



Alastair Pullen, Executive Director
Board Reports
2023-2024

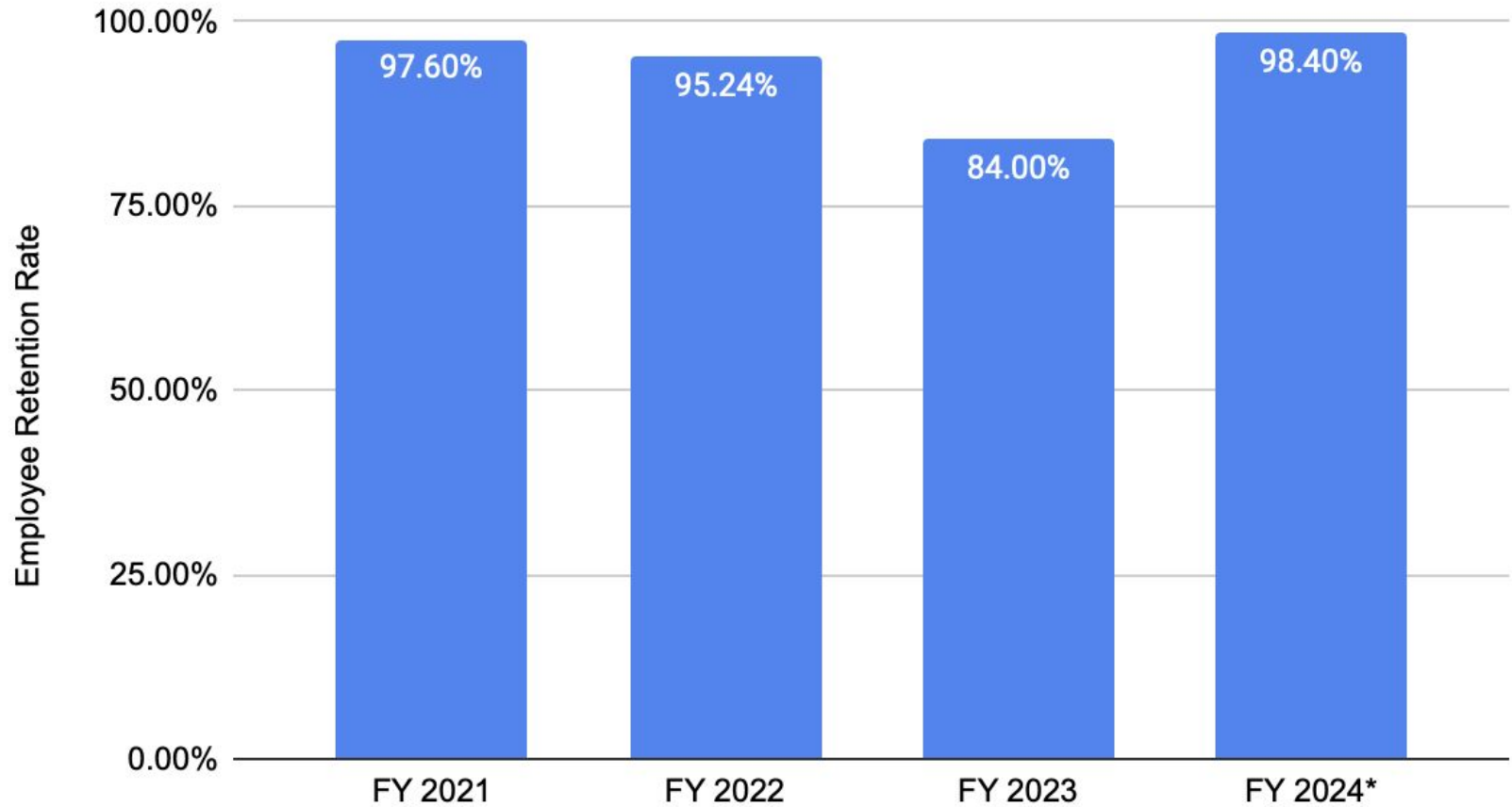
April 18, 2024

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- Staff Retention Data
 - 24-25 Enrollment Update
 - Strategic Plan (!)

Staff Retention Data YOY

	Employee Retention Rate:
FY 2021	97.6%
FY 2022	95.24%
FY 2023	84%
FY 2024*	98.4%

Employee Retention Rate



Enrollment Update: Completed Registrations

	2023	2024
Total # (as of 2nd week of April)	70/74	71/74
Grant Park	27	23
Ormewood Park	28	15
Summerhill	7	10
Outside Tier 1*	8	23

*Includes staff children, board members, and economically disadvantaged students

Enrollment Update: ED Student Recruitment

	2023	2024
# of ED students accepting an offer	11	15
Overall % of new students*	15%	20.2%
Yield Rate	32% (11/34)	54% (15/28)

*Target: 22.8%

Strategic Plan

Over the course of the last 6 months the strategic planning committee has worked Purpose Possible to gather community insight, review survey trends, and determine ANCS' path forward over the next five years.

Roll Out:

- +April: Board Review and Approval
- +Late April: Share plan in Courier
- +July: Roll out to Staff
- +August: Share plan publicly at PTCA meeting

Strategic Plan: Core Values

How do these
core values
guide our work
as a Board?



COMPASSION

We cultivate a culture of empathy and understanding, where every member of our community feels seen, heard, and supported. We recognize that all members of our school family can thrive when they are provided an experience based in care and empathy.

AUTHENTICITY

We foster an environment where individuals are encouraged to embrace their true selves, celebrating diversity of thought, background, and expression. Honesty, integrity, and sincerity are at the core of all interactions within our school community.

COLLABORATION

We believe in the power of collective effort and shared knowledge. By working together, we inspire creativity, innovation, and excellence in teaching and learning.

COMMUNITY

Our school is a vibrant hub where relationships are cherished, and connections are fostered. We value the strength of our collective community, embracing its richness and diversity. We engage with all members of our school family and the neighborhoods where we are based to create a supportive network that enriches the educational experience for all.

INCLUSION

We are committed to creating an inclusive environment where every individual is valued and respected. We celebrate differences and work to dismantle barriers to access and opportunity. By cultivating a sense of belonging, we empower all members of our community to thrive and contribute positively to society.

Strategic Priority: Unified K-8 Academic Experience

STRATEGIC PRIORITIES

Unified K-8 Academic Experience

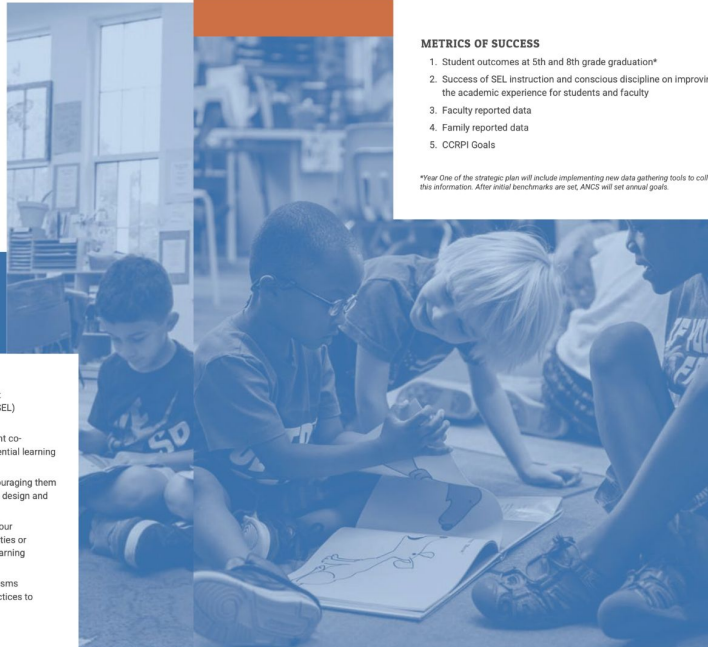
The primary attributes of ANCS, as highlighted by stakeholders and market analysis reports, include the intimate and interconnected nature of our school community, fostered by small student-to-teacher ratios and an academic framework centered on social and emotional learning, alongside a strong culture of creativity and collaboration. ANCS will explore ways to enhance these instructional supports across both Elementary and Middle School campuses to better serve students and faculty, creating an intentionally aligned K-8 experience.

GOAL

Enhance the educational outcomes for all students by strengthening our distinctive academic programs through a unified K-8 experience that fosters continuity and consistency.

STRATEGIES

1. Consistently refine and enrich our curriculum to ensure it reflects the latest advancements in constructivist education and social-emotional learning (SEL) principles, effectively catering to the diverse needs of all learners.
2. Provide ongoing training and support for educators to effectively implement co-teaching strategies, utilize special education support, and integrate experiential learning into their practices.
3. Continue to foster a culture of collaboration among faculty members, encouraging them to share best practices, exchange feedback, and collaborate on curriculum design and implementation across campuses.
4. Develop and implement inclusive strategies to ensure equitable access to our signature academic programs for all students, including those with disabilities or from underrepresented backgrounds, fostering a diverse and supportive learning environment.
5. Implement comprehensive data collection systems and feedback mechanisms involving students, parents, and staff to continually improve academic practices to foster improved student outcomes



METRICS OF SUCCESS

1. Student outcomes at 5th and 8th grade graduation*
2. Success of SEL instruction and conscious discipline on improving the academic experience for students and faculty
3. Faculty reported data
4. Family reported data
5. CCRPI Goals

*Year One of the strategic plan will include implementing new data gathering tools to collect this information. After initial benchmarks are set, ANCS will set annual goals.

Strategic Priority: Unified K-8 Academic Experience

	What this looks like:
As a Student...	*Cohesive curricular experience from K-8
As a Staff...	*Vertical planning and alignment between campuses and grade-levels
As a parent...	*Consistent age-appropriate expectations and philosophical alignment
As a board...	*Communicating stories about the entire K-8 experience. *Sharing stories of our alums and their preparedness for high school

Unified K-8 Academic Experience

This Year	Next Year
*Opportunity Gap meetings K-8	*Co-teaching strategies K-8
*Monthly coaches meetings K-8	What does high quality instruction look like K-8?
*School-wide learning goal	*Identify consistencies and differences across campus
*Data Talks in grades 5-8	

Strategic Priority: Innovative School Features

STRATEGIC PRIORITIES

Innovative School Features

ANCS stands out for its holistic approach to education, integrating non-instructional support services directly into its school curriculum. As ANCS strives to maintain and enrich its holistic educational experience, initiatives like the Farm Program play a pivotal role. By bolstering these supports, ANCS not only enhances its ability to distinguish itself within Metro Atlanta but also expands its impact on students. Moreover, by refining and scaling these initiatives, ANCS sets a model for similar support systems within the broader community, reinforcing its position as a leader in innovative educational practices.

GOAL

Expand non-instructional support services to broaden their impact on students and their families, while also laying the groundwork for increased community engagement.



STRATEGIES

1. Elevate the Farm Program into a flagship model that integrates experiential learning, a STEM-focused curriculum, robust workforce development initiatives, and community outreach opportunities
2. Collaborate with local transportation providers to ensure that students have reliable access to both school campuses and enrichment activities
3. Expand community partnerships to increase access to art, enrichment and other afterschool activities

METRICS OF SUCCESS

1. Percentage of students moving between tiers of support
2. Student outcomes related to the farm, related arts, and enrichment programs
3. Rates of participation in enrichment programs

STRATEGIC PRIORITIES

Facilities Improvements

Feedback from the community underscores a clear need for enhancements to our school facilities, aimed at bolstering infrastructure to better accommodate a range of enrichment programs. This includes improving facilities for athletics at the Middle Campus, enriching arts programming across both campuses, and ensuring adequate accommodations for our valued faculty and staff. Furthermore, student surveys have highlighted a strong desire for expanded opportunities to engage in enrichment activities, signaling a need for further investment in our spaces that house enrichment program offerings.

GOAL

Improve school resources through necessary facilities improvements



STRATEGIES

1. Audit additional needs related to facilities and school infrastructure for the coming years to anticipate potential expansion needs and continued areas for improvements
2. Update the Elementary Campus auditorium with full AV capabilities to accommodate performing arts programming needs
3. Establish a regulation-sized gym for the Middle Campus to facilitate onsite athletic programming

METRICS OF SUCCESS

1. Number of students engaged in athletics programs
2. Number of students engaged in performing arts programs
3. Student reported satisfaction with enrichment program offerings
4. Faculty reported satisfaction with enrichment program offerings
5. Family reported satisfaction with impact of facilities improvements on overall school experience

Strategic Priority: Innovative School Features

	What this looks like:
As a Student...	Integrative academic experience that utilizes the farm and constructivist philosophy
As a Staff...	Freedom to be creative, take risks; encouraging students to foster intellectual curiosity
As a Parent...	Embracing the idea that “different makes the difference”
As a Board...	Supporting and engaging fundraising efforts to enhance infrastructure

Innovative School Features

This Year	Next Year
*Add additional farmer for 24-25	*Develop Farm Club at MC in conjunction with existing aftercare program
*Provide international training for Farm Specialist	*Create “shadow visits” for other schools to train at ANCS
*Create a roadmap for joint PD between ANCS and traditional schools	*Establish community farm work days
*Expand infrastructure at MC Farm	

Strategic Priority: Facilities Improvements

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Strategic Priority: Facilities Improvements

	What this looks like:
As a Student...	The opportunity to play and learn in spaces that are regulation sized and well outfitted
As a Staff...	Proper space to plan, collaborate and teach with all the necessary resources
As a Parent...	Space for community events, and larger school functions
As a Board...	Assisting with fundraising efforts to update gym, auditorium and potentially securing additional space as needed

Facilities Improvements

This Year	Next Year
*Replace gym floor this summer	*Co-teaching strategies K-8
*Add wheelchair lift at MC	*Conduct audit of space at both campuses
*Replace and update all locks	*Identify feasibility of adding on to gym within existing footprint
*Purchase additional lights for drama production	*Identify additional gym spaces in the existing neighborhood

Strategic Priority: Community Engagement

STRATEGIC PRIORITIES

Community Engagement

In recent years, ANCS has dedicated significant efforts to cultivating a school community that mirrors the diverse neighborhoods served by its Elementary and Middle School campuses. While progress has been evident, the Board of Directors, staff and faculty, acknowledge that further strides are essential. The shifting socio demographic landscape of the local area, coupled with escalating housing costs, has led to changes in the composition of nearby families. Despite this, market analysis reveals untapped potential within both Tier 1 and Tier 2 neighborhoods with diverse populations of underserved students that ANCS has yet to recruit and successfully retain. Central to our charter renewal and strategic plan is a heightened emphasis on fostering authentic partnerships through intentional community engagement, especially targeting those historically underrepresented within the ANCS school family.

STRATEGIES

1. Leverage community resources and partnerships to remove barriers to access for prospective families
2. Leverage the PTCA to create an inclusive and welcoming community to engage and retain families
3. Address barriers to participation through genuine outreach efforts
4. Craft a holistic support program tailored for new families, guaranteeing they have the necessary resources for a warm, inclusive, and supportive welcome

METRICS OF SUCCESS

1. Demographic profile of school families
2. New family reported data
3. New family retention rate
4. Community attendees to inreach events
5. Number of community partners engaged to support initiatives

GOAL

Develop authentic relationships with the whole community to build a school culture that is representative of and welcoming to families from all backgrounds.



Strategic Priority: Community Engagement

	What this looks like:
As a Student...	Embracing and Exercising IB traits such as global mindedness and community service
As a Staff...	Developing connections and relationships with families throughout the entirety of a student's experience at ANCS
As a Parent...	Supporting the unique role ANCS plays as a neighborhood school in working to make its surrounding communities and neighborhoods stronger, embracing and advocating for the benefits of a diverse student body
As a Board...	Helping build relationships with partners who serve diverse demographics

Community Engagement

This Year	Next Year
*Hire Director of School Services and Community Engagement	*Co-teaching strategies K-8
*Refine DEI emphasis on student outreach	*Create new family affinity groups
*Research transportation options	*Establish “buddy” program for new families.
*Make phone calls to all students offered admission through the lottery	

Questions?

