



Alastair Pullen, Executive Director  
Board Reports  
2023-2024

# August 17, 2023

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- ED Goals for 23-24
- School-Wide Goal for 23-24
- Facilities Updates
- PTCA Task Force Updates

# ED Goals for 23-24

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1. Engage a complete strategic planning process for ANCS
2. Conduct an audit and revise key systems/structures to implement improved practices
3. Build trust/community across and amongst all stakeholders
4. Increase the number of economically-disadvantaged students we serve
5. Reduce the opportunity gap between economically disadvantaged and non–economically disadvantaged students

# School-Wide Goal for 23-24

## **P.E.E.R.S Goal 2023-2024 School Year**

**Goal:** In an effort to address the opportunity gap at ANCS, our school-wide goal is to deepen our understanding and implementation of culturally responsive teaching practices.

**Powerful:** This goal is powerful because it provides purpose, practice, and personalization to how students learn, grow, and are supported, both academically and emotionally.

**Easy:** The school's leadership team is committed to transparent and honest conversations about what the Opportunity Gap looks like at ANCS. In addition to your individual work, the leadership team will support, provide resources and time throughout the process of reaching your goal. With your willingness and commitment, each of you will make growth while working through this goal.

**Emotionally Compelling:** (Discussion)

**Reachable:** Through collaboration and in pursuit of a shared vision, we will hold ourselves and each other accountable for implementing culturally responsive practices to close the opportunity gap.

**Student-Focused:** Based on our spring MAP scores, there was an overall 22 percent gap between our white students (72nd percentile) and our black students (50th percentile). Overall our white students continue to have a higher growth percentile than our black students. Our jobs are always focused on teaching and caring for all of our students. With this year's goal, we are specifically working towards addressing a specific inequity. \*While we have MAP data here, we recognize the implicit bias within all standardized tests. There are other important measures and data points to consider and evaluate when working to close the opportunity gap. We will continue to have conversations around multiple data points throughout the year.

**\*Implementation strategies:** Using CRT and the Brain & other current resources, classroom observations, DE&I work, observations of school culture, and faculty meetings/PD

**\*Checkpoints along the way to track your progress toward the goal:** Including but not limited to: self-assessments, data, mid-year conference & summative conferences w/campus leadership

# Facilities Updates

## Updated List of Completed Summer Projects

| EC:  | MC:  |
|--|--|
| Lower Playground: Turf and Retaining Walls     | New windows in 4 classrooms, media center and media center offices |
| Brick Facade: Pressure washed, sealed, caulked | Hot water tank added to MC   |
| Windows washed                                 | Classrooms painted, carpet repaired                                |
| Farm Doors Installed and Painted               | Next week: New hot water tank in kitchen                           |
| Upper playground: 4 inches of new mulch added  |  |
| 5 Rooftop HVAC units removed and replaced      |  |

\*Safety Audit to Guide Updates this Year



# TASK FORCE TIMELINE

AUGUST



Aug. 15 - Aug. 31

Distribute initial survey and inform; P2P group meets Aug. 23 to finalize listening circle/interview protocols

SEPTEMBER



Sept. 5-Oct. 6

Conduct person to person information gathering (focus groups, interviews, etc.)

OCTOBER



Oct.13 - Nov. 3

Data Analysis group meets Oct. 25

NOVEMBER



Nov. 3 - Nov. 15

Finalize recommendations to **present at November 16 Board Monthly Meeting**



Communication will happen throughout the entire process

# PTCA Task Force Next Steps

- Finalize Survey Form to introduce on August 15th at School Family Meeting and share via Courier (plus other methods)
- Person to Person Data Group to meet August 23 - finalized plans will be shared out via email
- Data Analysis Group will be formed and meet early October (Proposed Date: Wednesday October 25)
- Final Task Force meeting will be to listen to findings and finalize recommendations (Proposed Date: Wednesday November 8)

# Community Conversations Update

- Coffee Conversations
- One on One Meetings with Staff
- Classroom Observations
- Neighborhood List Serv
- Partnerships



# June 15, 2023

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- 30/60/90 Day Plan
- Facilities Updates
- Current Summer Programming
- DEI Planning and Current Work
- Proposed Bell Schedule Changes (EC)

# Framing The Work

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“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has.”

-Margaret Mead

“Diverse schools invigorate and strengthen urban neighborhoods by bringing community members together”

# 30/60/90 Day Strategic Goals

## Strategic Goals (first 90 days)

1. **Building Context:** To learn about the institutional history of ANCS, its current strengths and areas for growth, and the priorities of the community at large.
2. **Establishing Relationships:** To establish a leadership presence of trust and collaboration and a shared ethical commitment to becoming a model charter school.
3. **Developing Existing Partnerships:** To sustain, nurture and cultivate partnerships with donors and other community organizations.



# 30/60/90 Day Strategic Plan (excerpts)

|                         | <b>Building Context</b>  | <b>Establishing Relationships</b>  | <b>Developing Existing Partnerships</b>   |
|-------------------------|--|--|---|
| <b>First 30-60 Days</b> | <p>Converse with current leadership team to ascertain current priorities and action plans</p> <p>Become familiar with current diversity, equity and inclusion initiatives and ensure their ongoing support</p> <p>Conduct walkthrough of school and all related facilities</p> <p>Internalize budget, schedule, strategic priorities</p> <p>Review charter documents</p> | <p>Conduct one-on-one meetings with admin team and establish weekly meeting schedule</p> <p>Schedule meetings/lunches with members of the Board of Directors</p> <p>Review and prepare weekly e-newsletter</p> <p>Secure access to social media accounts and other means of communication.</p> | <p>Review Existing Strategic Plan Components</p> <p>Set up Lunch with APS District leadership</p> |

# 30/60/90 Day Strategic Plan (excerpts)

|                   |   |   |   |
|-------------------|---|---|---|
| <b>60-90 Days</b> | <p>Greet students and families during morning carpool</p> <p>Maintain a presence at both campuses to observe campus culture</p> | <p>Create opportunities for staff to engage directly</p> <p>Set open office hours for families to drop in</p> | <p>Establish a list of potential partners</p> <p>Develop a process for creating ANCS strategic plan</p> |
| <b>Ongoing</b>    | <p>Ask questions, listen, remain curious</p>  | <p>Remain present, create initiatives for staff engagement</p>  | <p>Attend community-wide events to develop rapport with greater community.</p>                          |

# Facilities Updates

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- Turf Installation at EC (slated completion date mid-July)
- 2nd Floor Carpet Tile Replacement at EC (in progress)
- Painted Hallways, Restrooms and Classrooms at MC (completed)
- 22 New Windows Installed at MC (completed)
- New Hot Water Heater in Newer Wing to be Installed (July)

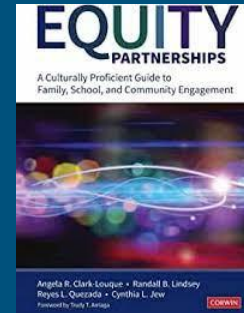
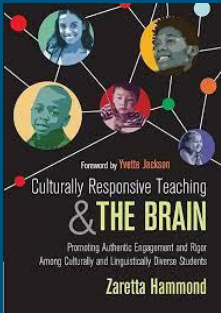
# Current Summer Programming

- Alliance Theater Summer Programming (MC)
- Y'all Rock Camp (MC)
- ESY (EC)



# DEI Planning Updates

- Staff Summer Reading: *Culturally Responsive Teaching and the Brain* and/or *Equity Partnerships: A Culturally Proficient Guide to Family, School, and Community Engagement*
- DEI Summer Focus Groups
- Ties into APS Equity Focused Work





# Proposed Bell Schedule Changes (EC)

| A1 | Time        |                 |                                 |            |            |            |            |
|----|-------------|-----------------|---------------------------------|------------|------------|------------|------------|
|    | A           | B               | C                               | D          | E          | F          | G          |
| 1  | Time        | K               | 1st                             | 2nd        | 3rd        | 4th        | 5th        |
| 2  | 7:30-7:40   |                 |                                 |            |            |            |            |
| 3  | 7:40-7:50   |                 | PLANNING, PREPARING & BREAKFAST |            |            |            |            |
| 4  | 7:50-8:00   |                 |                                 |            |            |            |            |
| 5  | 8:00-8:10   |                 | School                          | Wide       | Morning    | Meeting    |            |
| 6  | 8:10-8:20   |                 |                                 |            |            |            |            |
| 7  | 8:20-8:30   | Transition      | lunch count                     | attendance | class      | meeting    |            |
| 8  | 8:30-8:35   |                 |                                 | Math       | Related    | Math       | Word Study |
| 9  | 8:35-8:40   | Phonics         | Phonics                         |            | Arts       |            |            |
| 10 | 8:40-8:45   |                 |                                 |            |            |            | Writing    |
| 11 | 8:45-8:50   |                 |                                 |            |            |            | Workshop   |
| 12 | 8:50-8:55   | Bathroom        |                                 |            |            |            |            |
| 13 | 8:55-9:00   | Reading         | Reading                         |            |            |            |            |
| 14 | 9:00-9:05   | Workshop        | Workshop                        |            |            |            |            |
| 15 | 9:05-9:10   |                 |                                 |            |            |            |            |
| 16 | 9:10-9:15   |                 |                                 |            |            |            |            |
| 17 | 9:15-9:20   |                 |                                 |            | Transition |            |            |
| 18 | 9:20-9:25   |                 |                                 | Snack      | Snack      |            |            |
| 19 | 9:25-9:30   |                 |                                 | Bathroom   | Math       | Transition |            |
| 20 | 9:30-9:35   |                 |                                 |            |            | Reading    |            |
| 21 | 9:35-9:40   |                 |                                 |            |            | Arts       | Workshop   |
| 22 | 9:40-9:45   | Writing         |                                 |            |            |            |            |
| 23 | 9:45-9:50   | Workshop        |                                 |            |            |            |            |
| 24 | 9:50-9:55   |                 | Writing                         |            |            |            |            |
| 25 | 9:55-10:00  |                 | Workshop                        |            |            |            |            |
| 26 | 10:00-10:05 |                 |                                 |            |            |            |            |
| 27 | 10:05-10:10 |                 |                                 |            |            |            |            |
| 28 | 10:10-10:15 |                 |                                 |            |            |            |            |
| 29 | 10:15-10:20 | Transition      |                                 |            |            | Transition |            |
| 30 | 10:20-10:25 |                 |                                 |            | Writing    | Snack      |            |
| 31 | 10:25-10:30 |                 |                                 | Reading    | Workshop   | Reading    | Transition |
| 32 | 10:30-10:35 | LUNCH           |                                 | Workshop   |            | Workshop   |            |
| 33 | 10:35-10:40 |                 |                                 |            |            |            | Arts       |
| 34 | 10:40-10:45 |                 |                                 |            |            |            |            |
| 35 | 10:45-10:50 | Trans./clean up | Transition                      |            |            |            |            |
| 36 | 10:50-10:55 |                 |                                 |            |            |            |            |
| 37 | 10:55-11:00 |                 |                                 |            |            |            |            |
| 38 | 11:00-11:05 | RECESS          | LUNCH                           |            |            |            |            |
| 39 | 11:05-11:10 |                 |                                 |            |            |            |            |
| 40 | 11:10-11:15 |                 |                                 |            | Project    |            |            |
| 41 | 11:15-11:20 | Transition      | Trans./clean up                 | Transition |            | Writing    | Transition |
| 42 | 11:20-11:25 | Transition      |                                 |            |            | Workshop   | Math       |
| 43 | 11:25-11:30 | Quiet Time      |                                 |            |            |            |            |

|          | A            | B           | C               | D                    | E               | F               | G |
|----------|--------------|-------------|-----------------|----------------------|-----------------|-----------------|---|
| 35-11:40 | assessments  |             |                 |                      |                 |                 |   |
| 40-11:45 | handwriting) |             |                 |                      |                 |                 |   |
| 45-11:50 | Transition   | Transition  | Trans./clean up | Transition           |                 |                 |   |
| 50-11:55 | Transition   | Transition  |                 |                      |                 |                 |   |
| 55-12:00 | Related      | Read Aloud  | RECESS          | LUNCH                |                 |                 |   |
| 00-12:05 | Arts         | and Project |                 |                      |                 |                 |   |
| 05-12:10 |              | Integrated! |                 |                      |                 |                 |   |
| 10-12:15 |              |             |                 |                      | Transition      | Handwriting     |   |
| 15-12:20 |              |             | Transition      | Trans./clean up      |                 |                 |   |
| 20-12:25 |              | Project     | Transition      |                      |                 | Read Aloud      |   |
| 25-12:30 |              |             | Phonics         |                      | LUNCH           |                 |   |
| 30-12:35 |              |             |                 |                      | RECESS          |                 |   |
| 35-12:40 |              |             |                 |                      |                 |                 |   |
| 40-12:45 | Transition   |             |                 |                      | Trans./clean up | Transition      |   |
| 45-12:50 | Math         | Transition  | Project         | Transition           |                 |                 |   |
| 50-12:55 |              | Related     |                 | Transition           |                 |                 |   |
| 55-1:00  | Arts         |             |                 | Read Aloud           | RECESS          | LUNCH           |   |
| 0-1:05   |              |             |                 |                      |                 |                 |   |
| 5-1:10   |              |             |                 |                      |                 |                 |   |
| 0-1:15   |              |             |                 | Word Study           | Transition      | Trans./clean up |   |
| 5-1:20   |              |             |                 |                      | Word Study      |                 |   |
| 0-1:25   | Snack        |             | Read Aloud      |                      |                 |                 |   |
| 5-1:30   |              |             |                 |                      | Project         | RECESS          |   |
| 0-1:35   | Shared Rdg/  |             |                 | Reading              |                 |                 |   |
| 5-1:40   | Handwriting  | Snack       |                 | Workshop             |                 |                 |   |
| 0-1:45   |              |             | Transition      |                      |                 | Transition      |   |
| 5-1:50   |              | Math        | Related         |                      |                 | Project         |   |
| 0-1:55   | Project/Read |             | Arts            |                      |                 |                 |   |
| 5-2:00   | Aloud        |             |                 |                      |                 |                 |   |
| 0-2:05   |              |             |                 |                      |                 |                 |   |
| 5-2:10   |              |             |                 |                      |                 |                 |   |
| 0-2:15   |              |             |                 |                      |                 |                 |   |
| 5-2:20   |              |             |                 |                      | Read Aloud      |                 |   |
| 0-2:25   |              |             |                 |                      |                 |                 |   |
| 5-2:30   |              |             |                 |                      |                 |                 |   |
| 0-2:35   | Pack up      | Pack up     | Pack up         | Pack up              | Pack up         | Pack up         |   |
| 5-2:40   |              |             |                 |                      |                 |                 |   |
| 0-2:45   |              |             |                 |                      |                 |                 |   |
| 5-2:50   | Dismissal    | Dismissal   | Dismissal       | Dismissal            | Dismissal       | Dismissal       |   |
| 0-2:55   |              |             |                 |                      |                 |                 |   |
| 5-3:00   |              |             |                 |                      |                 |                 |   |
| 0-3:05   |              |             |                 |                      |                 |                 |   |
| 5-3:10   |              |             |                 | PARTNERSHIP PLANNING |                 |                 |   |

- Additional 10 minutes to EC schedule to account for transition times between subjects.
- Additional time for check-ins, SEL

# Proposed Bell Schedule Changes (MC)

| Time          | Class                 | Notes  |
|---------------|-----------------------|--|
| 8:00 - 8:25   | Arrival               | Shortened 5 minutes  |
| 8:30 - 9:05   | Advisory              | <ul style="list-style-type: none"><li>We need to be more intentional about naming the SEL skills that we are working on. GP, SEL, ATL themes.</li></ul>    |
| 9:10 - 9:40   | Power30               | Same times   |
| 9:45 - 10:40  | Class 1               | Same times   |
| 10:45 - 11:40 | 7/8 Class 2 / 6th L&R | Same times   |
| 11:45 - 12:40 | 6 Class 2 / 7/8 L&R   | Same times   |
| 12:45 - 1:40  | Class 3               | Same times   |
| 1:45 - 1:55   | Quiet Time            | Students should get their books out before Quiet Time starts in order to make the transition smooth to their Independent Reading time.                     |
| 1:55 - 2:05   | Independent Reading   | 10 minutes   |
| 2:10 - 3:05   | Class 4               | 55 minutes   |
| 3:05 - 3:10   | Chromebook Return     | Shortened 5 minutes  |
| 3:15 - 4:00   | Office Hours          | In reality if people start at 3:20 this will be shortened 5 minutes from what they are currently doing. We also need to be more efficient about dismissal. |

- Additional 10 minutes for Independent Reading time.

Questions?

