



Executive Director's Report

March 27, 2023

Academics

We are past the halfway mark in Quarter 3! That means we are gearing up for our next round of MCAS in April and May. Principals and their leadership teams have been preparing trainings and finalizing logistics for the past several weeks, so we will be well prepared to execute.

Based on interim data, we project that our MCAS scores will be similar to last school year. We are making critical progress in many areas, *and* we expect to see gradual improvement over time. The Department of Elementary and Secondary Education (DESE) has informed schools that last year's MCAS data will be considered the new "baseline," so Alma's results will be measured against the 2022 MCAS rather than our pre-pandemic data.

Our end of quarter assessments are approaching, which will help us further predict our MCAS performance. We will also use our end of quarter data to make data-informed adjustments to curriculum and instruction in Quarter 4.

Talent & Compensation

We are officially in hiring season for the 2023-2024 school year! Retaining our high potential, high performing teachers continues to be a priority. We presented information about raises and offers to staff mid-March; due to the increase in state funding, we were thrilled to be able to announce Alma's highest ever across-the-board raises! All teachers will receive a 7.5% raise, and all other staff will receive a 5% raise. We are choosing to prioritize paying all staff as much as we can, rather than using our typical performance-based raise approach. Early next school year, we will begin discussions about our approach to compensation moving forward; we want to ensure that we remain competitive to attract and retain the best educators possible..

Those we will invite to return to work at Alma next school year have begun receiving their verbal offers. Any staff member who signs their offer before April 14th will be eligible for a Recommitting Bonus, which we hope will have the same positive impact on retention as last school year.

In a few weeks, we will have a strong sense of our vacancies for next school year.

Finance

We continue to be on track to meet our budget for this year with a significant surplus, even after accounting for capital set-aside and what is required in reserve for debt-service coverage. The Foundation and Finance Committee met together at our last committee meeting to approve the transfer of funds to a new bank.

The Board will review next year's operating budget at this Board meeting (attached).