



# Voices for International Business and Education

## VIBE Board meeting

April 2023

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### Date and Time

Wednesday April 19, 2023 at 6:00 PM CDT

### Location

Community Room  
International High School of New Orleans  
727 Carondelet Street  
New Orleans, LA 70130

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Voices for International Business and Education [http://public.boardontrack.com/VIBE\\_1](http://public.boardontrack.com/VIBE_1)

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>6:00 PM</b>
Opening Items			
<b>A.</b> Record Attendance and Guests		Jennifer Lampton	1 m
<b>B.</b> Call the Meeting to Order		Jennifer Lampton	1 m
MISSION: To educate and nurture a diverse learning community through the International Baccalaureate Programme, world languages and intercultural appreciation to succeed in global economy.			

	Purpose	Presenter	Time
<b>C.</b> Approval of the February 8, 2023 VIBE Board Meeting Minutes	Approve Minutes	Jennifer Lampton	2 m
<b>D.</b> Approval of the April 10, 2023 (2nd Meeting) VIBE Board Meeting Minutes	Approve Minutes	Jennifer Lampton	2 m
<b>E.</b> IHSNO Student Highlight		IHSNO Student	10 m
<b>II. LAPCS Presentation</b>			<b>6:16 PM</b>
<b>A.</b> Spring 2023 Advocacy Updates	FYI	Sarah Vandergriff	20 m
<b>B.</b> LDOE Governance Grant	FYI	Melissa Carollo	10 m
<b>C.</b> LDOE Governance Grant - Vote to Authorize Board Chair to Execute MOU	Vote	Jennifer Lampton	2 m
<b>III. IHSNO / VIBE Board Leadership</b>			<b>6:48 PM</b>
<b>A.</b> Head of School Report	Discuss	Adierah Berger	5 m
<b>B.</b> Board Chair Report	Discuss	Jennifer Lampton	5 m
1. Strategic Plan - Comments			
2. Financial Disclosures - Due May 15, 2023			
3. Gala - Saturday, April 22, 2023			
<b>IV. Committee Reports</b>			<b>6:58 PM</b>
<b>A.</b> Finance Committee - Vote on February Financials	Vote	Cerrita Jones	5 m
<b>B.</b> Academics Committee - Vote on New Title IX Policy	Vote	Karen Dwyer	5 m
<b>C.</b> Governance Committee - Vote on New Board Members	Vote	Jennifer Lampton	5 m
<b>D.</b> Development Committee - Gala!!!!	FYI	Percy Manson	5 m
<b>E.</b> Facilities Committee	FYI	Sarah Olivier	5 m

	Purpose	Presenter	Time
<b>V. Closing Items</b>			<b>7:23 PM</b>
<b>A. Adjourn Meeting</b>	Vote	Jennifer Lampton	1 m

# Coversheet

## Approval of the February 8, 2023 VIBE Board Meeting Minutes

<b>Section:</b>	I. Opening Items
<b>Item:</b>	C. Approval of the February 8, 2023 VIBE Board Meeting Minutes
<b>Purpose:</b>	Approve Minutes
<b>Submitted by:</b>	
<b>Related Material:</b>	Minutes for VIBE Board meeting on February 8, 2023

APPROVED



# Voices for International Business and Education

## Minutes

### VIBE Board meeting

February 2023

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#### Date and Time

Wednesday February 8, 2023 at 6:00 PM

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Voices for International Business and Education [http://public.boardontrack.com/VIBE\\_1](http://public.boardontrack.com/VIBE_1)

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#### Directors Present

C. Jones (remote), D. Barnes, J. Lampton, K. Dwyer, S. Olivier

#### Directors Absent

P. Manson, T. Winfield

#### Guests Present

C. Bourque, D. Edgerson, D. Lewis, F. McKenna, J. Carreno, J. Davis, Keva Smith, Marc Barnes (remote), S. Lenahan, S. Schulkens, W. Watts

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### I. Opening Items

#### A. Record Attendance and Guests

#### B. Call the Meeting to Order

F. McKenna called a meeting of the board of directors of Voices for International Business and Education to order on Wednesday Feb 8, 2023 at 6:09 PM.

### **C. Approval of the January 7, 2023 VIBE Board Meeting Minutes**

K. Dwyer made a motion to approve the minutes from January 7 Special VIBE Board Meeting on 01-07-23.

S. Olivier seconded the motion.

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

### **D. IHSNO Student Highlight**

Keven Smith- 9th grader- positive attitude and embrace any challenges, enjoys math and civics, likes watching the show with the governmental issue.

People are nice at IHSNO and I have made friends here.

Things we need to improve is more communication- for example- direct communication with the students. and just the teachers.

Our school offers many activities for all students

He likes the lunch here at IHSNO.

Where do you see yourself as a career- a political career? To make it easier for teachers.

How can the Board help our school to be better?

He answered by asking what does Board do?

The Board's job is to make sure our school operates right, create policies, and share guidance with the school leaders.

## **II. Strategic Plan**

### **A. Strategic Plan Draft Review**

Karen- SWOT is not part of the plan but a tool to get to the plan.

Lack of accountability-went back to the prior school year- faculty and staff.

Jennifer-Goal 1- recruitment of students best for IHSNO-KPI-recruit and KPI- to me seems disconnected.

Increase enrollment and Who we want to enroll. Should be two different goals.

Objectives: Have more students who embody the IHSNO Mission, Vision, and Values

Change goal 1 to increase enrollment at IHSNO

Objectives 1 and 2- academic performance

Get a budget for recruitment

Review and Revise the recruitment plan- NCAP

Create more relationships with other schools and share ideas.

IHSNO does a good job to recruit for example:

Visit another school, open houses, videos, tours,

We went to many school recruitment fairs

We had two open houses.

We should have a recruitment plan- we can review, revise it, and create a better plan.

Goal 5- move to the new campus

Dennis Barnes- asked if we are going to get more detailed information on the strategic plan. He is requesting more detailed information for each goal and objective.

Cerrita Jones- agreed with Dr. Marc Barnes to not put on too many goals on our Head of School- Dr. Berger.

After evaluating this school- what is the one best thing IHSNO has to offer- One unique curriculum- our academic and IB program.

Berger- our IB program and our unique diversity/culture - our niche is providing opportunities to diverse students.

Dennis Barnes- who are we catering to is the question and -who do we need to sell this school to? How are we going to make our school more accessible to our niche?

Dr. M. Barnes- context will be more detailed - he needs a week or so to make the adjustments. The Board will wait to receive the second draft and see if we need another meeting.

### **III. IHSNO / VIBE Board Leadership**

#### **A. Head of School Report**

Dean of Culture- Wes Watts- it a good addition to our team

Aspen Challenges were submitted- on Thursday. Their challenge is the impacts of climate change.

MVP- Middle year program has been submitted- Thank you, Cody.

SuperApp- January- a plan of academics for the next school year 2023-24- calendar.

Letter of intent- are due Friday 2/10

Budgeting for 23-24 and identifying strategic priority

Pygmalion parade- our students 2/11  
Black History festival- 2/27  
BETA March 1 Honor society induction

Our social workers are working on absentee issues  
We have recovery days twice a month on Saturday available to our students  
There is a statewide problem with absentees students.

## **B. Board Chair Report**

The Gala is on April 22, 6:30- 9:30 pm at the Building. Jennifer is requesting 100% presence from the Board.  
Graduation May 24, 10 am  
May 15, Financial reporting to the state.  
Committee chairs please review what budgetary things you need for next school year by March 5, and send them to Finance.

## **IV. Committee Reports**

### **A. Finance Committee - Vote on November/December Financials**

Finance met on January 23, a net income of 25,000, due to our student enrollment projected 40 days of cash but we want 60 days.  
We talked about the vacant position, but we are using funds to pay the substitute teachers.  
Entergy bill- we are catching up on payment.  
We decided to cut back on any big purchases until the next school year.  
We discuss strategies to budget for the 2023-24 school year.  
The finance committee will meet monthly until the end of the school year.

Voted for finances for next month

Staff recruitment for 23-24

clean audit- goal to have an audit by early November for 2023-24.

Our next Finance March 20 at 12 pm



## **B. Academics Committee**

Welcome our new dean of culture.

The soccer team going to playoffs.

The Basketball team is going to playoffs.

challenges with transportation- two buses arrived late daily.

School climate survey put out-

How do get a crossing guard or school zone for our school?

Our next meeting March 8 at 6 pm

## **C. Facilities Committee**

Media center and looking for architects - checking with Rhonda.

next meeting March 1

## **D. Development Committee**

Applied for 3 grants-

Entergy - IB book

Farm School.

Gala April 22 at the Building

A sign-up sheet for the different subcommittees. We need you to please attend.

Students and staff rode on the Christmas parade.

Telemundo Ne Orleans- our students were interviewed. It was a great experience our the kids and exposure to our school.

## **E. Governance Committee**

March 22, prospective board member social

We want Board members to be present- a tour of the school, presentation, and walking to pulk for social hours.

## **V. Closing Items**

### **A.**

### **Adjourn Meeting**

April 19, 6 pm Board meeting

Board members need to put their volunteer hours send to Karen by February 17

Fanny email send the form- to board members

We have a cake to Celebrate Dr. Berger and Cody!

S. Olivier made a motion to adjourn the meeting.

K. Dwyer seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:49 PM.

Respectfully Submitted,

F. McKenna

# Coversheet

## Approval of the April 10, 2023 (2nd Meeting) VIBE Board Meeting Minutes

<b>Section:</b>	I. Opening Items
<b>Item:</b>	D. Approval of the April 10, 2023 (2nd Meeting) VIBE Board Meeting
<b>Minutes</b>	
<b>Purpose:</b>	Approve Minutes
<b>Submitted by:</b>	
<b>Related Material:</b>	Minutes for VIBE Board Meeting on April 10, 2023

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# Voices for International Business and Education

## Minutes

### VIBE Board Meeting

Special Meeting

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#### Date and Time

Monday April 10, 2023 at 5:50 PM

#### Location

Community Room  
International High School of New Orleans  
727 Carondelet Street  
New Orleans, LA 70130

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Voices for International Business and Education [http://public.boardontrack.com/VIBE\\_1](http://public.boardontrack.com/VIBE_1)

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#### Directors Present

C. Jones (remote), J. Lampton, K. Dwyer, P. Manson, S. Olivier

#### Directors Absent

D. Barnes, T. Winfield

#### Ex Officio Members Present

A. Berger

#### Non Voting Members Present

A. Berger

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## I. Opening Items

### A. Record Attendance and Guests

### B. Call the Meeting to Order

J. Lampton called a meeting of the board of directors of Voices for International Business and Education to order on Monday Apr 10, 2023 at 6:04 PM.

### C. Approval of the April 10, 2023 Meeting Minutes (5:30 P.M. Meeting)

K. Dwyer made a motion to Approve the minutes.

S. Olivier seconded the motion.

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

K. Dwyer made a motion to approve the minutes from VIBE Board Meeting on 04-10-23.

S. Olivier seconded the motion.

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

## II. Closing Items

### A. Adjourn Meeting

Board meeting April 19 at 6pm

Complete survey from LAPCS

LAPCS will be presented at the April 19 board meeting

Review the Strategic Plan from Dr. Barnes prior to the meeting. Any feedback, please send to JL.

Purchase GALA tickets, sponsorships, etc - GALA is April 22 at The Building.

Any pictures of the past, please send to Karen

Any prospective board members will attend April 19th board meeting.

Wants to push parent involvement for next year.

P. Manson made a motion to Adjourn the meeting.

S. Olivier seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:15 PM.

Respectfully Submitted,

A. Berger

# Coversheet

## Spring 2023 Advocacy Updates

<b>Section:</b>	II. LAPCS Presentation
<b>Item:</b>	A. Spring 2023 Advocacy Updates
<b>Purpose:</b>	FYI
<b>Submitted by:</b>	
<b>Related Material:</b>	Nola Board Presentations (1).pdf



Louisiana Association  
of Public Charter Schools

## **New Orleans Charter School Board Governance Spring 2023 Advocacy Updates**

In order to make informed, strategic short- and long-term decisions for the sustainability of a charter school, board members must stay informed and up to date on all of the latest policies, laws, and changing landscapes that could impact their charter school communities.

For New Orleans, specifically, there are *a lot* of updates and changing dynamics at the district, city, state, and national levels that will have an impact on all charter schools across the system.

- **Important District Updates**

- **New Superintendent!**

- New relationships to build with Dr. Williams *and* New OPSB Members
    - New ideas as to the role & purpose of district & charter schools

- **New Policies!**

- Optimization!
      - Declining student enrollment
      - Facilities prioritization
    - CSAF!
      - Post-Covid charter renewal considerations
    - 5-Year Portfolio Planning
      - Defining, balancing, and prioritizing school quality, quantity, choice, & variety in a shifting Nola landscape
    - Portrait of Graduate
      - Creating a common set of standards expected for all Nola graduates that will eventually be incorporated at each K-12 grade level (similar to BESE/LDOE curriculum standards)
    - Common Calendar
      - New effort to set a more formal common calendar policy for all schools to adhere to by 24-25 school year

- **Important City Updates**

- **City Impacts on School System**

- Housing Costs, Declining Population, ½ Capacity NOPD, Understaffed City Services, Weather Infrastructure, Insurance, etc.

- Impacts on staff recruitment & retention, student health services, economic opportunities for parents, violence, etc.
  - **City ARPA Programs**
    - Federal Am. Rescue Plan Monies: Children's Hospital's ThriveKids expansion, workforce development expansion, Medicaid partnerships
- **Important State Updates**
  - **Legislative Session!**
    - SB 25 by Sen. Bouie (direct attack on charter autonomy and the Nola system of charter schools)
    - Continued reading and financial literacy mandates, classroom-culture war debates, education savings accounts, teacher pay raises
  - **2024 Elections**
    - Governor, BESE(!), Legislators
- **Important National Updates**
  - **Religious Charter Schools!?!**
  - **Education Savings Accounts!?!**



# Coversheet

## Head of School Report

<b>Section:</b>	III. IHSNO / VIBE Board Leadership
<b>Item:</b>	A. Head of School Report
<b>Purpose:</b>	Discuss
<b>Submitted by:</b>	
<b>Related Material:</b>	CEO Report 2023.0401.docx



# CEO Report

April 17, 2023

The International High School of New Orleans' mission is to educate and nurture a diverse learning community through the International Baccalaureate Programme, world languages, and intercultural appreciation to succeed in a global economy.

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## Dates to Note

April 22: IHSNO GALA  
April 25: Arabic Festival  
April 26 – May 3: LEAP 2025  
May 10: Last Day for Seniors  
May 23: Last Day for Students  
May 24: IHSNO Class of 2023 Graduation  
May 26: Last Day for Teachers  
May 30: Summer Learning Program Begins

## Overview

During the month of March, we recognized the IB Learner Profile Trait, Communicators. IHSNO students listen carefully and express themselves confidently in many ways and in more than one language. In April, we recognize the IB Learner Profile Trait Balanced. At IHSNO, students show their leadership by developing intellectually, physically, and emotionally. The focus of the organization included preparation for Spring LEAP 2025, Spring Observations and Evaluations, IHSNO move to the Albert Dent Building, and Budgeting to name a few. After adds, drops, and transfers, March ended with 379 students.

## Events

**Unity Day:** The Anti-Defamation League hosted its 20th Annual Unity Through Understanding Day was held at Loyola University College of Law on Friday, February 3, 2023. It was a day-long training to increase high school students' awareness of stereotypical behaviors and prejudices in their environment as they explored ways to confront and overcome them. Through interactive workshops, students gained a better understanding of the importance of acceptance and promoting diversity within their own school communities. Anne Levy, a Holocaust survivor, was the closing guest speaker for the event. She told her story of survival and escape from Poland. By sharing her story, she proved to the students that unity comes from understanding the lives and actions of others.

**Pygmalion Parade:** IHSNO participated in the Pygmalion Parade on Saturday, February 11<sup>th</sup> at 6pm. The Cheerleaders performed while walking in the parade through the rain. Thank you to those who came out and showed support to our school.

**Honor Society Induction 2023:** On March 27, 2023, 80 students were inducted into the National Beta and Honor Societies. The ceremony was held in the Grand Ballroom at Xavier University of Louisiana. Many family members and staff came out to congratulate our students for an amazing job this school year.

**Junior / Senior Prom:** The 2023 Junior / Senior Prom was held on Friday, April 7, 2023 at the Trabadour Hotel on Gravier Street. Prom King and Queen were chosen. Students had a great time.

## COVID-19

IHSNO continues following CDC guidelines of masking recommended while on campus, but there is no mandate. There has been a calm in COVID-19 cases on campus although weekly testing is still occurring. Though numbers of individuals testing have decreased, each positive case is handled following CDC requirements, notifying them of the 5-day quarantine period. We will continue providing weekly on-site COVID-19 testing. COVID testing continues to take place on Thursdays from 2:30 to 4:30 pm. All staff and families are notified weekly of the number of cases on campus.

## Administration

**2023-24 Calendar:** The calendar for the upcoming school year has been complete and reviewed by the executive team and the Academic committee. It will be presented at the next full board meeting for final approval.

**Evaluations:** Fall Evaluations for all staff are completed. Spring observations and evaluations are underway.

**Letters of Intent:** Letters were sent through Bamboo via email. Based on the letter, only one employee indicated that he would not return for the 23-24 school year. Seven other employees within the Academics department requested to speak with their supervisor prior to signing. Each individual met with their supervisors and have since decided to return for the next school year. Employment offers will be issued by May 1<sup>st</sup>.

**Super App:** Super App is a tool that allows school systems to plan for their needs, access their formula funds, and apply for competitive funds on one timeline. Each year, school systems build a plan for how to improve student learning for the coming year. This process involves reviewing student achievement and student progress, establishing priorities, and building a budget aligned to these priorities using all available funding sources. IHSNO submitted the Super App for 2023-2024 for review and it has since been approved.

**SY 2023-24 Registration:** Registrar's office to begin implementing the students' registration application online. Through collaboration with various departments the application has been updated with information required by other departments. The Registrar created a fillable application and sent it to all parents who were matched with IHSNO through the Main Round of the New Orleans Common Application Process (NCAP – formally known as OneApp). This is to bring convenience to the enrollment process and registration process. This also helps with transferring students information directly to their profile without the need of manual reentry.

## Academics

### Curriculum and Instruction

**Tulane Tutoring:** IHSNO will continue to work with the Tulane Service Learning Department to provide Tulane Tutoring to our EL students every Tuesday and Thursday from 4:00 to 5:30 pm to practice English and receive help with homework. Currently there have been two Tulane tutors each Tuesday and five each Thursday consistently attending this semester. Tutoring sessions include Algebra LEAP prep, English I, Geography, English III, and the other tutors have been leading small group reading practice using

Scholastic Action magazines. While our groups have been somewhat small this semester, there have been consistent attendance and students are enjoying small group reading practice.

**Literacy platforms:** Academic Admin have met with representatives from Renaissance Learning, McGraw Hill for Achieve3000, and Carnegie to evaluate their platforms for improving literacy and math skills among our students and have compared their features, benefits, and costs. Based on the analysis, the recommendation is to adopt McGraw-Hill's Achieve3000 as the best option. This platform offers a personalized and adaptive learning experience that targets the specific needs of each student. It also provides data and reports that help monitor progress and inform instruction. The cost of this platform is comparable to the other two vendors, and it aligns well with our curriculum and standards. The program will be adopted and implemented next school year.

**Formal Observations Round 2:** AP and Principal have completed the observations of all the teachers in World Languages, Social Studies, Math, ELA, and Arts and provided them with feedback on their instructional practices. The HOS completed observations for the Science department. One of the trends noticed is that many teachers are struggling with using effective questioning techniques and asking higher-level questions that challenge the students. The plan is to have a professional development session where some of the teachers who scored high in this domain can share their strategies and best practices with the rest of the faculty.

**ACT Prep:** The ACT Boot Camp was a project that aimed to prepare all Juniors for the ACT test by offering them strategies and tips from a professional vendor, MasteryPrep. The project also included an optional extended version called the ACT Boot Camp Experience, which provided additional sessions after school and on Saturdays in the weeks before the test date of 3/21/23. However, the project faced a significant challenge when MasteryPrep canceled its service at the last minute, leaving the academic leadership team with no choice but to improvise and have the Instructional Coach plan and deliver the content. The project outcome was a success, as the team managed to cover all the content and skills that MasteryPrep had promised and received positive feedback from the students who participated. The project also demonstrated the team's resilience, flexibility, and commitment to student achievement.

**Algebra and Geometry classes with Vacancies:** Principal met with Math ADC to devise a plan on how to deliver the math content and work with the substitute teacher. The ADC is creating the assignments and posting grades weekly on PowerSchool. The substitute teacher ensures the students complete the work. The challenge is that substitutes are not equipped to deliver the content. Substitutes are giving students participating grades and sharing with the ADC. The principal will meet regularly to check on progress.

**Aspen Challenge:** The Aspen Challenge has been completed. Ms. Stewart and Dr. Berger coached 8 students on the IHSNO team for the 2023 Aspen Challenge. IHSNOs Aspen Challenge Team chose the following challenge: to increase action and awareness among peers that "visibilizes" the climate impact of Louisiana's consumer waste and offers sustainable solutions to address the environmental damage it causes. The team created a school recycling club, created and passed out recycling boxes to each classroom, ordered recycling containers from the city, spoke with the entire student body about the importance of the year 2030 and individuals impact on climate change, and are decreasing the use of plastics in the school. Although our team did not win the challenge, their presentation to 19 schools in New Orleans was amazing. They have earned an additional \$500 to keep their project going.

**Literacy plan:** The literacy plans for the next academic year involves two main components: an online remediation program and a literacy coach. The online remediation program will provide personalized and adaptive instruction for students who need extra support in reading and writing skills. The literacy coach will work with teachers and students to implement evidence-based practices and monitor progress. To prepare for these changes, we will meet with the ESL coordinator and the IC to identify which platforms we currently use that are no longer effective or aligned with our goals and to de-implement them accordingly. We will also create a job description for the literacy coach position and start the hiring process as soon as possible.

## International Baccalaureate Programme

### IB Diploma Programme (DP)

As of March 15, we have uploaded the data for 5 Diploma Candidates and 34 Submitted High Level Essays with Diploma and Certificate Candidates. We are on track to meet the IB deadlines and ensure the quality of our submissions. IB Coordinator and DP teachers are keeping a close eye on students' submissions and spreading the work in multiple deadlines to ensure students adhere to the deadlines

### 5-Year Renewal

In addition, we have completed the Self-Study and Programme Development Plan as part of the DP Evaluation process. The Self-Study evaluated IHSNO's implementation of IB standards and practices across all aspects of the program, such as curriculum, assessment, professional development, academic honesty, inclusion, and differentiation.

The Programme Development Plan focused on two main action points: improving the communication of IB policies on the school's website and enhancing the library resource access for DP students and teachers. During the feedback meeting, the IB representative indicated that most areas we marked as developing are indeed developed. We have also identified the resources and support needed to implement them effectively.

The next step in the evaluation process is the reading by an IB-appointed team of evaluators. The reading will take place over Zoom with the Principal, HOS, and IBC. The reading aims to review our Self-Study and Programme Development Plan and provide feedback and recommendations. We are confident that we have prepared a comprehensive and honest report that reflects our commitment to delivering a high-quality DP program that meets the needs of our students and aligns with the IB mission and philosophy and also presents the challenges we face with full IB candidates recruitment, retention and commitment to complete the DP program.

### Reimagine IHSNO

IHSNO has been approved to expand the MYP program into 9 and 10<sup>th</sup> grades. IHSNO and the Reimagine team have been working together to expand the IB Program to grades 9 and 10 while working through the Phase II deliverables. The Reimagine team has submitted all Phase I deliverables. IHSNO was on the March 7th BESE Administration and Finance Committee agenda to move into phase II and release the remaining allocation of \$141,700, which was approved. LDOE also updated the four reporting periods throughout the life of the grant, with the first of which is taking place March 1-31 and due April 10th. The report is comprised of four parts: executive summary, Budget Summary, budget narrative, goals and assurances. The report, [VIBE Reimagine QR.xlsx](#), has been submitted to LDOE.

**MYP Application:** The official application for the Middle Years' Program (MYP) was submitted and approved. IHSNO is officially an IB MYP Candidate School. Next steps include submitting the application fee for MYP and Head of School.

**MYP Implementation:** IB Coordinator is working with other team members to discuss plans to include MYP in the 9th and 10th grades. MYP Phase II is on track and includes funding for a language lab to be in the computer lab. IB Coordinator is collaborating with different leadership teams on plans for implementation in the 9th and 10th (Year 4 and 5 respectively in the MYP). Finding the right support to apply MYP in 9th and 10th grade is critical now that the middle school opening is not an option.

**MYP Implementation and Design:** The IB Coordinator is planning to meet with stakeholders to determine best practices for implementing the MYP with current state requirements. This will aid in ensuring the best implementation for IHSNO with few challenges.

## Student Support

**IGPs:** Students are being followed to ensure they are on track for graduation. Currently, we have 9 students who are not on track to graduate. The families have been informed that the students are at risk of not graduating. All seniors are working on completing coursework prior to the deadline for grades being closed.

## Counseling

**WorkKeys administration:** To advance our improvement of the SPS this year, IHSNO had a group of 63 students testing for Work Keys on March 8th. Students participated in the Workkeys training in the community room with counselors prior to the assessment. Several students scored in the Platinum, Gold, and Silver categories. Each assessment counts as points towards our next SPS score.

**ACT Statewide District Testing Preparation:** The ACT state testing was administered on March 8, 2023. There were 59 students in attendance and 13 students will have to make up the assessment during the April 2023 National Test session on April 16, 2023.

**ELPT State Testing:** Each Spring, all current EL students must participate in all four domains of the ELPT or ELPT Connect. Each student's Year 1 score serves as their baseline data. For every following year, each student will receive a projected trajectory score based on the LDOE High School trajectory table. SPS points are awarded as follows: 0 points for not improving in overall proficiency, 80 points for improving in one or more domain level from previous year, 100 points for meeting expected proficiency level, 150 points for exceeding expected proficiency level. The points earned for each student is counted twice in order to offset two LEAP exams per year, making this an even more high-stakes state test. The ELPT testing window for Spring 2023 was February 13th to March 24th. At the beginning of the ELPT testing window, we had 95 EL students enrolled. Five of these students were transferred out during the testing window due to 15 consecutive absences. One student took one portion of the test, but was a no-show for the remainder of the testing window. The 89 other students took all four domains of the ELPT or ELPT Connect by Wednesday, March 22nd. One EL/CBI student took the ELPT Connect (ELPT for students with severe cognitive disabilities) for the first time.

## Social Work

**Apricot 360:** Apricot 360 is a software that tracks data around social services rendered to students. It is beneficial for providing data specific to social services/attendance rendered and perusal of time



allocated to services. IHSNO is in the process of adopting the program. Currently, no such program exists. Social Services have been documented and saved physically

**Attendance:** Attendance records students that are present/absent daily which affects student's promotion through graduation and moving to the next grade. Attendance data for all students has been getting cleaned up, and an alternate seat recovery plan has been established. Students' (specifically seniors) who have a number of absences that make them truant may not walk across the stage, but have to attend summer school. Attendance seat recovery will be offered beginning 4/3/2023-/19/2023. Students who are assigned a flex schedule will have the option to attend seat recovery during the daily enrichment block (3:37-4:43 pm); students with a traditional schedule will have the option to attend seat recovery daily during study hall (8:00-9:00 am). Students who work and will be challenged with attending seat recovery daily can provide a copy of their work schedule to receive plans on an individual basis. Otherwise, all other students are required to attend all five days weeks in order to receive 2 full days forgiven.

**Response to Intervention:** RTI is a mandated intervention-based program that allows for students to get support behaviorally/academically based on struggles exemplified within the classroom. ]There has been no follow-through with administration to troubleshoot challenges expressed by teachers. Protected time to meet and collaborate with staff is impossible due to the teaching gaps we currently are facing. Moving forward, IHSNO will build a detailed scope and sequence to help guide initiation of RTI and observe classes to gauge student/teacher challenges that need immediate support. The program will be implemented with fidelity during the 2023-24 school year.

**Botvin Life Skills Training (ST):** LST Training is a life skill training program centered on substance use and violence prevention. It is taught in health class, a scripted manual is provided to teachers, and workbooks are provided to the students. The LST program observer and data collector came out on 3/30/2023 to speak with the LST team and observe the implementation of the program. The LST observer had trouble following the schedule that was provided to her in a timely manner. Unfortunately, the observer missed the observation windows and will reschedule to fulfill the expectation of viewing the implementation of the program. The plan is to maintain the grant and program to help give students information about basic life skills.

**No Place for Hate (NPFH) Initiative:** NPFH is a program that helps cultivate a safe space and environment for staff and students. Education, activities, and student engagement is centered around anti-bullying. Students participated in a day-long training at Loyola University to increase awareness of stereotypical behaviors and prejudices in their environment as they explored ways to confront and overcome them. Project one of the year was completed with the finished products posted in the school. Challenges with scheduling meeting times with staff that participated in the program last year continue to be a struggle. Two more activities for this year are planned and will be executed prior to the close of the year.

**Link Krewe:** LK is a program that is designed to foster better academic performance and fewer discipline issues with students. Link krewe team had planned and scheduled information meetings for potential student leaders. Potential students have been identified and those students have been contacted to join the program. In addition, students who may be interested, but not on the list have also been invited to the informational meetings. Upcoming plans have been scheduled. IHSNO will be moving to a new building. Uncertainty about adequate space to host the link krewe assembly is an issue. Logistics are being planned for Freshman Academy (August 9) as their introduction to the program and school. Teachers/staff will attend an informational professional

development outlining the logistics of freshman academy before the end of the school year. A date will be set for the PD by the end of April 2023.

**DARE:** DARE is a program that teaches students about resistance towards drug abuse. DARE is a free program that would like to service IHSNO students by teaching resistance to drugs. DARE has a limited number of officers they can send out for a presentation. As such, it has been difficult aligning the school calendar with DARE's calendar. Once a date is finalized, the AP will schedule the assemblies on the school calendar.

**Social Work Services for SPED students:** In order to address the social and emotional needs of the students and help them achieve their academic goals, and stay in compliance with the required minutes for SPED students, we contracted an outside provider, Mr. Conway, who is a licensed social worker with experience in working with SPED students. Mr. Conway started his services with the students on Wednesday, March 29, and will continue to provide the required minutes as per the IEPs. The project is on track and expected to meet the desired outcomes.

## Culture

**Uniforms:** Following school uniform policy has been a big challenge throughout the school year. Ensuring that the uniform policy is being followed and implemented by all stakeholders has been a struggle. To address the issue, after-School and Saturday detention has been implemented to assist with ensuring that the culture expectations are met. A big contributor to the problem with uniforms include adults not addressing students who do not follow the dress code. Moving forward, the Culture team is entering classrooms more often to ensure that adults are implementing dress code and conducting meetings with adults who are not addressing students not following dress code with fidelity.

**Athletics Banquet:** Planning is underway for an athletics banquet. As planned, the banquet will celebrate all athletic teams at IHSNO including Cheer and Dance. The event is being planned currently to be held in on campus.

**Saturday Detention:** Saturday detentions are being held at the school each weekend. During March, an average of 10 students have been in attendance each Saturday.

**OOS:** Nine (9) students served Out of School suspension in March. The offenses included skipping, Vape usage on campus, fighting, and treating authority with disrespect.

**ISS:** Eight (8) students participated in In School Suspension in March. The offenses included skipping Saturday detention, willful disobedience, and leaving campus without permission.

## Finance

The FY22-23 February financials result in a net income of 6K, which is 5K less than the budgeted amount of \$1,020K. The variance from the budget is primarily driven by differences in the state, local and federal revenues. The variance in the State and Local revenue results from a lower than budgeted student enrollment. Additionally, we've discovered that a portion of our federal grant was wrongly allocated to another school with a similar name. IHSNO is working with the LDOE on the issue.

As of February 28, 2023, the cash balance in the checking account is \$558K and \$80K in the clearing account for a total cash and cash equivalents balance of \$638K. Forecasted net cash flow is \$852K which is \$176K less than budgeted. The change in cash flow is primarily driven by the lower net income as well

as other cash flow activities. The changes in cash flow results in a projected 44 days cash on hand at the end of the fiscal year.

**SAM.Gov:** The registration for VOICES FOR INTERNATIONAL BUSINESS AND EDUCATION / EHNJZF75SJC6 / 6C6X8 in the U.S. federal government's System for Award Management (SAM) is now inactive as of March 05, 2023. To be eligible for federal awards, you must have an active SAM registration. We have been working for the last few months to update Entity update required - moving forward with additional tasks to ensure that we have access to our federal funding. To receive existing awards with the government, we must renew our SAM registration annually to ensure continued payments. We have been working on renewing since February 3<sup>rd</sup> before it became inactive. The process has taken 2 months and is still not completely active. It is currently in "submitted" status, as of April 6<sup>th</sup>, and remain until all external validations are complete.

**Premium Parking:** IHSNO has been leasing the main parking lot to Premium Parking for a few years. We initially received a monthly payment for use and a percentage of the parking fees. IHSNO has not received a payment for the entire current school year. We have been in contact with them for a copy of the contract that they said was changed to exclude the monthly payments. We have not yet received a copy of the new contract. We only have a copy of the original contract. We finally secured a payment for the use of our parking lot in the amount of \$2937.51. We are still working on securing a copy of the contract and the remaining payments.

## Operations

### Facility

**Albert Dent Building:** IHSNO has been sited for the Albert W. Dent building, located at 2733 Esplanade Avenue for the 2023-24 school year. The building was refurbished in 2016 and it's 57,000 square feet can hold between 377 - 484 students. The school building is within the Esplanade Ridge, a Designated Historic District in New Orleans, home to the Faubourg St. John neighborhood, and referred to as the Creole Garden District. The specifications are:

- 3 Stories
- 57,000 Square Feet
- 1.43 Acres (Parcel Size)
- 31 Classrooms
- 20 Offices

**Parking:** IHSNO had an issue with receiving April parking passes from the Park First Parking Lot where some of our staff currently park. The April parking passes were not paid for by the construction company renting our parking lot. The construction foreman spoke with owner of lot to approve parking through August 2023. Parking passes are now paid by construction company through August 2023.

### Transportation

**Schedule:** IHSNO has been working with the transportation provider since October to get students to school on time. Unfortunately, certain buses are consistently late. This is impeding on students ability to learn during the first class and teachers to teach. There is no solution to this challenge as yet.

**SY 23-24 Transportation:** All About Kids, IHSNO's current transportation provider has purchased 7 additional buses to cover IHSNO routes in the Fall 2023 if needed. IHSNO requested a merge of Algiers

and JP bus routes, as well as the New Orleans East routes. This will bring the requested routing from 7 to 5 buses for the school year.

## Safety and Security

**Ident-A-Kid:** IHSBO selected Ident-A-Kid as the vendor for Visitor Management System and Student Attendance Tracker. The kiosk has been set up at the Security desk in Front Lobby. Kiosk is fully functioning with visitor log in, student check in, and sex offender notifications.

**Basement Security:** There has been an ongoing issue securing the basement from unmonitored student events. There is now a second security station set up on the way to the basement. The locks have been rekeyed to each entrance of basement. Blink cameras have been installed to capture any movement to and from the basement. The Blink Camera App has been installed on Operations Team phones (Director, Security, Maintenance) The Blink Camera system features visual alerts, motion detection, and two-way audio.

## Technology

**LEAP Testing Server Setup:** The Tech Coordinator is reaching out to the DRC tech support to successfully update the LEAP testing server. This will ensure that testing materials are secure, the network connectivity is up to DRC standards, and the app that is used for testing is up to date.

**Vendor Information Collection:** The Tech Coordinator is researching current IHSNO technology vendors to make budgeting decisions on what we will keep moving forward and where can we eliminate costs.

**Technology Lab:** IHSNO has officially transferred technology support companies from ICT to the Technology Lab. TechLab has won the bid for ERate and has officially been working on IHSNO's technology needs. Three boxes of unusable chromebooks were sent to Techlab for repair in March. TechLab has completed 2 out of the 3 boxes that we have shipped by the end of March (two weeks later), and a promise to have all chromebooks fixed and returned by April 15 in time for LEAP testing. The various issues (LCD screens, keyboards, network issues) were all corrected and working as usual.

**Cloud Server Install:** This server will be used to monitor all network traffic and can also identify AP (access point) usage, AP's in service, as well as identify the status of the printer server.

**AllFax:** IHSNO has adjusted our partnership with AllFax. They initially only serviced our larger printer/copiers. They are now contracted to service all printers, including those in individual offices. Included in the contract was new printers for each office.

**Laptops for Registration:** Two laptops have been set up in the front office for student registration. The Registrar will be able to better assist parents and guardians with their registration applications and support documents submission.

**IHSNO Technology Move:** One major part of the move to the Dent building is the technology move. Two of our vendors will be crucial in making this move a success with technology:

- **Allfax Printers Relocation:** The Tech Coordinator has worked with AllFax to identify dates they will come and move all printers from the Rabouin campus to the Dent campus. Once the move is officially approved, the dates will be finalized.

- **Technology Lab:** The Tech Coordinator has been working with TechLab to identify the steps in moving all technology including servers, wireless Access Points, boards, networking, etc.

## Development

**Dent Building Celebration:** We are excited to be sited for another building for next school year. We would like to celebrate the move by a possible ribbon cutting, crawfish boil, with an open house. This is in the preliminary stage of planning and will be finalized once a clearer idea is established on the lease dates.

**Tulane Intern:** IHSNO has enlisted the support of Tulane University Intern A. Hill. Ms. Hill has been a great asset to IHSNO especially in the absence of in-house Development Staff. Ms. Hill meets weekly with The Schulkens team. Her current responsibilities include: Scheduling daily FB posts, photographing groups/ clubs/students/ faculty, Working with Gala sponsorship committee, Sending out Gala sponsor emails, Updating long email dignitary/international list, Interviewing students and faculty for spotlight.

**Reader Rankings:** It's almost time to vote for IHSNO for the Reader Rankings. The plan is to have teachers students start voting from April 9 to April 30. We will begin advertising and communicating soon.

**NOCHI:** IHSNO students have been invited to a luncheon at NOCHI. Development will follow up with Gerald Duhon to host a luncheon for graduates before May 15. They will meet with students about joining their program post graduation.

**GALA :** The 2023 IHSNO GALA will be held on April 22, 2023, 6:30-9:30 pm at The Building. Several committees have been established to plan the gala. We have secured the band from last year, Street LYFE.

**Give NOLA:** The next big item is Give NOLA. The date is May 2<sup>nd</sup>.

## Grants

SUBMITTED	Amount	Submitted	AWARDED	Amount	Awarded	DECLINED	Amount	Date
School Violence Prevention Program	\$ 241,184	6/21/22	Rockerfeller Foundation	\$ 2,500	7/30/22	School Violence Prevention Program	\$ 241,184	10-12-22
Pro Bono Publico/Achieve3000	\$ 23,000	9/28/22	Good Sports Foundation	95% off equipment	11/18/22	Baptist Community Ministries	\$ 2,500	11/4/2022
Booth-Bricker EL Remediation	\$ 17,893	7/19/22	Pro Bono	\$ 13,000	12/6/22	Booth Bricker	\$ 17,893	12/9/2022
Baptist Community Ministries	\$ 2,500	10/3/22	Selley Foundation	\$ 20,000	5/27/2022	Baptist Community Ministries	\$ 2,500	12/2022
Good Sports Foundation	95% off equipment	10/6/22				Wal Mart Foundation	\$ 35,000	1/30/23
Wal Mart Foundation	\$5,000 each x 7	10/21/22						
Sport Matters (Dick's)	\$ 6,100	10/26/22						
Entergy Micro Grant	\$ 835	11/17/22						
Farm to School (USDA)	\$ 15,510	1/6/23						
<b>Grand Total</b>	<b>\$ 307,022</b>		<b>Grand Total</b>	<b>\$ 35,500</b>		<b>Grand Total</b>	<b>\$ 299,077</b>	

## Human Capital

### Vacancies

**2023-24 Vacancies:** The following current vacancies need to be filled in Academics for the 22-23 school year.

- 1 math and science interventionist
- 2 science teachers
- 2 math teachers

**2023-24 Vacancies:** IHSNO Admin is currently working on filling in the vacancies for Spanish, Special Education, Math, Science, and Vietnamese teachers. Interviews have been conducted for two candidates for the Spanish position, one for the Special Education position, and one for the Vietnamese position. We have also interviewed two Science candidates. Math and Science Candidates are very few and are difficult to secure.

### Performance

**Performance Improvement Plans:** Several employees are currently on Performance Improvement Plans (PIPs) during the month of April. One teacher's PIP is for a combination on corrective behaviors including tardiness, communication with peers, and job performance. The remaining 3 are for attendance, including habitual tardiness. These PIPs will close on 5/10/23. There needs to be marked improvement to receive an employment offer for the 2023-24 school year. The Principal will have regular check-ins to assess progress and follow up on the PIPs.

### 2023-24 Hiring Process

**Employment Offers:** Employment offers will be issued to staff by May 1<sup>st</sup>.

**Personnel Records:** It is time to update personnel records. All returning staff with a background check older than 2 years will have to have a new background check done. Staff will also submit items that are missing from their personnel files.

## Professional Development

### LDOE

**SPED Cameras Policy:** SPED Cameras policy must be adopted by IHSNO. The policy allows a request to include cameras in any self-contained classroom or other special education setting in which most students in attendance are provided special education and related services. The cameras must hold data for at least 3 months and data can be requested with the appropriate documentation. The policy was approved by the academic and recommended to the full board for approval. Once approved, the policy will be uploaded to the IHSNO website and made public.

**Title IX Policy:** Title IX Policy must be adopted by the VIBE Board. The policy is a standard Title IX policy and "states "[n]o Person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance." 20 U.S.C. § 1681(a). International High School of New Orleans does not discriminate on the basis of sex in the education program or activity that it operates, and IHSNO is required by Title IX, as amended, not to discriminate in such a manner. "The policy was approved by the

academic and recommended to the full board for approval. Once approved, the policy will be uploaded to the IHSNO website and made public.