



Alastair Pullen, Executive Director
Board Reports
2023-2024

September 21, 2023

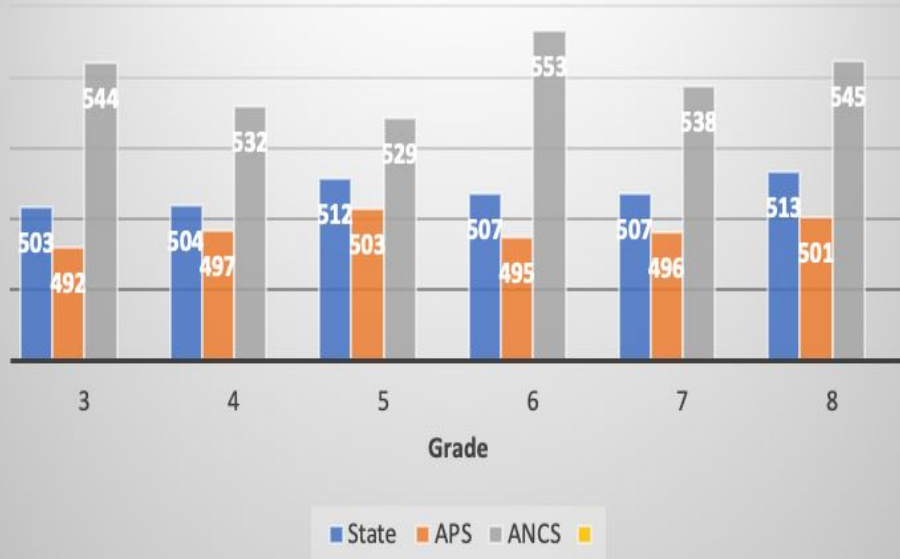
- (Revised) ED Goals for 23-24
- Milestones and MAP Data
- Opportunity Gap Task Force
- Strategic Planning Update and Timeline
- Quarterly Gathering

(Revised ED) Goals and Deliverables for 23-24

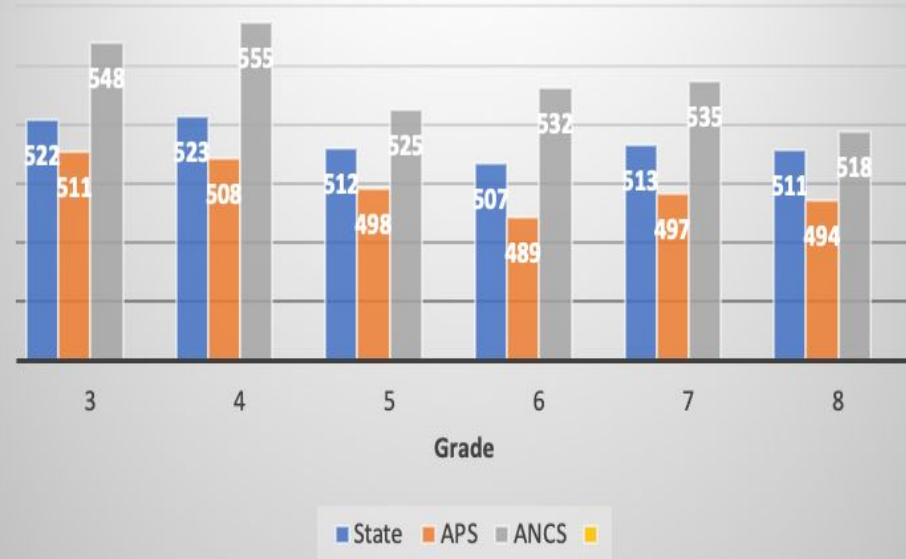
1. Engage a complete strategic planning process for ANCS
2. *Evaluate* and revise key systems/structures to implement improved practices
3. Build trust/community across and amongst all stakeholders
4. Increase the number of economically-disadvantaged students we serve
5. *Reduce the opportunity gap between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

Milestones Data

ELA Milestones Comparison

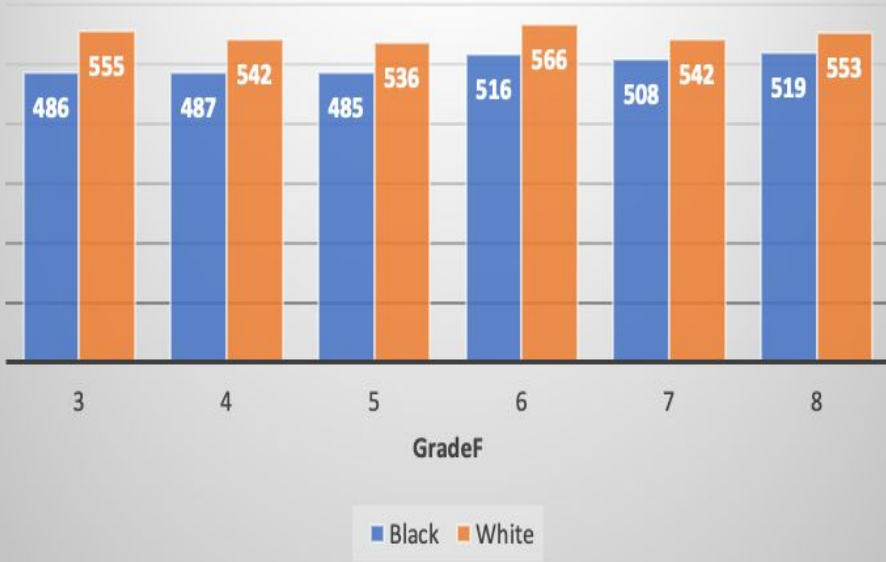


Math Milestones Comparison

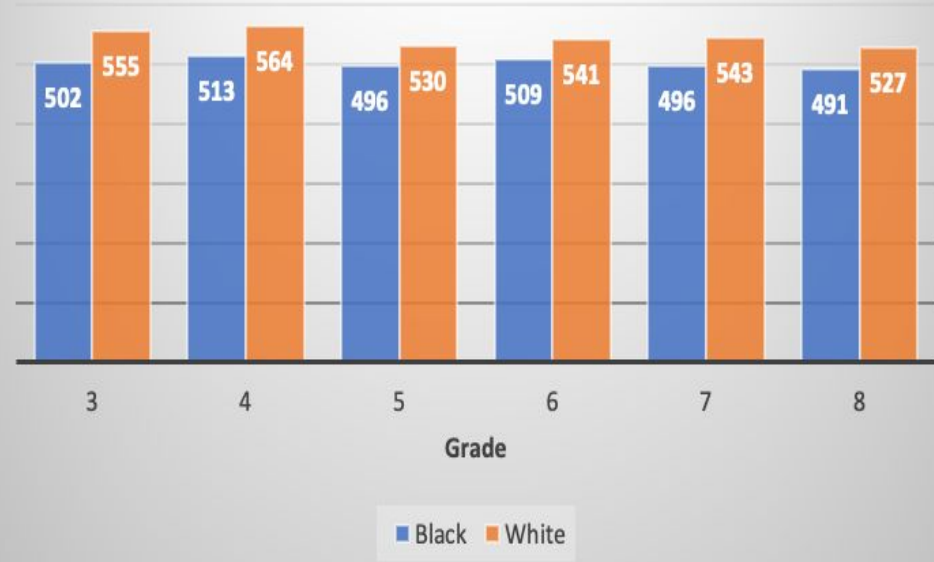


Milestones Average Score by Race, Grades 3-8

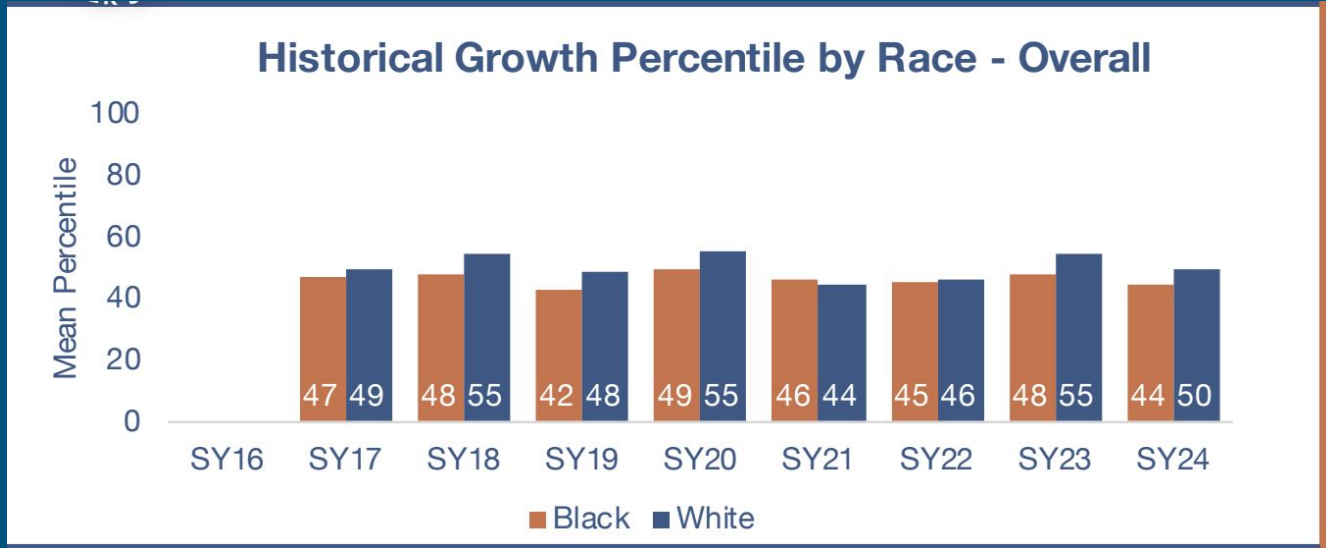
ELA Mean Score by Race



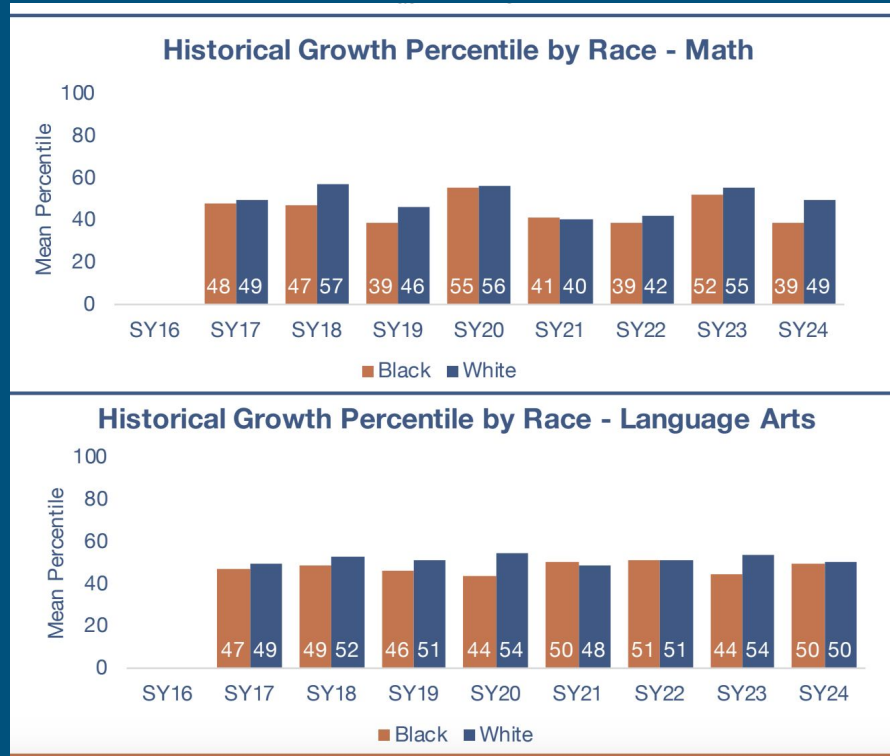
Math Mean Score by Race



Fall MAP Growth Data



Fall MAP Data (cont).

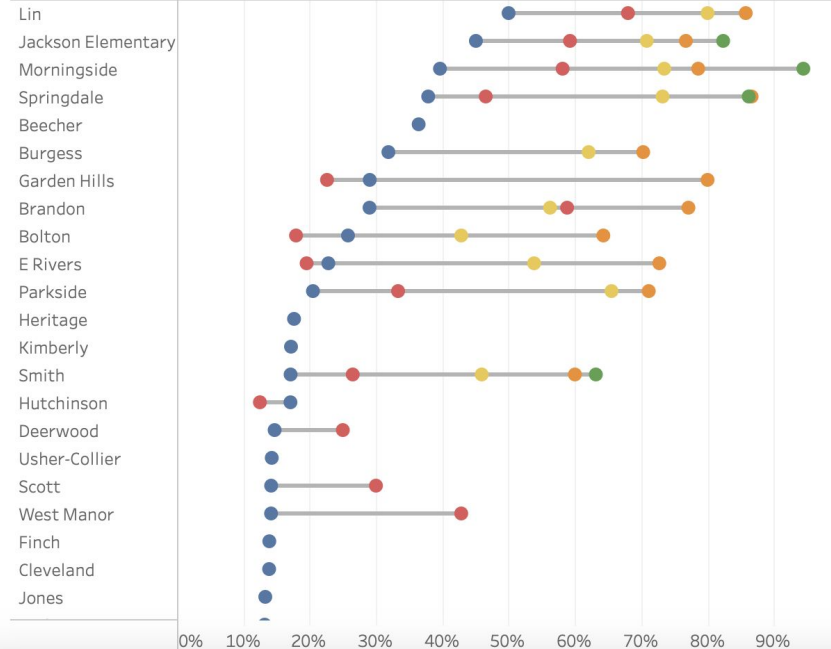


District-Wide Perspective

Spring 2022-2023 Math MAP Achievement

Projected Milestones proficiency rates by Race/Ethnicity

School



Exam

Math

Test Date

Spring 2022-2023

Grade

All

Grade Level

Elementary

Category

Race/Ethnicity

Group

- Asian
- Black or African Ame...
- Hispanic/Latino
- Two or more races
- White

2023 Fall Data

- +The Opportunity Gap Teams at both campuses are meeting bi-weekly to discuss CRT initiatives, parental outreach, and community outreach as it pertains to our black students.
- +The only area on MAP in which our black students outperform our white students is at the MC in ELA.
- +The opportunity gap, while cause for a concern, is the third lowest in the district when compared to other schools.

Opportunity Gap Teams

- + Both Teams include: AP, Principal, Instructional Coach, DEI coordinators and ED
- + Book Study: Punished for Dreaming by Bettina Love
- + Include 4 sub-committees: CRT, Instructional Practices, SEL and Parent Outreach

Strategic Planning Update

+RFP shared via website and network

+GCSA is no longer a viable contender

+Leadership team to review proposals by end of September and present a recommendation to the Board

+6 month timeline with goal of a completed plan by end of the school year.

Quarterly Gathering with Board and Leadership Team

To include:

1. Building Tour
2. Discussion with Leadership Team
3. What else?

August 17, 2023

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

ED Goals for 23-24

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 Listserv
- Partnerships

June 15, 2023

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

Framing The Work

“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)

	Building Context	Establishing Relationships	Developing Existing Partnerships
First 30-60 Days	<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)

60-90 Days	<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>
Ongoing	<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

- 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)

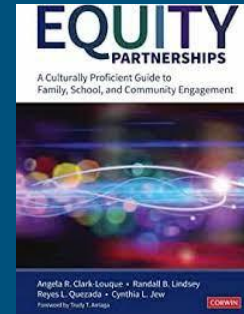
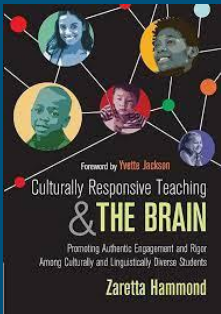
Current Summer Programming

- 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					Related	Reading	
21	9:35-9:40					Arts	Workshop	
22	9:40-9:45	Writing						
23	9:45-9:50	Workshop			Writing			
24	9:50-9:55							
25	9:55-10:00		Writing					
26	10:00-10:05		Workshop					
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					Project		
40	11:10-11:15							
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				
00-12:05	Arts	and Project	RECESS	LUNCH		
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">We need to be more intentional about naming the SEL skills that we are working on. GP, SEL, ATL themes.
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?

