Wesley International Academy Board of Directors
Governance Dashboard (FY19 – as of May 6, 2019)

Mission: to develop in students the discipline of learning & a life-long desire for knowledge through a world class IB education.
Vision: to develop students who are global citizens and are academically competitive by international standards of excellence

HISTORICAL CCRPI

Year	2012	2013	2014	2015	2016	2017	2018*
Score	70.4	70.4	71.2	70.6	68.5	65.7	**84.9**
Beat the Odds	No	No	No	No	No	No	**YES**
Beat State (Score)	Yes (69.7)	No (72.7)	Yes (70.0)	Yes (70.3)	No (70.8)	No (72.5)	**Yes (76.6)**
Beat APS (Score)	Yes (58.1)	Yes (63.4)	Yes (63.5)	Yes (64.3)	Yes (64.5)	No (66.9)	**Yes (73.4)**

*CCRPI calculation modified in 2018 as compared to prior years

CHARTER GOALS & MEASURES

Academic Goals (contract, para. 8, sec. a.)
> Goal 1: Beat the Odds - **YES**
>> Status: **GOAL MET** for FY18 reported out in Fall Semester 2018
> Goal 2: CCRPI Proficiency (best both State and District) - **YES**
>> Status: **GOAL MET** for FY18 testing reported in October of FY19

Organizational Goals
> Goal 1: Economic Sustainability
>> Measure 1: Fiscally sound per external audit submitted to GaDOE by November 1, 2018
>>> Status: **GOAL MET**
>> Measure 2: Effective resource allocation in both actual & proposed budgets
>>> Status: TBD at year end
>> Measure 3: Maintenance of adequate cash reserves
>>> Status: TBD at year end
>> Measure 4: Meet GAGAS per audit
>>> Status: **GOAL MET**
>> Measure 5: Meet all financial reporting deadlines to GaDOE and District
>>> Status: TBD at year end
> Goal 2: Board members complete required training (O.C.G.A § 20-2-2072 and SBOE Rule 160-4-9-.06)
>> Measure 1: Completed required training hours and adopt a code of ethics and conflict of interest policy
>>> Status: TBD at year end
> Goal 3: Promote positive school experience (Climate)
>> Measure 1: Students absent 6d or more must be less than 10% & shall improve by 2 pts annually until students absent 6d or more is under 5%
>>> Status: TBD per Governor's Office of Student Achievement Report Card
>> Measure 2: 90% parents at least "satisfied" with overall quality of education via annual survey; response rate of at least 85%
>>> Status: TBD
>> Measure 3: 90% teachers at least "satisfied" with overall quality of employment via annual survey; response rate of at least 85%
>>> Status: TBD
>> Measure: 4-star or higher on the [GaDOE's School Climate Star Ratings annual report](#) – **2 Stars for FY18 reported out in Fall 2018**
>>> Status: **Not Met** (single [elementary school code](#) makes achieving this metric quite difficult)

Annual Report (contract, para. 10) – **Requirements Completed**
> Due: November 1, 2018   Submitted: On Time   Made available to the community: December 4, 2018

Financial Sustainability (Quarterly: lagging – August, November, February, & May)

1. **Budget v. Actual Spending**
2. **Cash-on-Hand Status:** Number of operating days in bank
3. **Board Giving:** 67% (6/9) of board have given in FY19 as of April 30, 2019 – **Need 100%**

Executive Director Evaluation Committee Reports: July, November, & April of each year in Executive Session

- To include staff retention status: resignations, terminations, and professional development plans
- To include status of personal goals embedded in employment contract
    - **Growth**
        - Goal: Teacher retention of 80% between FY19 and FY20 [as of June 30, 2019]
        - Stretch: Teacher retention of 85% between FY19 and FY20 [as of June 30, 2019]
        - **Status [05/07/2019]:** Current retention (teachers & paras) → 91.5%
            - Total employees as of July 1, 2018: 108 (11) → 89.8%
                - Total paraprofessionals: 12 (2) → 83.3%
                - Total teachers: 70 (5) → 92.9%
                - Total other: 26 (4) → 84.6%
    - **Financial**
        - Goal: Fundraising realized during FY19 of at least $75,000
        - Stretch: Fundraising realized during FY19 of at least $100,000
        - **Status [4/30/2019]:** $66,419.47 pledged for FY19 / $58,819.47 realized
    - **Academic**
        - Goal: Increase test scores by 3 points per grade per subject over FY17 on the FY18 College and Career Ready Performance Index (CCRPI)
        - Stretch: Increase test scores by 3 points per grade per subject over FY17 on the FY18 CCRPI [anticipated release of FY18 scores is October 2018]
        - **Status [11/6/2018]: STRETCH GOAL MET**
    - **Climate**
        - Goal: Reduce referrals for discipline and suspension in FY19 by 25% as compared to FY18 and provide training for the Dean of Student Services, Dana Roberts, in restorative practices by the end of FY19.
        - Stretch: Reduce referrals for discipline & suspension in FY19 by 35% compared to FY18
        - **Status: TRAINING COMPLETED** See charts below

Academic Excellence Committee
1. Executive Director will retain high performing teachers: at least 80% of those who score a 3 or higher on the TKES assessment instrument
   Status: to be ultimately measured as of June 30, 2019 [aligns with ED's FY19 goals]
2. 70% of individual students will meet or exceed projected growth goals as measured on MAP assessments from Fall 2018 to Fall 2019 in reading
   Status: to be measured Fall 2019
3. 70% of individual students will meet or exceed projected growth goals as measured on MAP assessments from Fall 2018 to Fall 2019 in math
   Status: to be measured Fall 2019
4. 3% increase in achievement school wide as measured by Milestones results
   Status: Exceeded [aligns with ED's FY19 goals] (10/29/2018)
5. Improve school climate by decreasing discipline referrals and suspensions by training and supporting teachers using current discipline strategies
   Status: to be measured May 31, 2019 for FY19

Development Committee
1. Raise $75,000 (stretch goal $100k)
   Status: to be measured monthly via Development Committee report
2. Leverage China Week to engage corporate and community sponsors
   Status: to be measured upon execution of China Week
3. Sell school merchandise for a profit
   Status: to be measured quarterly via Development Committee report

Finance Committee
1. Complete audit of FY 2018 financial statements and respond to any actionable items as appropriate
   Status: Completed and reported to the board November 6, 2018
2. Develop a balanced budget for FY 2020.
   Status: to be completed by _____ **(need date from Chip)**
3. Finalize financial policies for review and approval by Board at Feb 2019 meeting
   Status: to be measured subsequent to February 2019 meeting
4. Work with school leadership in the realm of HR structure, staffing needs and responsibilities
   Status: represents the nexus between staffing decisions and budget development; need a bit more clarity around what the deliverable is here in order to measure;
5. Better collaboration with Development Committee regarding maximizing the utility of Red Thread funds
   Status: to be measured at year-end with input from Development Chair, Katie Delp

Governance Committee
1. Update WIA Policy Documents
   Status: to be completed & presented to the board for ratification by June 30, 2019
2. Update WIA Board Bylaws
   Status: to be completed & presented to the board for ratification by December 30, 2018
3. Formalize the board recruitment and on-boarding processes
   Status: to be completed by _____ and utilized for the FY19 recruitment cycle
4. Ensure creation of measurable goals for the board as a whole
   Status: to be assessed subsequent to the October board meeting where goals are presented

ELA: 2018-19 Benchmarks - Average Score

Grade	B1	B2	B3	B4	B5	B6
K	Diagnostic	77	69	79	82	78
1st	Diagnostic	54	79	84	84	89
2nd	Diagnostic	76	91	76	71	66
3rd	Diagnostic	76	75	77	70	78
4th	Diagnostic	52	59	65	69	74
5th	Diagnostic	67	62	70	70	62
6th	40	58	62	57	53	51
7th	61	59	72	70	75	60
8th	57	57	57	59	61	55

Math: 2018-19 Benchmarks - Average Score

Grade	B1	B2	B3	B4	B5	B6
K	Diagnostic	87	85	88	86	87
1st	Diagnostic	68	80	73	73	55
2nd	Diagnostic	52	61	51	54	64
3rd	Diagnostic	77	65	58	61	56
4th	Diagnostic	62	55	62	67	65
5th	Diagnostic	56	57	51	57	49
6th	64	63	69	68	63	50
7th	45	57	68	58	55	43
8th	32	36	32	40	41	50

Science: 2018-19 Benchmarks - Average Score

Grade	B1	B2	B3	B4	B5	B6
K	Diagnostic	76	78	79	82	83
1st	Diagnostic	93	83	78	76	75
2nd	Diagnostic	67	68	69	70	70
3rd	Diagnostic	62	62	59	64	64
4th	Diagnostic	47	56	58	58	60
5th	Diagnostic	78	73	69	65	63
6th	82	72	73	73	81	
7th	80	84	72	66	69	56
8th	55	53	64	50	53	33

Social Studies: 2018-19 Benchmarks - Average Score

Grade	B1	B2	B3	B4	B5	B6
K	Diagnostic	79	87	72	67	77
1st	Diagnostic	87	89	87	86	79
2nd	Diagnostic	79	75	78	68	74
3rd	Diagnostic	57	51	41	58	62
4th	Diagnostic	52	53	44	53	57
5th	Diagnostic	54	64	66	65	66
6th	42	55	67	62	64	64
7th	43	56	48	73	68	75
8th	77	74	79	81	75	76

ELA: 2018-19 Benchmarks - Percent Proficient

Grade	B1	B2	B3	B4	B5	B6
K	Diagnostic	76	64	85	81	72
1st	Diagnostic	23	73	66	78	86
2nd	Diagnostic	72	99	72	62	49
3rd	Diagnostic	68	69	71	54	78
4th	Diagnostic	17	34	46	53	68
5th	Diagnostic	53	43	58	57	42
6th	7	40	33	24	27	15
7th	23	36	63	65	64	48
8th	17	31	25	27	38	12

Math: 2018-19 Benchmarks - Percent Proficient

Grade	B1	B2	B3	B4	B5	B6
K	Diagnostic	83	88	88	91	76
1st	Diagnostic	47	80	80	60	34
2nd	Diagnostic	24	34	32	32	37
3rd	Diagnostic	75	55	35	36	28
4th	Diagnostic	45	39	40	58	38
5th	Diagnostic	35	38	40	37	25
6th	46	45	49	52	42	41
7th	12	29	44	48	56	25
8th	3	12	14	2	0	3

Science: 2018-19 Benchmarks - Percent Proficient

Grade	B1	B2	B3	B4	B5	B6
K	Diagnostic	62	77	80	84	63
1st	Diagnostic	92	78	77	72	69
2nd	Diagnostic	59	58	55	48	51
3rd	Diagnostic	36	35	33	39	39
4th	Diagnostic	10	24	24	26	30
5th	Diagnostic	72	64	52	47	40
6th	67	66	62	75	81	
7th	83	89	64	61	56	26
8th	21	10	44	45	19	0

Social Studies: 2018-19 Benchmarks - Percent Proficient

Grade	B1	B2	B3	B4	B5	B6
K	Diagnostic	82	88	60	54	68
1st	Diagnostic	90	96	91	81	69
2nd	Diagnostic	74	68	74	56	68
3rd	Diagnostic	31	14	39	27	58
4th	Diagnostic	10	9	44	13	26
5th	Diagnostic	22	41	66	43	43
6th	10	23	57	40	49	46
7th	16	16	12	63	58	71
8th	70	63	73	73	71	71

MAP Assessment: Percentage Meeting Growth Goal: Math

Grade	Fall			Winter			Spring		
	2016-2017	2017-2018	2018-2019	2016-2017	2017-2018	2018-2019	2016-2017	2017-2018	2018-2019
K	N/A	N/A	N/A	51	71	49	75	83	June Dashboard
1st	55	66	85	42	48	39	63	69	June Dashboard
2nd	30	65	88	51	54	52	51	52	June Dashboard
3rd	35	71	32	53	52	39	64	74	June Dashboard
4th	57	64	70	26	35	38	77	77	June Dashboard
5th	31	67	62	35	45	41	69	74	June Dashboard
6th	39	42	44	43	62	44	61	65	June Dashboard
7th	64	56	56	46	49	48	50	61	June Dashboard
8th	42	57	66	47	67	48	63	50	June Dashboard

MAP Assessment: Percentage Meeting Growth Goal: Reading

Grade	Fall			Winter			Spring		
	2016-2017	2017-2018	2018-2019	2016-2017	2017-2018	2018-2019	2016-2017	2017-2018	2018-2019
K	N/A	N/A	N/A	32	78	55	64	78	June Dashboard
1st	63	46	88	36	43	45	65	71	June Dashboard
2nd	54	60	83	46	37	44	56	62	June Dashboard
3rd	37	41	35	43	45	47	50	74	June Dashboard
4th	63	54	72	37	25	43	62	71	June Dashboard
5th	32	55	32	44	48	57	54	60	June Dashboard
6th	55	48	44	45	65	47	44	36	June Dashboard
7th	66	54	40	37	47	63	57	46	June Dashboard
8th	63	47	51	62	56	61	44	53	June Dashboard

Discipline Referrals by Month											
Academy	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Total
PYP	8	38	24	28	14	24	20	18	41		215
MYP	5	24	30	33	21	28	39	39	19		238

# of Students Referred for Discipline by Month											
Academy	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Total
PYP	8	25	12	23	12	17	16	14	27		154
MYP	5	16	27	20	15	17	28	22	15		165

Number of Students with Multiple Referrals-Semester 1				
Academy	2	3	4	5+
PYP	11	6	6	2
MYP	8	3	0	1

Number of Students with Multiple Referrals-Semester 2				
Academy	2	3	4	5+
PYP	8	5	1	4
MYP	12	4	4	5

Discipline Referrals by Content Area-Semester 1				
Academy	Core Subjects	Chinese	Connections	Total
PYP	78	42	20	140
MYP	54	14	17	85

Discipline Referrals by Content Area-Semester 2				
Academy	Core Subjects	Chinese	Connections	Total
PYP	83	9	11	103
MYP	79	24	22	125

Discipline Referrals - Demographic Breakdown								
	Semester	Jan	Feb	Mar	Apr	May	Total	Percent
FRL	133	28	33	26	40		260	57%
Not FRL	92	24	26	31	20		193	43%
	Semester	Jan	Feb	Mar	Apr	May	Total	Percent
Black	199	48	52	47	53		399	88%
White	3	1	2	3	5		14	3%
Other	23	3	5	7	2		40	9%
	Semester	Jan	Feb	Mar	Apr	May	Total	Percent
Female	75	16	23	19	31		164	36%
Male	150	36	36	38	29		289	64%

					Suspensions by Month						
Academy	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Total
PYP	0	1	1	2	0	0	2	0			6
MYP	3	2	2	5	4	6	4	5			31

	Semester 1	Jan	Feb	Mar	Apr	May	Total	Percent
FRL	14	5	2	1	5		27	52%
Not FRL	6	1	4	4	10		25	48%

	Semester 1	Jan	Feb	Mar	Apr	May	Total	Percent
Black	17	6	6	3	13		45	87%
White	0	0	0	0	2		2	4%
Other	3	0	0	2	0		5	10%

	Semester 1	Jan	Feb	Mar	Apr	May	Total	Percent
Female	7	2	1	2	7		19	37%
Male	13	4	5	3	8		33	63%

					Alternative to Suspension/SEL						
Academy	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Total
PYP	11	26	11	2	2	3	5	6	12		78
MYP	1	13	18	11	8	14	5	11	6		87

	Semester 1	Jan	Feb	Mar	Apr	May	Total	Percent
FRL	65	10	6	10	12		103	62%
Not FRL	38	7	4	7	6		62	38%

	Semester 1	Jan	Feb	Mar	Apr	May	Total	Percent
Black	93	17	7	14	16		147	89%
White	2	0	0	0	0		2	1%
Other	8	0	3	3	2		16	10%

	Semester 1	Jan	Feb	Mar	Apr	May	Total	Percent
Female	20	5	6	7	7		45	27%
Male	83	12	4	10	11		120	73%