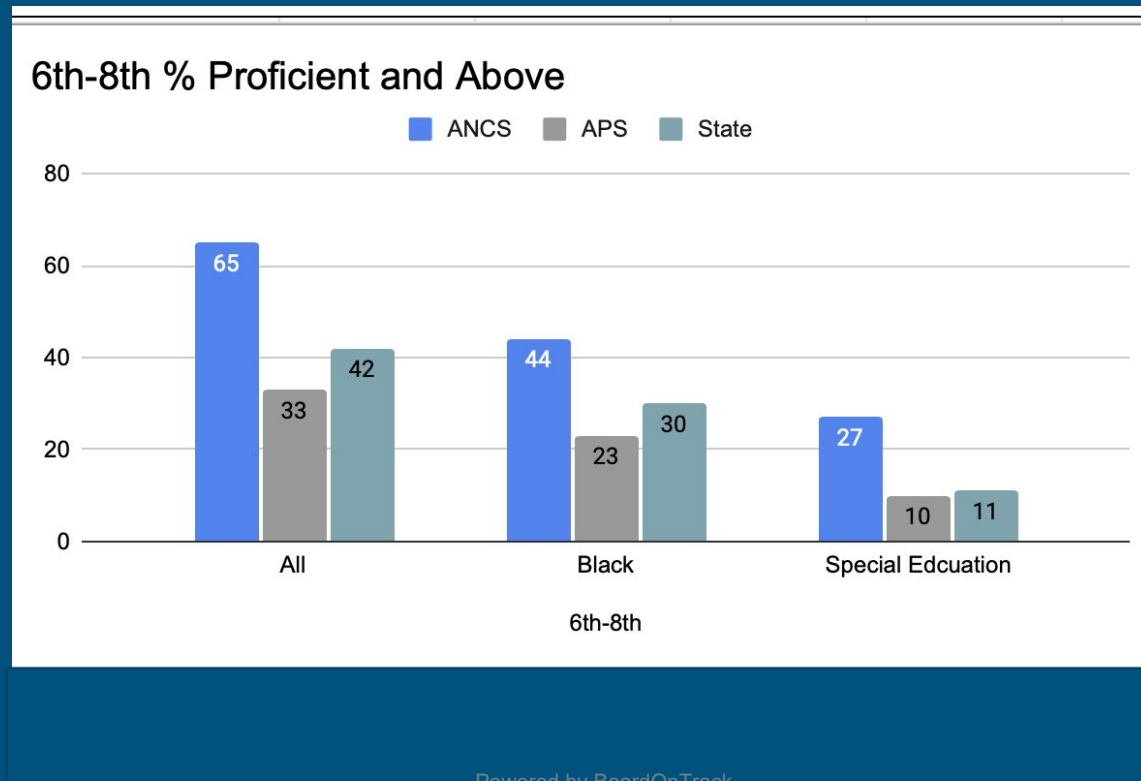


# ELA: Comparison to State and District



# 3 for  
largest  
Gain YoY  
in District

# ELA: Comparison to State and District



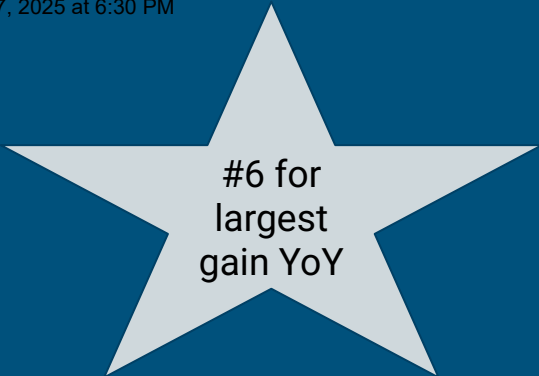


# Milestones Data: Science: 5th Grade

#1 for  
largest  
Gain YoY  
in District

Science	Level 1	Level 2	Level 3	Level 4	Proficient and Above
2022 (64)	7.8	32.8	45.3	14.1	59.4
2023 (64)	40.6	21.9	32.8	4.7	37.5
2024 (63)	17.5	15.9	44.4	22.2	66.7

# Milestones Data Social Studies



#6 for  
largest  
gain YoY

<i>Social Studies</i>	Level 1	Level 2	Level 3	Level 4	Proficient and Above
2022	10.5	47.4	31.6	10.5	42.1
2023	7.9	53.9	34.2	3.9	38.2
2024	13.7	41.1	37	8.2	45.2

# Enrollment Data: Economically Disadvantaged Students (as of August)

	2023	2024
K	5	9
1	2	2
2	1	0
3	0	2
4	1	2
5	1	2
6	2	6
7	3	0
8	0	2

# Student Data: % of ED Students who are New to ANCS

Goal: 22.8%

	2023	2024
EC % of Total	13%	<b>20%</b>
MC % of Total	28%	<b>35%</b>
<b>Total</b>	<b>15%</b>	<b>24%</b>
Total Yield through Lottery	<b>32%</b>	<b>61%</b>