



Executive Director's Report

April 28, 2023

Academics

We concluded our end of quarter interims earlier this month. Our Quarter 3 goals were:

- 45% of scholars across the network meet or exceed expectations on their ELA and Math interims.
- 80% of scholars in Kindergarten-3rd Grade grow at least one reading level on the STEP assessment.

ELA

Though neither campus met our benchmark of 45%, both campuses had an overall increase in the percentage of scholars meeting or exceeding expectations. There continues to be steady progress on ELA exams in grades 3-8, approaching our end of year goal of 50% of scholars passing.

ELA Interim Data - Meeting/Exceeding Expectations			
Campus	Q1	Q2	Q3
Ottiwell	20%	32%	40%
Douglass	12%	32%	39%

Math

The Ottiwell Campus exceeded the 45% benchmark, while the Douglass Campus did not meet the 45% benchmark. Early elementary math data is very strong, notably in grades where scholars did not have their learning disrupted by the pandemic. This points towards a strong recovery in the coming years.

Middle school math continues to be the area of most significant concern, specifically at Douglass. We are considering some significant programmatic shifts to 6th grade math at Douglass next year to ensure we are more thoroughly addressing gaps among the scholars who join us in middle school.

Math Interim Data - Meeting/Exceeding Expectations			
Campus	Q1	Q2	Q3
Ottiwell	43%	38%	48%
Douglass	28%	36%	35%

STEP

60% of scholars across the network grew at least one reading level in Q3. There is steady growth in elementary reading data. Third and fourth graders were most significantly impacted by the pandemic, as they missed formative years in remote learning, so those are the grades of most notable concern.



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 are thrilled to report that we are on track to retain **over 90%** of our staff who received offers across the network. We are currently at 94% of offers signed at the Douglass Campus and 95% of offers signed at the Ottiwell Campus. We attribute this strong retention both to the competitive raises and bonuses we have been able to offer, in addition to the work our campus leaders have done to make Alma a place that staff are excited to return to.

Next school year, we will have a total of roughly 180 positions, 28 of which are currently open. Libby Merrill, our Director of Talent, has these positions posted; interviews are actively ongoing. We are currently contracting with a talent firm to source strong candidates for priority positions. Our current hiring priorities are middle school teachers, especially math teachers, and leadership positions.

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 and vote to approve next year's operating budget at today's Board meeting (attached).