

The Academy of Alameda Charter School Board

Board Meeting

Date and Time

Thursday April 24, 2025 at 6:30 PM PDT

Location

The Academy of Alameda
401 Pacific Ave
Alameda, CA 94501
Room 203

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:30 PM
A. Call the Meeting to Order	Discuss	Keith McCoy	1 m
B. Record Attendance		Damaris Espinosa	2 m
C. Public Comment		Keith McCoy	2 m
Public comment on any closed session item. Allotted time for comments is two (2) minutes per speaker.			
II. Closed Session			6:35 PM

	Purpose	Presenter	Time
A. Confidential Student Discipline Matter – Consideration of Potential Expulsion Case No: 90879	Vote	Keith McCoy	25 m
B. Update on Executive Director's Goals and Evaluation Process	Discuss	Christine Chilcott	25 m
III. Open Session			7:25 PM
A. Open Public Session and Report Out on Any Actions From the Closed Session	FYI	Keith McCoy	2 m
B. Public Comment	FYI	Keith McCoy	2 m
Public comment on any item not listed on the agenda. Allotted time for comments is two (2) minutes per speaker.			
IV. Consent Agenda			7:29 PM
A. Approve Draft Meeting Minutes	Approve Minutes	Keith McCoy	2 m
Approve minutes for Board Meeting on March 27, 2025			
B. Check Registers	FYI	Keith McCoy	1 m
C. Credit Card Statements	FYI	Keith McCoy	1 m
D. Vote on Consent Agenda	Vote	Keith McCoy	1 m
V. Board Communication			7:34 PM
A. Update on Strategic Plan	Discuss	Christine Chilcott	25 m
Executive Director Chilcott will give an update on the 24-25 Strategic Plan Goal Progress and Future Year Goals			
B. Presentation on 24-25 SY Attendance	Discuss	Christine Chilcott	25 m
ED Chilcott will give a presentation on attendance and issues impacting attendance during the 24-25 school year			
C. Board Committee Reports	Discuss	Keith McCoy	10 m
Reports from the following committees:			

- Finance Committee
- Student Success Committee
- Governance Committee

VI. Closing Items**8:34 PM**

A.	Individual Board Member Reports	FYI	Keith McCoy	5 m
B.	Executive Director Report	FYI	Christine Chilcott	2 m
C.	Upcoming Board Meetings	Discuss	Keith McCoy	1 m

May 22:

- 25-26 Budget Update
- 25-26 Board Slate
- LCAP Preview

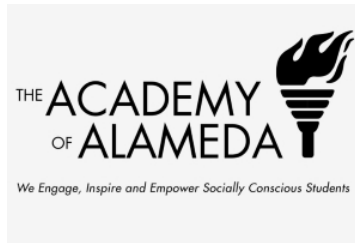
D.	Adjourn Meeting	FYI	Keith McCoy	
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Coversheet

Approve Draft Meeting Minutes

Section:	IV. Consent Agenda
Item:	A. Approve Draft Meeting Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Board Meeting on March 27, 2025

DRAFT



The Academy of Alameda Charter School Board

Minutes

Board Meeting

Date and Time

Thursday March 27, 2025 at 6:30 PM

Location

The Academy of Alameda
401 Pacific Ave
Alameda, CA 94501
Room 203

Directors Present

A. Price, C. Robie, K. McCoy, M. Payne, R. Rentschler

Directors Absent

D. Forbes, J. Laird, W. Schaff

Guests Present

A. McGeorge, Asha Hannah, C. Chilcott, D. Espinosa, Doran Morgan, J. Yang (remote), N. Stewart (remote)

I. Opening Items

A. Call the Meeting to Order

K. McCoy called a meeting of the board of directors of The Academy of Alameda Charter School Board to order on Thursday Mar 27, 2025 at 6:30 PM.

B.

Record Attendance

II. Open Session

A. Public Comment

S. Ortega ask to please consider making staff who are in an IA role salaried employees instead of their current hourly employee status due to the five weeks of breaks throughout the year where they are typically unpaid.

A. Schlenk took a survey asking how some of the elementary and afterschool staff felt about the communication between the ED & board vs the staff. She advised more needs to be done for better communication and provided some possible solutions.

III. Consent Agenda

A. Approve Draft Meeting Minutes

C. Robie made a motion to approve the minutes from Board Meeting on 02-27-25.

R. Rentschler seconded the motion.

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

Roll Call

D. Forbes	Absent
M. Payne	Aye
W. Schaff	Absent
K. McCoy	Aye
R. Rentschler	Aye
A. Price	Aye
C. Robie	Aye
J. Laird	Absent

B. Approve on Board Retreat Minutes

C. Robie made a motion to approve the minutes from AoA Board Retreat on 01-25-25.

R. Rentschler seconded the motion.

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

Roll Call

A. Price	Aye
M. Payne	Aye
W. Schaff	Absent
C. Robie	Aye
R. Rentschler	Aye
K. McCoy	Aye
J. Laird	Absent

Roll Call

D. Forbes Absent

C. Check Registers

D. Credit Card Statements

E. Vote on 2025-26 Academic Calendar

C. Robie made a motion to approve the 2025-2026 Academic Calendar.

R. Rentschler seconded the motion.

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

Roll Call

D. Forbes Absent

M. Payne Aye

A. Price Aye

K. McCoy Aye

J. Laird Absent

W. Schaff Absent

C. Robie Aye

R. Rentschler Aye

F. Vote on Consent Agenda

C. Robie made a motion to approve the consent agenda.

R. Rentschler seconded the motion.

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

Roll Call

W. Schaff Absent

R. Rentschler Aye

K. McCoy Aye

J. Laird Absent

A. Price Aye

M. Payne Aye

C. Robie Aye

D. Forbes Absent

IV. Board Communication

A. Financial Updates

N. Stewart advised on the status of the AoA budget. She advised that as of now we have enough to cover 24.7% of our expenses. We have enough to cover 1 month of payroll and 1 month of savings currently.

For next FY 25--26, we are projecting an increase in TK-8 enrollment. Operating income for next year is expected to be positive \$23k. Next meeting will show the projected budget for next year.

J. Whatley said we are anticipating an increase in enrollment and wondering where the information is increasing on the presentation. She also asked if we were to budget the COLA at being 2% instead of current budgeted projections (2.43% in FY26 and 3.52% in FY27), then we can be pleasantly surprised if they are higher instead of always decreasing it when we receive the notice of change.

A. Price asked if the extra students we will be due to the 2nd TK class and also asked about where the other 20 students come from. J. Yang advised that is due to attrition in MS, 10 in increase from 6th grade and then the other 10 are from the other 2 MS classes raising up .

K. McCoy asked if we are worried about federal funding and how it will be affected with the changes. N. Stewart advised current about 2-3% so not too much to worry about.

B. Presentation on Mid Year Academic Update

D. Morgan and A. Hannah advised on the system of supports. They advised that tier 2 is very much needed and will explain why it is needed. ELA Tier 1 has 30 mins a day of small group targeted foundational literacy for TK-2nd graders. In grades 2-5 they get 2-30 minute "what I need" session times per day where they receive literacy and math intervention. In grades 6-8 peer tutorial is offered during their tutorial class and can be pulled for extra attention. Tier 2 presents more individual and small group support to the students who need it. 73% of our smaller kids from Tk and 1st are at a proficient level. When broken down by race/ethnicity AoA Black and LatinX are performing at less than a 50% of the state average. D. Morgan advised that this year math AoA has a math intervention plan where someone trains them with their specific needs to help them catch up however, that role has been cut from next year. Emerging bilingual students are mostly coming with needing intervention in order to catch up to the state level. Their ask is to get a stronger Tier 2 support team and to focus more on supporting our new and ELA students coming in. D. Morgan advised a thought would be to use the position of afterschool staff that will remain full time to be used as a math intervention and ELA intervention from 10am-3pm and then help with the after school so that it will not take from the budget since it is already a position working for AoA.

C. Robie asked if there is any data showing the amount of help that the Tier 2 brings to the school. D. Morgan advised she does have it and shared with Amy McGeorge last week.

A. Price asked if there is any comparison from the beginning of the year and to see if there is growth. D. Morgan advised yes and can share with the board. She also advised that attendance is a huge part of why they are falling behind. A. Price advised she is asking because if the board were to approve the position would it be worth it since attendance is not there. D. Morgan advised that the class sizes worries her a lot more since they asked for the decrease in class sizes for a reason.

R. Rentschler said that the math and the reading are in a close proximity of percentage wise and he asked if they are the same students. Both A. Hannah and D. Morgan advised mostly yes but there are some outliers. R. Rentschler advised if the individuals in red emerge to a state of green.

D. Morgan advised the red group is usually based off 3 groups: 1) new incoming students to AoA, 2) students who ultimately end up with an IEP and 3) students who are chronically absent.

M. Payne asked if there are behavior issues with the students in the red. D. Morgan advised that they are not necessarily clustered but run throughout all of the students. He advised that if there is a way to like get students to concentrate to get their attention span to focus. A. Hannah advised that it is already happening.

A. Price asked if we took out the chronic absentee data what would the school look like.

C. Presentation on 25-26 SY Enrollment

C. Chilcott advised of the enrollment process including the dates for the lottery process. She provided an update of how many students we have added. Advised this is the first time there is a waitlist in middle school. We do get more parcel tax money from Alameda residents and she wanted to keep that in mind when seeing the sibling possibly decrease due to the change of lottery order and focusing more on Alameda residents. C. Chilcott advised that word of mouth is the biggest way people hear about AoA with online and web searches being second. She shared yesterday was the first PTSA meeting and they talked about ways to get AoA out there more. C. Chilcott advised since word of mouth is so big we may want to focus on this a bit more. She also provided the proof showing how both Larson Communication and Reputation Simple have helped bring in students to AoA and a brief overview of what each company does. J. Adams from Larson communication gave a presentation showing the statistics on enrollment and how much it costs us.

A. Price asked who is responsible for the AoA Instagram. C. Chilcott advised it is 2 parties, the actual posts come from an employee who is in charge of deciding what is posted and Larson who runs the ads on social media.

R. Rentschler asked how can you target Alameda specifically. J. Adams advised that the way it is marketed and where the ads are coming from and who they are going to is changed constantly depending on our needs.

A. Price asked if the fact that we have a waitlist is promoted.

D. Board Committee Reports

Finance committee- did not meet, nothing to report.

Student success committee- met today and talked about absenteeism. They also talked about how the school resources are used to support the students with absenteeism and the impact on the students and the families.

Governance committee- reviewed final 2 policies that the board will be getting for the next board meeting. Will meet next week and will discuss the possibility of former AoA students becoming student board members.

V. Closing Items

A. Individual Board Member Reports

A. Price asked that we add a section to the meeting next month to discuss the form given to us today with the survey.

B. Executive Director Report

C. Chilcott reminded the board to fill out their 700 form. She also reminded them to continue filling out their board meeting RSVP's going forward so that we can get a better count of people coming to the meeting.

C. Upcoming Board Meetings

D. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:24 PM.

Respectfully Submitted,
K. McCoy

Coversheet

Check Registers

Section:	IV. Consent Agenda
Item:	B. Check Registers
Purpose:	FYI
Submitted by:	
Related Material:	AoA March 2025 Combined Board Check Register.pdf

Combined Board Check Register**School:** AoA**Month:** March 2025

				Total Paid By Check:	\$ 185,292.61
				Total Paid By Credit Card:	\$ 4,144.46

Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	14439	Alameda Unified School District	3/11/2025	Bill #INV25-00154--Overpayment of In_lieu of Propert taxes in 2023.24 Based on P-1 Certification in February 2025		\$ 25,420.00
Check	14440	Amazon Capital Services	3/11/2025	Bill #1NYR-FNTX-4MRL--Supplies Bill #14C1-LM1C-K9JD--Supplies Bill #16GK-661W-WD9W--Supplies Bill #1WN3-QJQP-6QPH--Supplies Bill #1KNW-RFPK-7QVV--Supplies Bill #1G1L-1JFH-DVL1--Supplies Bill #1QDW-CKLQ-RTD4--Supplies Bill #1HQ7-GHFP-RVMW--Supplies Bill #1NT1-P4CF-K447--Supplies Bill #11X7-PHQ6-7TTV--Supplies Bill #1JHP-THMD-D3QH--Supplies		\$ 1,525.93
Check	14440	Amazon Capital Services	3/11/2025	Bill #1DCQ-W7KJ-447J--Supplies Bill #19Q4-HWLW-XLVH--Supplies Bill #1DMX-GJWP-6YF3--Supplies Bill #1D9X-L96L-7L3D--Supplies Bill #1LDM-NJGN-RH6Y--Supplies Bill #1JP3-TN4R-9CRR--Supplies Bill #1HNX-7TJ6-7FC3--Supplies Bill #1HQ7-GHFP-7MR1--Supplies Bill #17Q4-C71L-96R1--Supplies Bill #1L4C-KY3J-9KHR--Supplies Bill #1QFF-CX3C-74PR--Supplies		Cont'd
Check	14441	Brady Industries	3/11/2025	Bill #9792265--Janitorial Supplies		\$ 101.57
Check	14442	Jana Chabre	3/11/2025	Bill #OC.9--Services: 02/05 - 02/26/25		\$ 500.00
Check	14443	Department of Justice	3/11/2025	Bill #795375--Finger Print Apps & FBI: January ' 25		\$ 190.00

Note: Multiple expenses or "Itemized/Invoice Amounts" may be paid by one check. The total "Check Amount" will appear for each "Itemized/Invoice Amount" paid by the check.

Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	14444	Cammie Strong Harris	3/11/2025	Bill #021225--Facilitated ELAC meeting & IEP student Services: 01/17 - 02/12/25		\$ 600.00
Check	14445	Hazelden Betty Ford Foundation	3/11/2025	Bill #2956205--FCD Airfare Meals Rental Car Ground Transportation & Intensive Student		\$ 14,865.82
Check	14446	JW Pepper & Son, Inc.	3/11/2025	Bill #367313067--Music Supplies Bill #367344278--Music Supplies Bill #367309474--Music Supplies		\$ 113.90
Check	14447	Language Scientific	3/11/2025	Bill #20142142--Phone Interpreting: December 2024 Bill #20142423--Phone Interpreting: January 2025		\$ 153.83
Check	14448	MRC Smart Technology Solutions	3/11/2025	Bill #IN4650534--Contract overage charge: 01/15 - 02/14/25		\$ 91.96
Check	14449	Emily Marsh	3/11/2025	Bill #5--Contracted Services: 02/06 - 02/27/25		\$ 480.00
Check	14450	Office Team	3/11/2025	Bill #64645688--Substitute Svc w/e 02/07/25 Bill #64647485--Substitute Svc w/e 02/07/25 Bill #64674495--Substitute Svc w/e 02/14/25		\$ 3,748.12
Check	14451	Teachers on Reserve	3/11/2025	Bill #98805--Substitute Svc: 02/10 - 02/14/25 Bill #98747--Substitute Svc: 02/03 - 02/07/25		\$ 5,328.33
Check	14452	Teachers on Reserve	3/11/2025	Bill #98769--Substitute Svc: 02/10 - 02/14/25		\$ 1,278.21
Check	14453	Techabee	3/11/2025	Bill #2025-022--Techabee Foundational IT Svcs & Support: April - June 2025		\$ 7,500.00
Check	14454	The Education Team	3/11/2025	Bill #784090--BA Only: 02/10/25 Bill #782222--BA Only: 02/10 - 02/14/25 Bill #780163--BA Only: 02/03 - 02/07/25		\$ 4,998.58
Check	14455	Jennifer Watt	3/11/2025	Bill #024--DIS Services for MaEn & Compensatory Services: 01/09 - 01/30/25		\$ 525.00
Check	14456	Xerox Corporation	3/11/2025	Bill #023130866--Meter Usage - 01/21 - 02/21/25 Serial #ZQT-982112		\$ 295.07
Check	14457	Adriana San Millan School Psychology and Special Education Services, LLC	3/11/2025	Bill #9599--Behavior Intervention Design/Planning: 02/11 - 02/13/25 Bill #9598--Behavior Intervention Implementation: 02/11 - 02/14/25		\$ 4,289.72
Check	14458	Alameda County Industries	3/11/2025	Bill #0003535542--7 YD GARBAGE & 5 YD COMMINGLED RECYCLING - WEEKLY		\$ 3,939.44
Check	14459	Gachina Landscape Management	3/11/2025	Bill #E 227076--#86220 - Maintenance Contract: March 2025		\$ 991.00
Check	14460	Larson Communications	3/11/2025	Bill #3654--Public Relations Retainer: March 2025		\$ 6,500.00

Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	14461	Sergio's Janitorial & Yard Services	3/11/2025	Bill #132--Daily Cleaning Bill #131--Daily Cleaning - February 2025		\$ 12,020.00
Check	14462	Young, Minney & Corr, LLP	3/11/2025	Bill #15188--Legal Svcs' thru : 02/03 - 02/28/25		\$ 5,869.50
Check	14463	Adriana San Millan School Psychology and Special Education Services, LLC	3/21/2025	Bill #9654--Behavior Intervention Implementation: 02/28/25 Bill #9745--Behavior Intervention Implementation: 03/01 - 03/05/25 Bill #9653--Behavior Intervention Implementation: 02/25 - 02/28/25		\$ 8,460.00
Check	14464	Amazon Capital Services	3/21/2025	Bill #1TCD-FXFY-KLFY--Supplies Bill #1VD3-MLQJ-HR39--Supplies Bill #1WLC-PRFT-7JJJ--Supplies Bill #1M9M-KPMV-7C14--Supplies Bill #1TYV-FGTV-KJFR--Supplies Bill #11NL-XH3V-K71R--Supplies Bill #1R6L-M4P9-9L99--Supplies		\$ 171.19
Check	14465	Brady Industries	3/21/2025	Bill #9845652--Janitorial Supplies		\$ 335.06
Check	14466	Office Team	3/21/2025	Bill #64722661--Substitute Svc w/e 02/28/25 Bill #64720741--Substitute Svc w/e 02/28/25 Bill #64740697--Substitute Svc w/e 03/07/25		\$ 4,802.96
Check	14467	Teachers on Reserve	3/21/2025	Bill #98910--Substitute Svc: 02/24 - 02/28/25		\$ 407.04
Check	14468	WEX Health, Inc.	3/21/2025	Bill #0002110716-IN--Commuter & TSA - February 2025		\$ 132.10
Check	14469	Amazon Capital Services	3/26/2025	Bill #1G66-6TNV-VP9D--Supplies Bill #11VG-9GM4-PYQ3--Supplies Bill #13K6-6HWJ-W4CK--Supplies Bill #1YJ6-LQ6R-P4F3--Supplies Bill #1XC9-9T6R-THK4--Supplies Bill #1JR7-D16T-VRD7--Supplies Bill #1N41-FKKK-NVWM--Supplies Bill #1HLH-KVDN-CLW6--Supplies Bill #17KP-TFJ7-CCTQ--Supplies Bill #1MT6-MH4C-6CRM--Supplies Bill #1TJ3-N9PP-XKRT--Supplies Bill #1N41-FKKK-WGHK--Supplies Bill #17D6-RFQK-XDTK--Supplies Bill #1THR-6L6V-7TKM--Supplies Bill #1FPW-FQ4F-MQ4J--Supplies		\$ 1,155.67

Note: Multiple expenses or "Itemized/Invoice Amounts" may be paid by one check. The total "Check Amount" will appear for each "Itemized/Invoice Amount" paid by the check.

Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	14470	Brady Industries	3/26/2025	Bill #9880697--Janitorial Supplies		\$ 1,286.03
Check	14471	Christy White, Inc	3/26/2025	Bill #22611--2023-24 Charter School Audit; Retention Released		\$ 1,718.00
Check	14472	Department of Justice	3/26/2025	Bill #802836--Finger Print Apps & FBI: February' 25		\$ 141.00
Check	14473	JW Pepper & Son, Inc.	3/26/2025	Bill #367393009--Music Supplies		\$ 3.00
Check	14474	MRC Smart Technology Solutions	3/26/2025	Bill #IN4699876--Contract overage charge: 02/15 - 03/14/25		\$ 114.55
Check	14475	Sharon Perkins	3/26/2025	Bill #031925--Reimb: Uber Trip after work accident		\$ 13.99
Check	14476	Office Team	3/26/2025	Bill #64748509--Substitute Svc w/e 03/07/25 Bill #64766605--Substitute Svc w/e 03/14/25		\$ 2,932.08
Check	14477	Teachers on Reserve	3/26/2025	Bill #98966--Substitute Svc: 03/03 - 03/07/25		\$ 964.28
Check	14478	Teachers on Reserve	3/26/2025	Bill #98932--Substitute Svc: 03/03 - 03/07/25		\$ 557.24
Check	14479	The Education Team	3/26/2025	Bill #786159--BA Only & 30-Day Permit: 02/24 - 02/28/25		\$ 1,404.94
Check	14480	WEX Health, Inc.	3/26/2025	Bill #April 2025--Flex Benefits - Aggregate Balance		\$ 1,750.00
Check	ACH5024	EdTec Inc.	3/11/2025	Bill #CINV-00008065--Manual Payroll Checks Bill #CINV-00007895--EdTec Monthly - March 2025 Bill #CINV-00008008--LCAP & SARC: January 2025		\$ 18,135.42
Check	ACH5025	EdTec Inc.	3/26/2025	Bill #CINV-00008126--Mid Year LCAP & LCAP AU: February 2025		\$ 1,520.00
Check	DB030325	Bamboo HR, LLC	3/3/2025	DB030325 - BambooHR		\$ 258.75
Check	DB030325-1	Square, Inc.	3/3/2025	DB030325-1 - Square, Inc.		\$ 35.00
Check	DB030425	Sonix AI	3/4/2025	DB030425 - Sonix AI		\$ 10.00
Check	DB030525	Google Ads	3/5/2025	DB030525 - Google Ads		\$ 179.88
Check	DB031025	Adobe Inc.	3/10/2025	DB031025 - Adobe Inc.		\$ 19.99
Check	DB031125	Equitable Financial Life Insurance Company of America	3/11/2025	DB031125 - Equitable Financial Life Insurance Company of America		\$ 9,147.76
Check	DB031425	CharterSafe	3/14/2025	DB031425 - CharterSafe		\$ 15,555.00
Check	DB031725	Zoom	3/17/2025	DB031725 - Zoom		\$ 288.10
Check	DB031725-1	Xerox Financial Services	3/17/2025	DB031725-1 - Xerox Financial Services (Contract #010-0082705-002)		\$ 215.92
Check	DB032125	California Choice	3/21/2025	DB032125 - California Choice		\$ 1,107.05
Check	DB032125-1	Google Ads	3/21/2025	DB032125-1 - Google Ads		\$ 500.00
Check	DB032425-2	Bank of Marin Visa Card	3/24/2025	DB032425-2 - Bank of Marin Visa Card 5830		\$ 4,144.46
Check	DB032425-3	Xerox Financial Services	3/24/2025	DB032425-3 - Xerox Financial Services (Contract #010-0082705-003)		\$ 708.34

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Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount
Check	DB032525	U.S. Bank Equipment Finance	3/25/2025	DB032525 - U.S. Bank Equipment Finance (Acct #1375852)		\$ 367.34
Check	DB032725	EME Enterprise Inc.	3/27/2025	DB032725 - EME Enterprise Inc.		\$ 44.49
Check	DB033125	Google Ads	3/31/2025	DB033125 - Google Ads		\$ 500.00
Check	DB033125-1	Bamboo HR, LLC	3/31/2025	DB033125-1 - BambooHR		\$ 264.00
Check	M1041	WEX Health, Inc.	3/5/2025	M1041 - Wex Flexible Benefits-Academy of Alameda		\$ 3,500.00
Check	M1043	Lesly Salas Ortiz	3/10/2025	M1043 - AOA @ night 3/28 mini pancakes		\$ 200.00
Check	M1044	UC Regents	3/20/2025	M1044 - Replacement Check for Field Trip		\$ 416.00
Check	M1045	Kate Shatz	3/21/2025	M1045 - Read - a- Thon 3/18/25		\$ 300.00
Check	M1047	Lesly Salas Ortiz	3/31/2025	M1047 - 3/28 A@ Night Mini Pancake		\$ 200.00
Credit Card	9515-5830	San Joaquin Office of Education	3/3/2025	02/25 - San Joaquin Office of Education		\$ 1,200.00
Credit Card	9515-5830	CTL	3/3/2025	02/25 - CTL		\$ 297.92
Credit Card	9515-5830	Fabric Wholesale Direct	3/3/2025	02/21 - Fabric Wholesale Direct		\$ 99.69
Credit Card	9515-5830	Facebook	3/3/2025	02/18 - Facebook		\$ 408.55
Credit Card	9515-5830	Facebook	3/3/2025	02/18 - Facebook		\$ 34.06
Credit Card	9515-5830	Commission on Teacher Credentialing	3/3/2025	02/18 - Commission on Teacher Credentialing		\$ 102.65
Credit Card	9515-5830	Commission on Teacher Credentialing	3/3/2025	02/18 - Commission on Teacher Credentialing		\$ 102.65
Credit Card	9515-5830	Instacart	3/3/2025	02/14 - Instacart		\$ 2.00
Credit Card	9515-5830	Instacart	3/3/2025	02/14 - Instacart		\$ 86.76
Credit Card	9515-5830	USPS	3/3/2025	02/13 - USPS		\$ 9.69
Credit Card	9515-5830	IHIRE LLC	3/3/2025	02/05 - IHIRE LLC		\$ 299.00
Credit Card	9515-5830	Family Laundry	3/3/2025	02/05 - Family Laundry		\$ 132.95
Credit Card	9515-5830	Facebook	3/3/2025	02/04 - Facebook		\$ 500.00
Credit Card	9515-5830	Amazon Marketplace	3/3/2025	02/26 - Amazon Marketplace		\$ 45.10
Credit Card	9515-5830	Amazon Marketplace	3/3/2025	02/28 - Amazon Marketplace		\$ 107.25
Credit Card	9515-5830	ezCater	3/3/2025	02/28 - ezCater		\$ 296.10
Credit Card	9515-5830	Google *SVCS AOA Schools	3/3/2025	03/03 - Google *SVCS AOA Schools		\$ 57.38
Credit Card	9515-5830	Instacart	3/3/2025	02/28 - Instacart		\$ 63.01
Credit Card	9515-5830	AC Transit	3/3/2025	02/27 - AC Transit		\$ 220.00
Credit Card	9515-5830	Round Table Pizza	3/3/2025	02/14 - Round Table Pizza		\$ 79.70

Note: Multiple expenses or "Itemized/Invoice Amounts" may be paid by one check. The total "Check Amount" will appear for each "Itemized/Invoice Amount" paid by the check.

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[illegible]

Note: Multiple expenses or "Itemized/Invoice Amounts" may be paid by one check. The total "Check Amount" will appear for each "Itemized/Invoice Amount" paid by the check.

Payment Type	Check #/CC Account	Vendor	Transaction Date	Description	Void	Amount

Coversheet

Credit Card Statements

Section:	IV. Consent Agenda
Item:	C. Credit Card Statements
Purpose:	FYI
Submitted by:	
Related Material:	AoA April 1, 2025 Combined CC Statement.pdf

**April 2025 Statement**

Page 1 of 3



Open Date: 03/04/2025 Closing Date: 04/01/2025

Account: 4798 5100 5505 5830

Visa® Community Card**Elan Financial
Services**

BUS 30 ELN



1-866-552-8855

1

ACADEMY OF ALAMEDA (CPN 001559617)

New Balance	\$17,002.06
Minimum Payment Due	\$171.00
Payment Due Date	04/28/2025

Activity Summary

Previous Balance	+	\$4,144.46
Payments	-	\$4,144.46 ^{CR}
Other Credits		\$0.00
Purchases	+	\$17,002.06
Balance Transfers		\$0.00
Advances		\$0.00
Other Debits		\$0.00
Fees Charged		\$0.00
Interest Charged		\$0.00
New Balance	=	\$17,002.06
Past Due		\$0.00
Minimum Payment Due		\$171.00
Credit Line		\$50,000.00
Available Credit		\$32,997.94
Days in Billing Period		29

Payment Options:Mail payment coupon
with a checkPay online at
myaccountaccess.comPay by phone
1-866-552-8855*No payment is required.*

CPN 001559617



0047985100550558300000171000017002063

Automatic Payment

Account Number: 4798 5100 5505 5830

Your new full balance of \$17,002.06 will be
automatically deducted from your account on
04/23/25.

24-Hour Elan Financial Services: 1-866-552-8855

 . to pay by phone
 . to change your address

000015347 01 SP 000638952085845 E

ACADEMY OF ALAMEDA
ACCOUNTS PAYABLE
401 PACIFIC AVE
ALAMEDA CA 94501-1837

What To Do If You Think You Find A Mistake On Your Statement

If you think there is an error on your statement, please call us at the telephone number on the front of this statement, or write to us at: Elan Financial Services, P.O. Box 6335, Fargo, ND 58125-6335.

In your letter or call, give us the following information:

- ▶ Account information: Your name and account number.
- ▶ Dollar amount: The dollar amount of the suspected error.
- ▶ Description of Problem: If you think there is an error on your bill, describe what you believe is wrong and why you believe it is a mistake. You must contact us within 60 days after the error appeared on your statement. While we investigate whether or not there has been an error, the following are true:
 - ▶ We cannot try to collect the amount in question, or report you as delinquent on that amount.
 - ▶ The charge in question may remain on your statement, and we may continue to charge you interest on that amount. But, if we determine that we made a mistake, you will not have to pay the amount in question or any interest or other fees related to that amount.
 - ▶ While you do not have to pay the amount in question, you are responsible for the remainder of your balance.
 - ▶ We can apply any unpaid amount against your credit limit.

Your Rights If You Are Dissatisfied With Your Credit Card Purchases

If you are dissatisfied with the goods or services that you have purchased with your credit card, and you have tried in good faith to correct the problem with the merchant, you may have the right not to pay the remaining amount due on the purchase.

To use this right, all of the following must be true:

1. The purchase must have been made in your home state or within 100 miles of your current mailing address, and the purchase price must have been more than \$50. (Note: Neither of these are necessary if your purchase was based on an advertisement we mailed to you, or if we own the company that sold you the goods or services.)
2. You must have used your credit card for the purchase. Purchases made with cash advances from an ATM or with a check that accesses your credit card account do not qualify.
3. You must not yet have fully paid for the purchase.

If all of the criteria above are met and you are still dissatisfied with the purchase, contact us in writing at: Elan Financial Services, P.O. Box 6335, Fargo, ND 58125-6335. While we investigate, the same rules apply to the disputed amount as discussed above. After we finish our investigation, we will tell you our decision. At that point, if we think you owe an amount and you do not pay we may report you as delinquent.

Important Information Regarding Your Account

1. INTEREST CHARGE: Method of Computing Balance Subject to Interest Rate: We calculate the periodic rate or interest portion of the **INTEREST CHARGE** by multiplying the applicable Daily Periodic Rate ("**DPR**") by the Average Daily Balance ("**ADB**") (including new transactions) of the Purchase, Advance and Balance Transfer categories subject to interest, and then adding together the resulting interest from each category. We determine the **ADB** separately for the Purchases, Advances and Balance Transfer categories. To get the **ADB** in each category, we add together the daily balances in those categories for the billing cycle and divide the result by the number of days in the billing cycle. We determine the daily balances each day by taking the beginning balance of those Account categories (including any billed but unpaid interest, fees, credit insurance and other charges), adding any new interest, fees, and charges, and subtracting any payments or credits applied against your Account balances that day. We add a Purchase, Advance or Balance Transfer to the appropriate balances for those categories on the later of the transaction date or the first day of the statement period. Billed but unpaid interest on Purchases, Advances and Balance Transfers is added to the appropriate balances for those categories each month on the statement date. Billed but unpaid Advance Transaction Fees are added to the Advance balance of your Account on the date they are charged to your Account. Any billed but unpaid fees on Purchases, credit insurance charges, and other charges are added to the Purchase balance of the Account on the date they are charged to the Account. Billed but unpaid fees on Balance Transfers are added to the Balance Transfer balance of the Account on the date they are charged to the Account. In other words, billed and unpaid interest, fees, and charges will be included in the **ADB** of your Account that accrues interest and will reduce the amount of credit available to you. To the extent credit insurance charges, overlimit fees, Annual Fees, and/or Travel Membership Fees may be applied to your Account, such charges and/or fees are not included in the **ADB** calculation for Purchases until the first day of the billing cycle following the date the credit insurance charges, overlimit fees, Annual Fees and/or Travel Membership Fees (as applicable) are charged to the Account. Prior statement balances subject to an interest-free period that have been paid on or before the payment due date in the current billing cycle are not included in the **ADB** calculation.

2. Payment Information: We will accept payment via check, money order, the internet (including mobile and online) or phone or previously established automatic payment transaction. You must pay us in U.S. Dollars. If you make a payment from a foreign financial institution, you will be charged and agree to pay any collection fees added in connection with that transaction. The date you mail a payment is different than the date we receive the payment. The payment date is the day we receive your check or money order at Elan Financial Services, P.O. Box 790408, St. Louis, MO 63179-0408 or the day we receive your internet or phone payment. All payments by check or money order accompanied by a payment coupon and received at this payment address will be credited to your Account on the day of receipt if received by 5:00 p.m. CT on any banking day. Payments sent without the payment coupon or to an incorrect address will be processed and credited to your Account within 5 banking days of receipt. Payments sent without a payment coupon or to an incorrect address may result in a delayed credit to your Account, additional **INTEREST CHARGES**, fees, and/or Account suspension. The deadline for on-time internet and phone payments varies, but generally must be made before 5:00 p.m. CT to 8 p.m. CT depending on what day and how the payment is made. Please contact Elan Financial Services for internet, phone, and mobile crediting times specific to your Account and your payment option. Banking days are all calendar days except Saturday, Sunday and federal holidays. Payments due on a Saturday, Sunday or federal holiday and received on those days will be credited on the day of receipt. There is no prepayment penalty if you pay your balance at any time prior to your payment due date.

3. Credit Reporting: We may report information on your Account to Credit Bureaus. Late payments, missed payments or other defaults on your Account may be reflected in your credit report.



April 2025 Statement 03/04/2025 - 04/01/2025

Page 2 of 3

ACADEMY OF ALAMEDA (CPN 001559617)

Elan Financial Services

1-866-552-8855



Important Messages

Paying Interest: You have a 24 to 30 day interest-free period for Purchases provided you have paid your previous balance in full by the Payment Due Date shown on your monthly Account statement. In order to avoid additional INTEREST CHARGES on Purchases, you must pay your new balance in full by the Payment Due Date shown on the front of your monthly Account statement.

There is no interest-free period for transactions that post to the Account as Advances or Balance Transfers except as provided in any Offer Materials. Those transactions are subject to interest from the date they post to the Account until the date they are paid in full.

Your payment of \$17002.06 will be automatically deducted from your bank account on 04/23/2025. Please refer to your AutoPay Terms and Conditions for further information regarding this account feature.

Transactions		CHILCOTT,CHRISTINE				Credit Limit	\$50000
Post Date	Trans Date	Ref #	Transaction Description			Amount	Notation
			Purchases and Other Debits				
03/04	03/03	1493	PRECISION ROLLER	623-5813330	AZ	\$52.89	_____
03/05	03/04	1495	AMAZON MKTPL*EB6197HY3	Amzn.com/bill	WA	\$44.99	_____
03/05	03/04	5784	IHIRE, LLC	866-330-0196	MD	\$299.00	_____
03/05	03/04	9077	FACEBK *GTP9ML8GJ2	650-5434800	CA	\$500.00	_____
03/07	03/07	1989	SP FANALE DRINKS	FANALEDRLINKS.	CA	\$94.03	_____
03/11	03/10	1131	USPS PO 0500750144	ALAMEDA	CA	\$31.40	_____
03/11	03/10	9145	AMAZON MKTPL*U36LB78U3	Amzn.com/bill	WA	\$42.08	_____
03/13	03/12	6124	VOYAGER SOPRIS LEARN'G	800-547-6747	TX	\$89.36	_____
03/13	03/13	4549	SP FANALE DRINKS	FANALEDRLINKS.	CA	\$72.04	_____
03/17	03/14	7082	CA ACAD. OF SCIENCES O	415-329-5138	CA	\$2,105.40	_____
03/17	03/15	7733	FAMILYLAUNDRY	FAMILYLAUNDRY	CA	\$68.95	_____
03/18	03/17	8033	FACEBK *TFNDNNCGJ2	650-5434800	CA	\$397.63	_____
03/19	03/17	9688	JETRO CASH & CARRY	OAKLAND	CA	\$180.81	_____
03/19	03/18	3410	MYSTERY SCIENCE	MYSTERYSCIENC	CA	\$1,695.00	_____
03/19	03/18	2086	PEERTEACH	WWW.PEERTEACH	CA	\$2,520.00	_____
03/19	03/18	0408	IC* INSTACART	888-246-7822	CA	\$95.99	_____
03/20	03/17	5308	W2,1099,1095 EFILING	616-5744360	MI	\$784.80	_____
03/21	03/19	1752	SOUTHWES 5262324031671	800-435-9792	TX	\$11.20	_____
			CHILCOTT/CHRIS 05/30/25				
			OAKLAND CAL	TO LAS VEGAS			
			LAS VEGAS	TO OAKLAND CAL			
03/21	03/19	1760	SOUTHWES 5262324031672	800-435-9792	TX	\$11.20	_____
			CHILCOTT/GABRI 05/30/25				
			OAKLAND CAL	TO LAS VEGAS			
			LAS VEGAS	TO OAKLAND CAL			
03/24	03/22	0336	BOOKS INC. - WEB ORDER	415-643-3400	CA	\$898.63	_____
03/24	03/22	0344	BOOKS INC. - WEB ORDER	415-643-3400	CA	\$953.89	_____
03/25	03/24	4799	BOOKS INC. - WEB ORDER	415-643-3400	CA	\$565.30	_____
03/25	03/24	4807	BOOKS INC. - WEB ORDER	415-643-3400	CA	\$968.22	_____
03/25	03/24	4815	BOOKS INC. - WEB ORDER	415-643-3400	CA	\$929.43	_____
03/25	03/24	4823	BOOKS INC. - WEB ORDER	415-643-3400	CA	\$510.65	_____

Continued on Next Page



April 2025 Statement 03/04/2025 - 04/01/2025
ACADEMY OF ALAMEDA (CPN 001559617)

Page 3 of 3
Elan Financial Services 1-866-552-8855

Transactions		CHILCOTT,CHRISTINE			Credit Limit \$50000	
Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation	
03/25	03/24	4831	BOOKS INC. - WEB ORDER 415-643-3400 CA	\$869.45	_____	
03/26	03/25	5286	Scholastic Education 573-632-1834 MO	\$205.36	_____	
03/27	03/26	4547	AUNT FLOW 419-3440949 OH	\$288.40	_____	
03/31	03/28	7172	WINGSTOP 352 323-750-4567 CA	\$77.34	_____	
04/01	03/31	3006	USPS PO 0500750144 ALAMEDA CA	\$7.44	_____	
Total for Account 4798 5101 5421 5764				\$15,370.88		

Transactions		MCGEORGE,AMY			Credit Limit \$25000	
Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation	
Purchases and Other Debits						
03/27	03/26	0141	COSTCO WHSE #0118 SAN LEANDRO CA	\$53.53	_____	
03/28	03/27	7944	GREENS & GRAINS ALAMEDA CA	\$226.38	_____	
03/28	03/27	6097	MICHAELS TRANSPORTATIO 7076432099 CA	\$1,303.98	_____	
03/31	03/27	1118	SAFEWAY #3281 ALAMEDA CA	\$47.29	_____	
Total for Account 4798 5108 5975 0347				\$1,631.18		

Transactions		BILLING ACCOUNT ACTIVITY				
Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation	
Payments and Other Credits						
03/24	03/24	MTC	PAYMENT THANK YOU	\$4,144.46CR	_____	
Total for Account 4798 5100 5505 5830				\$4,144.46CR		

2025 Totals Year-to-Date	
Total Fees Charged in 2025	\$0.00
Total Interest Charged in 2025	\$0.00

Interest Charge Calculation

Your Annual Percentage Rate (APR) is the annual interest rate on your account.

**APR for current and future transactions.

Balance Type	Balance By Type	Balance Subject to Interest Rate	Variable	Interest Charge	Annual Percentage Rate	Expires with Statement
**BALANCE TRANSFER	\$0.00	\$0.00	YES	\$0.00	18.24%	
**PURCHASES	\$17,002.06	\$0.00	YES	\$0.00	18.24%	
**ADVANCES	\$0.00	\$0.00	YES	\$0.00	28.24%	

End of Statement

Coversheet

Update on Strategic Plan

Section: V. Board Communication

Item: A. Update on Strategic Plan

Purpose: Discuss

Submitted by:

Related Material:

Update of AoA Strategic Plan Year 2, SY 24-25 and 3-5 Goals_ SY 25-28 April 2025.pdf

AoA Strategic Plan Goals Review Years 2-5: 2024-28

AoA Board Meeting: April 24, 2025

AoA Strategic Plan Year Two Goals SY 2024-25

Revised AoA Strategic Plan Goals with AUSD Charter Revision Recommendations Included

- **Three Topic Areas**
 - Students (Instruction & Pedagogy)
 - Staff
 - School Culture (Students, Staff, Families & Engagement)

Students

(Instruction & Pedagogy)

Year 2, 24-25: Students (Instruction & Pedagogy)

GOAL

- Create a comprehensive program to support student growth in Math and Reading from TK-8 with robust data monitoring that includes features like adaptive learning pathways, personalized instruction, differentiated activities, regular assessments, detailed progress reports, and teacher dashboards to track individual and class-wide progress

Progress Update

Update

- Continuation of well established Math & Reading intervention groups in ES.
- Established math intervention in Middle School
- Plans to start MS reading intervention groups in the fall of 25-26
- Training all Instructional Aides better support reading and math needs

Year 2, 24-25: Students (Instruction & Pedagogy)

- OpenTK and establish curriculum and programming.

Progress Update

Update

- **Successfully opened TK class**
- **Plans to open a second class in the fall of 25-26**

Year 2, 24-25: Students (Instruction & Pedagogy)

- 85% of students will demonstrate growth in STAR Reading & Math based on personal growth goals/measures.

TASK/COMMENT (AUSD)

- The school should disaggregate all Star Growth data in the LCAP by student groups so they can make their short term goals more actionable and ensure certain student groups are making progress.

Progress Update

Update

- In progress, final STAR data will be updated in May when STAR testing is completed.

Staff

Year 2, 24-25: Staff

GOAL:

- Establish a well-balanced organizational staffing structure that provides competitive compensation to attract and retain high-quality employees.

Progress Update

Update

- **After salary scale revisions for multiple roles and department and staff restructuring due to budget realignment for 2025-26, the staffing structure has been revised to support the school and each department's needs. Duties from eliminated roles were reviewed and as necessary, redistributed amongst remaining staff or volunteers.**

Year 2, 24-25: Staff

GOAL:

- Engage stakeholders in the process to identify, evaluate, and purchase a staff assessment system for implementation the following school year.

Progress Update

Update

- **This goal has been moved to year 3 (2025-26) and a timeline for tasks has been created.**

Culture

Year 2, 24-25: Culture

GOAL:

- Establish multiple opportunities for families to participate on campus through new committees and continued/additional events

TASK (AoA)

- Start the ELAC (English Learner Advisory Committee), PTSA, (Parent Teacher Student Association) CAAT (Community Academic Advisory Team) committees

TASK/COMMENT (AUSD)

- Parents want to re-engage in ways prior to Covid, how can AoA tap into that and build upon it

Progress Update

Update

- **Created the ELAC- English Language Advisory Committee**
- **Created the PTSA - Parent Teacher Student Association**
- **Will create CAAT bylaws and structure in summer to begin in Fall 2025**
- **Held Fall Festival, Festival of Cultures, two Student Led Conferences, Back to School Night, Read-A-Thon Week, Spirit Weeks**
- **Will hold Spring Festival, Open House, End of the Year Awards Breakfast, two more Spirit Weeks**

AoA Strategic Plan Year Three Goals SY 2025-26

Year 3, 25-26: Students (Instruction & Pedagogy)

- To effectively close achievement gaps for specific student subgroups, we will leverage research-based, data-driven instructional strategies by utilizing targeted interventions tailored to individual needs, while actively engaging students through personalized learning approaches.

Year 3, 25-26: Students (Instruction & Pedagogy)

- Review and align all curriculum for TK-8 with instructional staff and deans to ensure consistency and rigor in support of reducing the achievement gap by 5% each year. Continue to develop ways to bring intervention strategies to WIN/Tutorial utilizing online programming to reduce the achievement gap for ELL students and for Reading/Math support. (Summit K12, Zearn, Freckle)

Year 3, 25-26: Students (Instruction & Pedagogy)

Task/Comment (AUSD):

- AOA should consider how they are explicitly monitoring and therefore supporting emerging multilingual students. While it is essential that English Learning students are included in their MTSS data identification for additional support, it would also be paramount to the success of this underserved group of students to spend time looking at their outcomes separately.

Year 3, 25-26: Students (Instruction & Pedagogy)

Goal:

- Identify ways to foster support and interaction across MS and ES grade levels

Year 3, 25-26: Students (Instruction & Pedagogy)

Goal:

- Increase implementation of Peer Teach to include MS tutoring in ES after school programming

Year 3, 25-26: Staff

Goal:

- Conduct annual evaluations for all staff to foster ongoing support and continuous improvement.

Task (AoA):

- Identify and implement an evaluation system that can be used in each department

Task/Comment (AUSD):

- Ensure that all staff receive all the required annual trainings mandated by the State and Ed Code

Year 3, 25-26: Staff

Goal:

- Identify ways that staff, leadership, and the board have more purposeful, informative, and casual interactions and collaborations, and for staff to have more over school participation opportunities

Task

- Implement: Staff Social Group (to plan the Winter/End of Year Celebrations);
Start of Year Staff Swag Group
 - Create Monthly Board Participation Opportunity Calendar (School Events, Classroom Volunteer Opportunities, Field Trips, Assemblies, etc.)
 - Hold every other month Financial Update Meetings for all staff to attend

Year 3, 25-26: Culture

Goal:

- Ensure the entire AoA and Alameda community understands and supports the school's mission, values, and programs while fostering ongoing partnerships to strengthen the school's impact and continue to increase enrollment. **Clarify the AoA Brand**

Task:

- Create a one-year committee involving staff, teachers, parents, ED, & board member(s) to determine what is meant by the AoA Brand (TK-8)

Year 3, 25-26: Culture

Goal:

- Ensure the entire AoA and Alameda community understands and supports the school's mission, values, and programs while fostering ongoing partnerships to strengthen the school's impact and continue to increase enrollment. **Boost online ratings**

Task:

- Identify 5-10 families across elementary and middle school to write proper online ratings on Google, Yelp, etc

Year 3, 25-26: Culture

Goal:

- Ensure the entire AoA and Alameda community understands and supports the school's mission, values, and programs while fostering ongoing partnerships to strengthen the school's impact and continue to increase enrollment. **Continue to develop relationships with community partners**

Task:

- Identify one goal and a specific partner/partnerships to cultivate in 2025-26

AoA Strategic Plan Year Four Goals SY 2026-27

Year 4, 26-27: Students (Instruction & Pedagogy)

- Accelerate learning supports for all students, including specific subgroups, while refining and developing curriculum that addresses all learners, and support teachers in data-driven, research based professional development that supports students and teachers.

Year 4, 26-27: Students (Instruction & Pedagogy)

Task (AoA):

- In an effort to reduce the achievement gap by an additional 5% each year, implement teacher led professional development and PLCs. Develop teacher mentorships to support differentiated instruction and accommodations for students within gen-ed classrooms. To support MTSS programming, continue IA literacy instructional aides to support in ES/MS.

Task/Comment (AUSD):

- Track the response to differentiated academic supports provided to students with disabilities.

Year 4, 26-27: Students (Instruction & Pedagogy)

- Full implementation of Peer Teach ES through MS students within school day and after school programming.

Year 4, 26-27: Staff

Goal:

- Provide continuous leadership opportunities and professional development to support the growth and advancement of teachers and staff.

Task (AoA):

- Based on staff evaluation information, student data, staff interests, and school needs, identify and provide professional growth opportunities and skill-building initiatives

Year 4, 26-27: Culture

Goal:

- Ensure alignment in schoolwide policies and practices for families, students, and staff to promote safety, satisfaction, and clear, predictable accountability expectations.

Year 4, 26-27: Culture

Task (AoA):

- Review our policies, practices, and procedures in elementary and middle school for cohesiveness

Task/Comment (AUSD):

- Review of discipline process as there was a disproportion of BIPOC students suspended based on data BIPOC students suspended based on data

AoA Strategic Plan Year Five Goals SY 2027-28

Year 5, 27-28: Students (Instruction & Pedagogy)

- Build a school community environment that promotes strong attendance, rigor, and joy where students feel safe and supported. Students and families can name student growth, needs, and specific supports needed from our school community.

Year 5, 27-28: Students (Instruction & Pedagogy)

- Clearly agreed upon and implemented pedagogy that align across our TK-8 grade levels and include/support our values of social justice and restorative practices.
- .

Year 5, 27-28: Staff

Goal:

- Cultivate a strong, positive staff culture that attracts and retains talented, properly credentialed/skilled employees, minimizing turnover and fostering long-term commitment.

Task (AoA)

- Implement a robust staffing onboarding process with additional coaching for new teachers & providing regular staff community events to build collaboration amongst departments and grade levels

Task/Comment (AUSD)

- Making sure credential type is compliant with the class content

Year 5, 27-28: Staff

Goal:

- Implement a robust staffing onboarding process with additional coaching for new teachers & providing regular staff community events to build collaboration amongst departments and grade levels

Year 5, 27-28: Staff

Goal:

- Implement a trimester staff survey to address employee needs and gain feedback

Year 5, 27-28: Culture

Goal:

- Cultivate and promote a safe environment that encourages active student and family participation, ensures clarity and adherence to expectations for students and families, builds pride in and promotion of the school, and supports and sustains full enrollment.

Task:

- Continue implementing, adjusting marketing plans to ensure growing and sustainable enrollment

Thank You

Coversheet

Presentation on 24-25 SY Attendance

Section:	V. Board Communication
Item:	B. Presentation on 24-25 SY Attendance
Purpose:	Discuss
Submitted by:	
Related Material:	Attendance Presentation Board 4.24.25.pdf

Attendance Presentation

April 24, 2025 Board Meeting

Attendance is the number one indicator of school success

According to research students who attend school regularly have been shown to achieve at higher levels than students who do not have regular attendance.



Causes of Absenteeism

Common Home-Based Barriers

- Single-parent households with limited support
- Family trauma or crisis
- Lack of reliable transportation
- Housing instability or food insecurity
- Limited access to medical, mental health, or social services
- Shared custody or multiple households
- Unpredictable or inconsistent home routines
- Limited access to technology or internet
- Mental health challenges (child or family)
- Neglect, abuse, or substance use in the home
- Chronic sleep deprivation
- No or limited health insurance
- Caring for sick siblings or family members
- Lack of parenting skills (e.g., bedtime and morning routines)
- Health conditions such as PMS or asthma
- Parents unaware of how attendance affects academic success
- Weather
- Lack of clean clothes



Dislike coming to school

- Struggling academically (or too far behind)
- Behavior challenges
- Unwelcoming school climate
- Social and peer changes
- Anxiety, or other mental health issues
- Disciplinary biases
- Undiagnosed disability
- Lack of accommodations
- Parents had a negative educational experience
- Unsafe school climate
- Excessive homework
- Bullying
- Dirty bathrooms
- Poor food options
- Unsafe neighborhood



Causes of Absenteeism

Disengagement

- Lack of challenging and culturally responsive instruction
- Bored
- No meaningful relationships with adults
- Lack of enrichment opportunities
- Lack of academic and behavioral support
- No intentional support to build relationships with other students
- Lack of parental involvement



Parent's Misconceptions About Absences

- Excused absences don't count.
- Missing 2-3 days a month does not affect learning
- Missing a few minutes in the morning is not a problem
- Sporadic absences are not a problem
- Taking a trip with a study contract is the same as being in school
- Attendance only matters in older grades
- Being late does not count as Truancy
- May not understand absences cost the school \$\$
- (FYI: Parents lose track and underestimate the total of absences. Absences add up!)



Absenteeism Areas of Impact

Academic

Social Emotional

**Classroom/
School**

Future/Long Term

Absences Impact

Academic

- Missed lessons = missed learning
- Falling behind in Core Subjects: Students who miss school regularly often struggle to keep up, especially in reading and math.
- Lower grades and test scores
- Harder to catch up after absences
- Learning gaps grow over time
- Less motivation to engage
- Risk of not meeting grade-level goals
- Long-Term Academic Consequences: Poor attendance habits can carry over into future grades, impacting promotion, graduation, and college readiness.



Social-Emotional Effects of Absenteeism in Children

- Formation of negative attendance habits, normalizing missing school
- Reduced sense of routine, structure, and engagement with school life
- Low self-esteem and confidence from falling behind academically and feeling inadequate
- Increased anxiety about catching up
- Feelings of isolation and disconnection from peers and staff, leading to a lack of belonging
- Difficulty forming and maintaining friendships due to missed social interactions
- Weakened social skills such as communication, cooperation, and conflict resolution
- Higher risk of bullying or teasing upon return, especially if noticeably behind
- Emotional distress such as sadness, loneliness, or even hopelessness
- Behavioral issues that may develop as a response to stress or disconnection from school

Absences Impact

Classroom-School

- Late or absent students distract the entire class
- The teacher needs to take extra time to help the students to catch up
- Learning interventions won't help because there is no consistency
- Negative behavior in the classroom
- The school loses money, which impacts students, Teachers, and staff (approx. \$35-50 per day*)

*\$\$ Depends on the total # of enrolled students at school



Future

- Absenteeism is the leading cause of dropouts in High School
- Develop some toxic relationships
- Risk of domestic violence, early physical activities, addiction, human trafficking, etc.
- Not able to get 90% of jobs without HS diploma
- Risk of criminal activity and prison
- 82% of prisoners have low reading levels and dropped out of High School
- CPS involvement



Truancy - Chronic Absence

TRUANCY

Counts only unexcused absences.
Emphasizes compliance with school rules.
Relies on legal and administrative solutions.

VS.

CHRONIC ABSENCE

Counts all absences: excused, unexcused, and suspensions.
Emphasizes academic impact of missed days.
Uses community-based, positive strategies.

Definition of a Truant

The California Legislature defines truant in very precise language. In summary, it states that a student missing more than **30 minutes of instruction or more without an excuse three times during the school year** must be classified as a truant and reported to the proper school authority.*

Chronic Absences = Excused + Unexcused

*California Department of Education

SART's and AoA Truancy Process

School Attendance Review Team (SART) meetings are meant to be a supportive approach to help families and students improve their attendance at school. **The main goal of SART is to help families and students overcome the challenges that may be impacting their ability to attend school regularly.** *By identifying the root causes of absenteeism and providing assistance and resources, SART meetings seek to create positive outcomes for students and their families. Usually a last resort when all other attempts to engage the family have failed.*

First attempts of support and parent engagement are: calls, text messages, emails, letters, trying to talk to parents in person



Student Attendance Review Team Meeting

The Academy of Alameda Charter School Board - Board Meeting - Agenda - Thursday April 24, 2025 at 6:30 PM

Who will get a letter for a mandatory SART meeting?



- Parents/Guardians of students that are classified as truant and did not attend a regular attendance **support meeting**
- Parents of truant students that are not responding to attendance communications
- Parents/Guardian of students with **excessive tardiness**
- Parents/Guardians of student that is **not improving attendance**
- **Who gets a TRUANCY letter?** Any student with 3 or more unexcused absences that is not responding to attendance communications

Student Attendance Support Examples Wraparound

Supports to Address Barriers to School Attendance

What kind of supports we provide ?



- Access to food boxes, clothing, shoes, and school supplies
- Laundry services
- Home visits, both scheduled and unscheduled
- Parent coaching meetings to strengthen home-school partnerships - including access to family and parenting resources
- Family morning and evening routine planning to support on-time attendance
- Mental health support services
- Referrals to counseling or outside agencies, such as the Lincoln Families
- Additional nurse supervision for students with health concerns
- After-school program scholarships
- Extra homework support and tutoring
- Support for families experiencing homelessness, including personalized guides to housing resources
- Transportation support, exploring available options
- Sleep education for students and families, including information about healthy sleep habits and age-appropriate sleep schedules
- A commitment to understanding and respecting individual cultural perspectives

Extreme, uncertain absences

If parents are responding to school communications with any staff, and they are not showing any attendance improvement we continue with the truancy process



If parents are not responding to school communications with any staff:

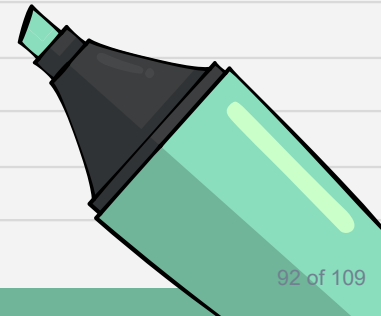
We call the Police for a welfare check.

attendance



Planning vacations or trips during school time

- Allowing their children to miss school **without a valid reason**
 - ◆ Birthdays
 - ◆ Family visits
 - ◆ The child does not feel like going to school
 - ◆ Letting children sleep in or stay home when they don't feel like going
- Being unaware of the number of absences or tardies
- Ignoring school attendance notifications (emails, texts, calls, ParentSquare, letters)
- Forgetting to report absences to the school
- Adults waking up late or leaving home behind schedule
- Providing inaccurate reasons for absences
- Failing to update contact information, especially home address
- Treating attendance as optional—especially in the post-COVID era



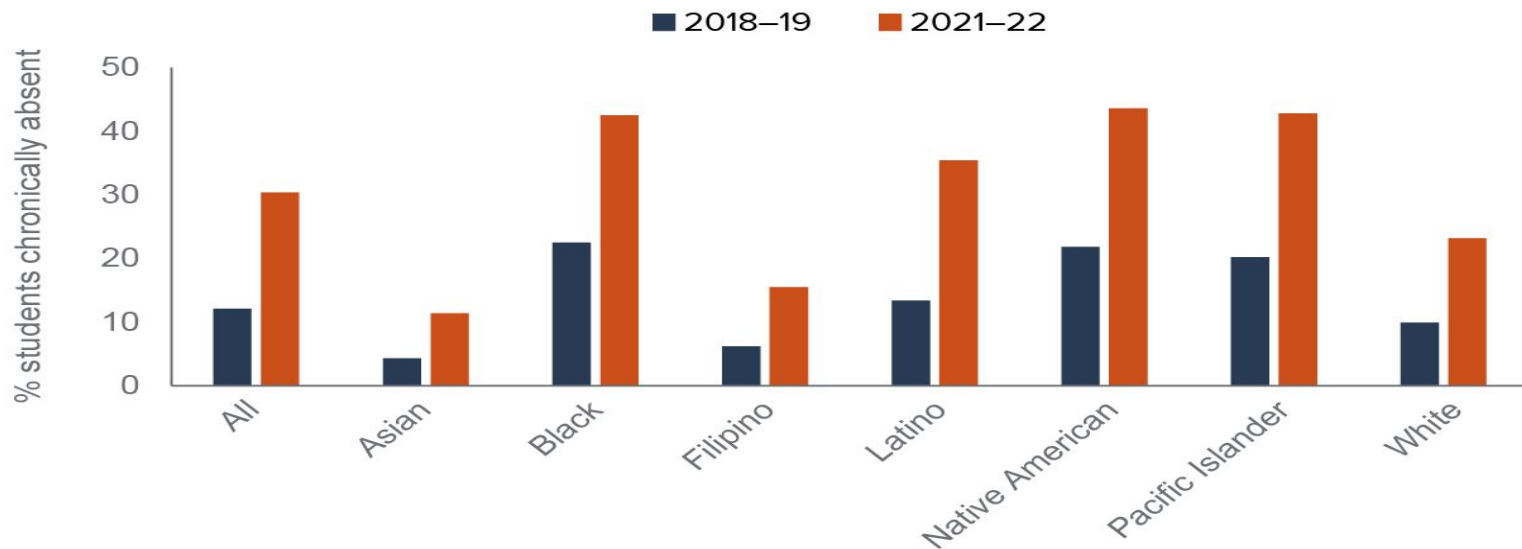
Attendance Policy and Law

California's compulsory education laws require children between six and eighteen years of age to attend school, with a limited number of specified exceptions. Under state law, a pupil who, without a valid excuse, is absent from school for three full days in one school year, or is tardy or absent for more than 30 minutes during the school day on three occasions in one school year, is considered truant.

Once a student is designated a truant, state law requires schools, districts, counties, and courts to intervene to ensure that parents and pupils receive certain services to assist them in complying with attendance laws.

When these various interventions fail—meaning parents or guardians still do not send a child to school or a student misses an unlawful amount of school—the matter is referred to the AoA Board

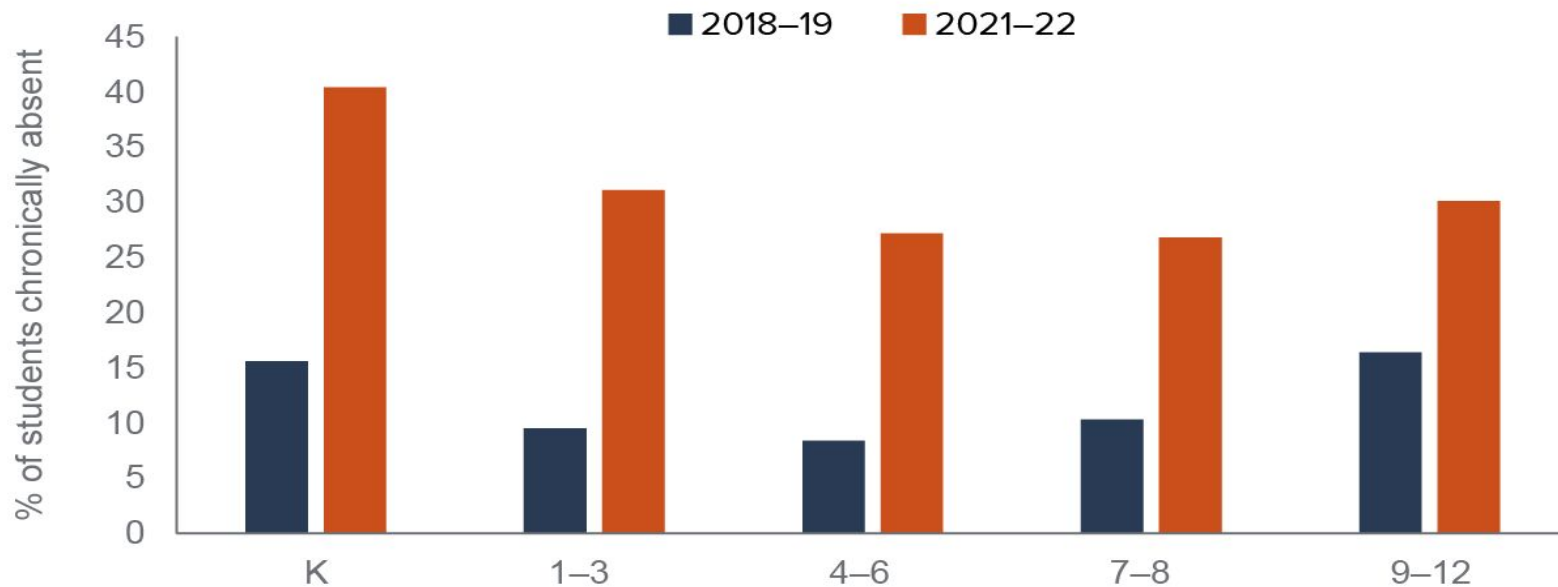
Black, Native American, and Pacific Islander students had the highest rates of chronic absenteeism in 2022



SOURCE: California Department of Education Dataquest.

FROM: PPIC Blog, March 2023.

Chronic absenteeism rose the most among younger students



SOURCE: California Department of Education Dataquest.

FROM: PPIC Blog, March 2023.

Our Attendance Data

What are the demographics of our chronic absenteeism?
Why are our chronic absenteeism missing school?

Family Liaison Interventions

129 students with improved attendance from family liaison interventions.

Gretchen has reached out to the parents/guardians on an average of 4 times for each student, often using different methods to communicate with families, in order to improve their children's attendance, educate them on research based on attendance data, show them their children's attendance data, and to offer support to the obstacles to consistent attendance.

14 students have received truancy letters and more direct interventions.

Students w/ Truancy Letters

Demographics

Grade Level

- 9 ES, 5 MS

Residency

- 8 In-district

Race/Ethnicity

- 9 African American
- 3 White
- 2 Hispanic

Students w/Disabilities

- 7 w/ IEP

EL

- No EL Students

SED

- 11 of 14

Local ID	Grade	City	Ethnicity / Race	English Learner	Students with Disabilities	Socio-Economically Disadvantaged
91142	0	Alameda	Black/African Am	N	Y	Y
91110	0	Pittsburg	Black/African Am	N	Y	N
90884	1	Alameda	Black/African Am	N	N	Y
90906	2	Alameda	Hispanic	N	N	Y
90904	3	Pittsburg	Black/African Am	N	Y	N
91191	3	San Leandro	Black/African Am	N	Y	Y
91186	4	Alameda	Black/African Am	N	N	Y
90076	4	Oakland	White	N	Y	N
91168	5	Alameda	Black/African Am	N	N	Y
89479	6	Alameda	White	N	N	Y
91127	6	Oakland	Black/African Am	N	N	Y
91182	7	Alameda	Black/African Am	N	N	Y
90827	7	Oakland	White	N	Y	Y
90907	8	Alameda	Hispanic	N	Y	Y

Gold Medal Attendance Initiative

- Our goal was to have 94% ADA this year
- Encouraging strong attendance in each class
- Using Family Liaison to support families with attendance needs
- Elementary gets a monthly party (and trophy) for the highest attendance
- Middle gets a movie party for the highest trimester attendance (6th, 7th, & 8th)
- Overall there is has been an increase in attendance with and without TK attendance since 2023-24 SY
- MS has higher ADA than ES

TK-5 Average Daily Attendance (ADA)

Teacher	Grade	September	October	November	December	January	February	March	YTD
Guitron, R	TK	81.81%	89.26%	88.88%	84.24%	90.34%	87.98%	89.20%	87.39%
Culberson, N	K	86.67%	92.66%	90.63%	88.70%	86.66%	88.92%	87.20%	88.78%
Jackson, B	K	93.41%	94.70%	94.38%	95.07%	94.19%	90.07%	94.89%	93.81%
Crockett, A	1	91.31%	92.95%	93.65%	93.24%	88.70%	89.72%	93.80%	91.91%
Nunez, C	1	87.61%	93.35%	95.51%	92.81%	91.68%	91.23%	91.40%	91.94%
Dzib, J	2	85.74%	92.63%	89.98%	90.79%	88.60%	90.65%	89.45%	89.69%
Eider, H	2	84.71%	95.10%	92.99%	91.78%	90.72%	87.62%	90.39%	90.47%
McHenry, K	3	80.93%	90.29%	93.37%	84.83%	90.50%	89.58%	92.45%	88.85%
Torres, G	3	95.22%	95.74%	97.69%	91.28%	91.83%	90.50%	94.50%	93.82%
Schlenk, A	4	95.15%	93.80%	94.75%	90.26%	95.43%	90.77%	97.31%	93.92%
Vathanakamsang, D	4	86.06%	92.15%	88.59%	89.96%	91.62%	92.57%	87.36%	89.76%
Carrillo, P	5	89.75%	94.54%	94.25%	95.73%	90.70%	93.92%	91.60%	92.93%
Velazquez, C	5	91.83%	96.69%	95.26%	93.31%	96.10%	91.62%	95.32%	94.30%
		88.48%	93.37%	93.07%	90.92%	91.31%	90.40%	91.91%	91.35%

6-8 Average Daily Attendance (ADA)

Teacher	Grade	T1 Sep-Nov	T2 Dec - Mar 6
Ansley, C	6	96.11%	90.81%
Devlin, P	6	94.85%	90.77%
Hewitt, S	6	96.10%	90.87%
Nelson, M	6	97.28%	92.97%
Peterson, C	6	95.34%	91.69%
Aiga, E	7	92.71%	89.40%
Fromson-Ho, A	7	95.24%	91.55%
Jia, K	7	95.72%	93.30%
Starch, S	7	96.02%	91.53%
Donohoe, S	8	93.23%	92.93%
Drummer, B/Green, M	8	96.11%	92.87%
Smiley, M	8	95.32%	94.63%
Westermeyer, J	8	94.98%	93.61%
		95.31%	92.07%

Why are students missing instructional time?

Attendance Calendar																								Colors - All Cod					
Monday						Tuesday						Wednesday						Thursday						Friday					
Date		A		0 1 2 3 4 5 6 7 8 9		Date		A		0 1 2 3 4 5 6 7 8 9		Date		A		0 1 2 3 4 5 6 7 8 9		Date		A		0 1 2 3 4 5 6 7 8 9		Date		A		0 1 2 3 4 5 6 7 8 9	
08/12				NO SCHOOL		08/13				-		08/14				-		08/15				-		08/16				-----	
08/19				-----		08/20				----- -		08/21		Q		Q Q Q Q Q Q Q Q		08/22				-- ----		08/23				- ----	
08/26				-----L		08/27				----- -		08/28				-- --		08/29				-- ----		08/30		U		----L	
09/02				HOLIDAY		09/03				----L -		09/04				-- --		09/05		Q		Q Q Q Q Q Q		09/06		Q		Q Q Q Q Q Q	
09/09				-----		09/10				----- -		09/11		Q		Q Q Q Q		09/12				-- ----		09/13				- ----	
09/16				-----		09/17				----L -		09/18				-- --		09/19		Q		Q Q Q Q Q Q		09/20				- ----X	
09/23				-----		09/24				----- -		09/25				-- --		09/26		-L		----		09/27				- ----	
09/30				-----Q		10/01		R		---- -		10/02		Q		Q Q Q Q		10/03				-- ----		10/04				- ----	
10/07		Q		Q Q Q Q Q Q Q Q		10/08				----- -		10/09				-- --		10/10				-- -R--		10/11				- ----	
10/14				HOLIDAY		10/15				----- -		10/16		Q		Q Q Q Q		10/17				-- Z--		10/18		Q		-----	
10/21				-----		10/22				----- R		10/23				-- --		10/24				-- ----		10/25		Q		Q Q Q Q Q Q	

The next set of data looks at the attendance notes left in a student's attendance by office staff when a student is late, absent, picked up early, etc.

Each of those red speech bubbles is an attendance note.

Attendance Notes
☐ View All Notes

10/17/2024
Period: 0
Z - Overslept

9:00

Created: 10/17/2024 2:47:16 PM
hwong

Why are students missing instructional time?

This is a tally of the different attendance notes used.

Description	Count	Percentage				
Tardy Reasons	1893	32.5%		Tardy Reasons		
Sick	1575	27.1%		Overslept	1095	18.8%
No Reason	1108	19.0%		Waiting for parent	404	6.9%
Appointments	778	13.4%		Traffic	206	3.5%
Excused Reasons	208	3.6%		Waiting for sibling	75	1.3%
Personal	163	2.8%		Bus/Car Problems	71	1.2%
Out of town	92	1.6%		Waiting for ride	25	0.4%
				Guardian/Sibling Appt	10	0.2%
				Parent/Sibling Sick	7	0.1%
<u>Excused Reasons</u>						
Funeral/Bereavement	Religious Holiday					
Extracurricular	HS Tour					
Weather	Independent Study					

Principal Apportionment

	Improvement	24-25	23-24
P-1 Overall	14.7 (37.15)	617.27	580.12
In-District	0.58%	94.54%	93.96%
Out of District	0.67%	92.54%	91.87%
P-2 Overall	12.7 (35.07)	613.44	578.37
In-District	0.37%	94.25%	93.88%
Out of District	0.81%	92.07%	91.26%

Chronic Absenteeism

Students who are absent 10 percent or more of the instructional days they were enrolled.

2025

144 schools days

17.7%
chronically absent

Number of students: 626

2024

All Students

All Students

State



Red

22.6% chronically absent

Increased 0.8% ⬆️

Number of Students: 642

2023

All Students

All Students

State



Yellow

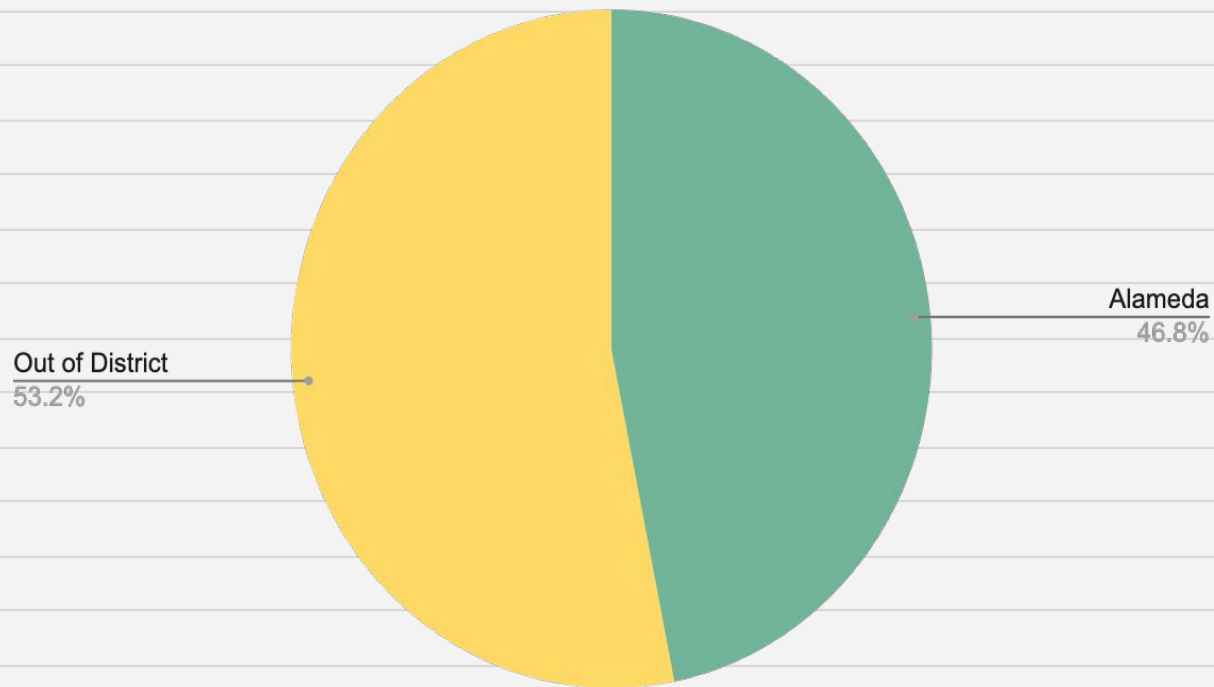
21.8% chronically absent

Declined 4.6% ⬆️

Number of Students: 614

Chronic Absentee Demographics

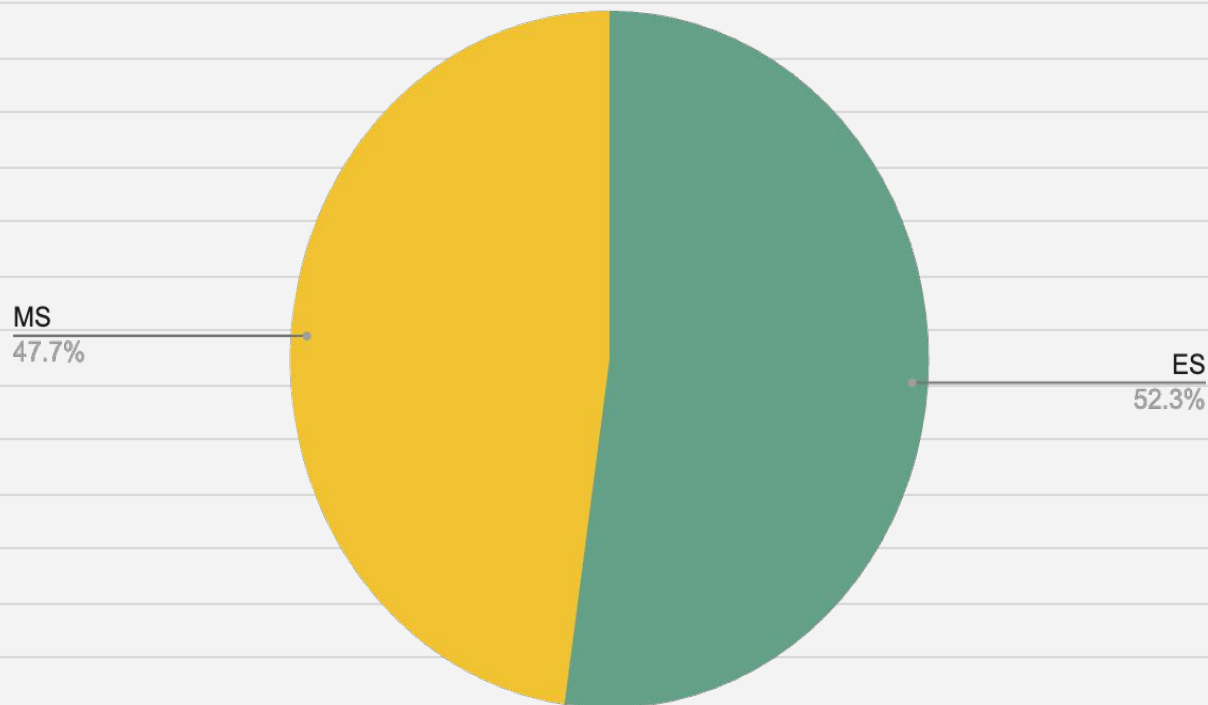
Chronic Absentees by City



City	Total
Alameda	52
Out of District	59
Oakland	43
Pittsburg	2
San Leandro	5
Fremont	2
Richmond	3
San Lorenzo	2
Stockton	1
El Cerrito	1

Chronic Absentee Demographics

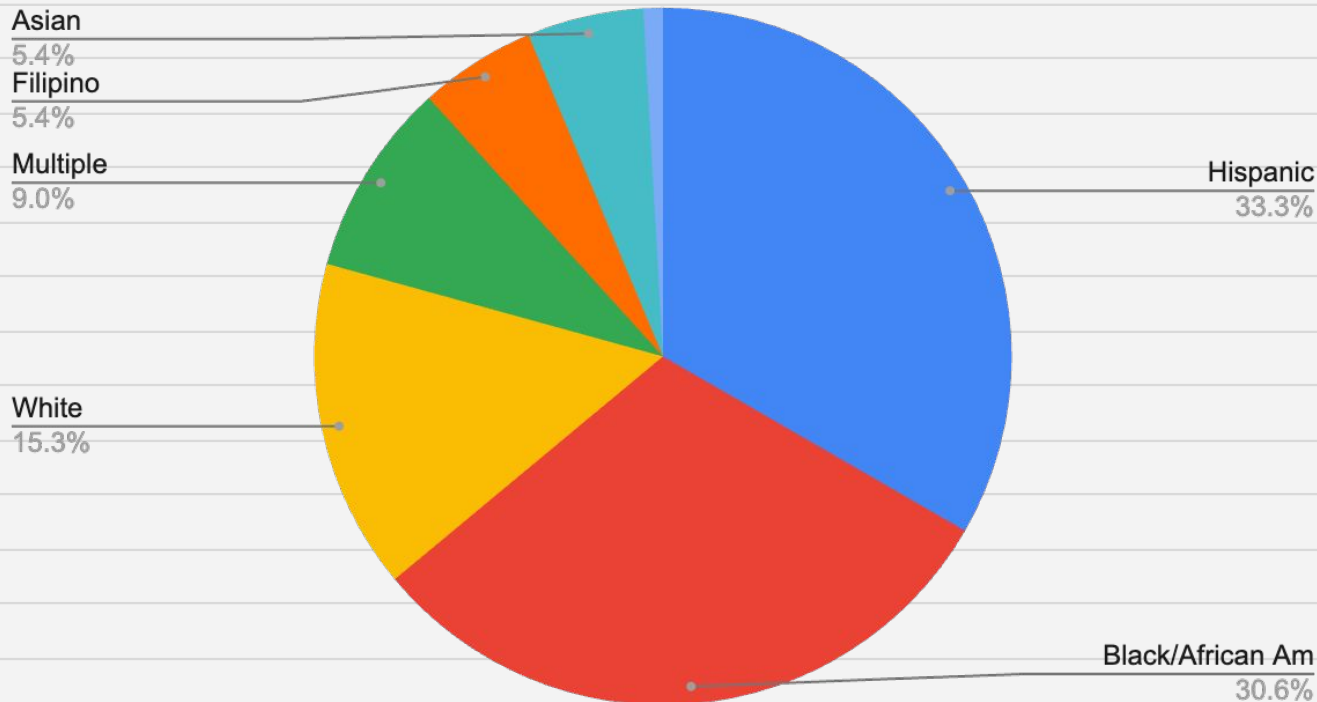
Chronic Absentees by Grade Range



Grade	Total
TK	7
K	9
1	10
2	11
3	7
4	8
5	6
ES	58
6	21
7	22
8	10
MS	53

Chronic Absentee Demographics

Chronic Absentees by Race/Ethnicity



Chronic Absentee Demographics

English Learner (EL)	Students with Disabilities (IEP)	Socio-Economically Disadvantaged (SED)
14	25	71

EL + IEP + SED
5

EL + IEP	IEP + SED	EL + SED
2	13	6

EL Only	IEP Only	SED Only
1	5	47

