



# Libertas Academy Charter School

## Monthly Academic Achievement Committee Meeting

Published on October 6, 2022 at 6:00 PM EDT

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### Date and Time

Thursday October 6, 2022 at 4:30 PM EDT

### Location

Join Zoom Meeting

<https://us04web.zoom.us/j/5069946767?pwd=QXEvbzlhb0tYZWE4VHI6MctrVFIGUT09>

Meeting ID: 506 994 6767

Password: 12345

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>4:30 PM</b>
A. Record Attendance		Nick Barker	1 m
B. Call the Meeting to Order		Nick Barker	1 m
C. Approve Minutes	Approve Minutes	Nick Barker	1 m
<b>II. Academic Achievement</b>			<b>4:33 PM</b>
A. ED Report	Discuss	Modesto Montero	15 m
B. MCAS Data	Discuss		15 m
C. LCAS Staff Survey Results	Discuss		15 m
<a href="https://docs.google.com/document/d/1PXdRvpGwH6uK8lttIUAbKfcMOe_Ufils/edit">https://docs.google.com/document/d/1PXdRvpGwH6uK8lttIUAbKfcMOe_Ufils/edit</a>			
<b>III. Other Business</b>			
<b>IV. Closing Items</b>			
A. Adjourn Meeting	Vote	Nick Barker	

# Coversheet

## LCAS Staff Survey Results

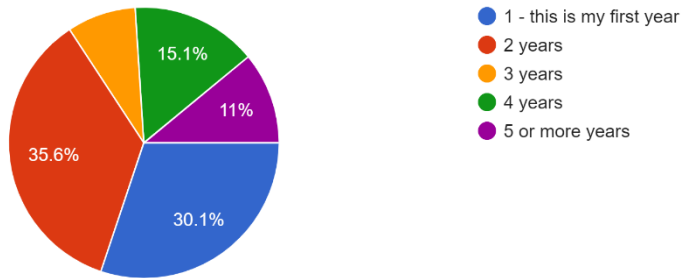
<b>Section:</b>	II. Academic Achievement
<b>Item:</b>	C. LCAS Staff Survey Results
<b>Purpose:</b>	Discuss
<b>Submitted by:</b>	
<b>Related Material:</b>	Libertas Staff Survey.docx

## Libertas Staff Survey – Preliminary Takeaways

### Demographics

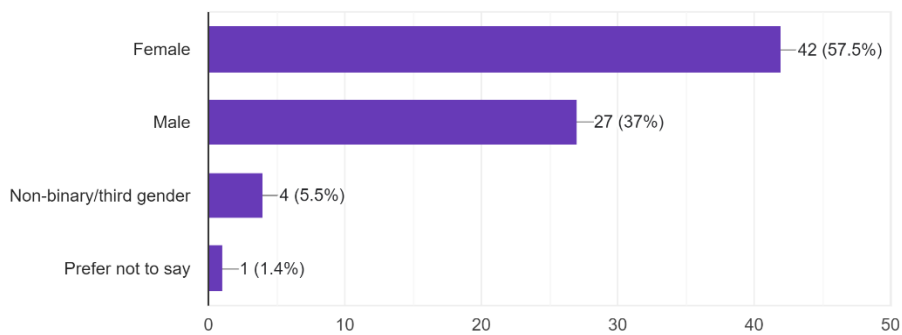
How many years of experience do you have (including this year) working at Libertas? Round partial years up to the next whole number of years.

73 responses



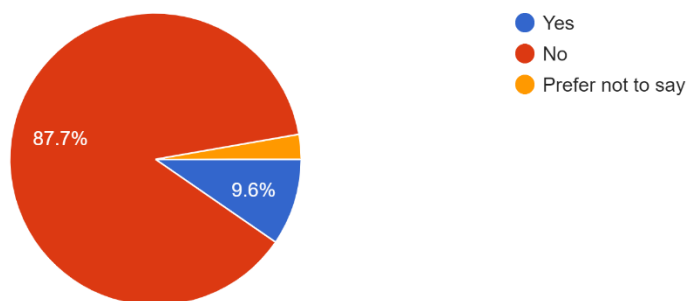
What is your gender?

73 responses



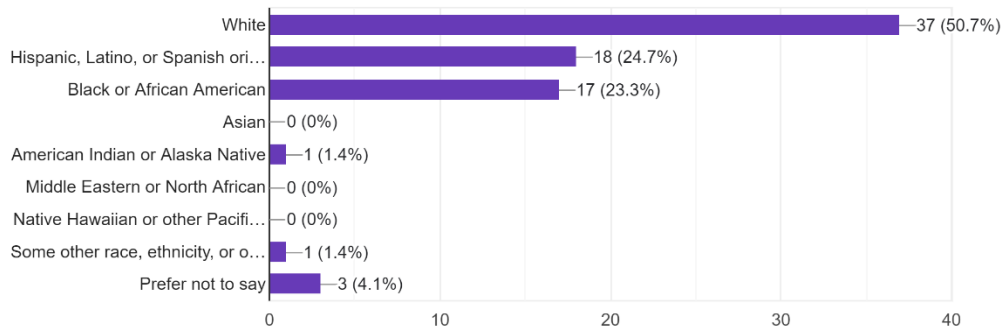
Do you identify as transgender?

73 responses



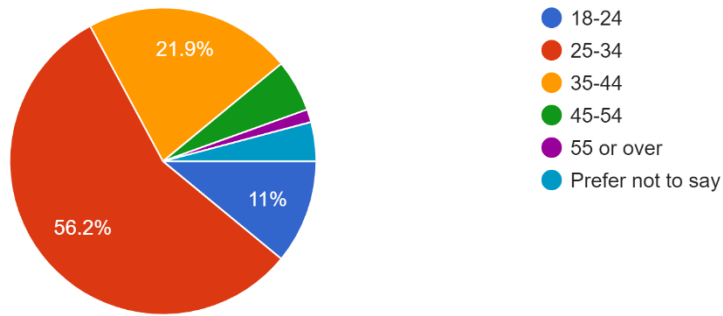
### What is your race?

73 responses



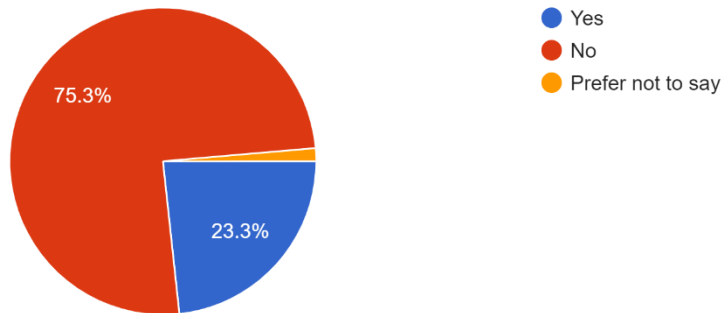
### What is your age range?

73 responses



### Did you grow up in the Springfield area?

73 responses



## Mission and Values

**Please indicate your level of agreement with the following statements:**

(Choices: Strongly disagree, Disagree, Somewhat disagree, Somewhat agree, Agree, Strongly agree, Unsure/don't know)

Item	Bottom2%	SomeD%	SomeA%	Top2%	Unsure%
Overall, Libertas is currently meeting its promise to students.	3%	3%	33%	<b>60%</b>	1%
Overall, Libertas is currently succeeding in its mission.	3%	1%	36%	<b>59%</b>	1%
Overall, Libertas is currently living up to its values.	4%	0%	29%	<b>60%</b>	7%

**What particular strengths or opportunities for growth influenced your answers above? Please explain.**

Biggest trends in strengths:

- People genuinely care about the mission and prioritize students above all else
- Focus on literacy/reading
- Feedback and coaching

Biggest trends in opportunities:

- *By far* the most common was providing strong supports for *all* students, especially IEP, 504, ELL, etc.
- Provide a more complete offering of electives and extracurriculars
- Work with students to get feedback/ideas and incorporate student voice

**Strengths and Opportunities**

**Please indicate how you feel Libertas compares to other schools in the Springfield area, on average, for each of the following items:**

(Choices: Much worse than average, Somewhat worse than average, About average, Somewhat better than average, Much better than average, Unsure/don't know)

Item	Bottom2%	Average%	Top2%	Unsure%
High academic expectations	1%	7%	<b>80%</b>	12%
Strong instruction	1%	10%	<b>75%</b>	14%
Supportive leadership	1%	14%	<b>74%</b>	11%
School operations	1%	5%	<b>74%</b>	18%
Inclusive learning environment	1%	14%	<b>70%</b>	15%
Student discipline	7%	10%	<b>70%</b>	14%
Opportunities for career progression	4%	10%	<b>68%</b>	18%
Inclusive adult culture	7%	12%	<b>68%</b>	11%
Authentic family engagement	3%	19%	<b>63%</b>	14%
Responsiveness to staff feedback	7%	16%	<b>63%</b>	14%
Opportunities for professional development	4%	16%	<b>62%</b>	18%
Equitable hiring processes	1%	21%	<b>56%</b>	22%
Equitable performance evaluation	8%	14%	<b>52%</b>	26%
Authentic community engagement	14%	16%	<b>52%</b>	16%
Compensation	11%	25%	<b>38%</b>	26%
Retention of effective staff	37%	12%	<b>30%</b>	21%
Sustainable staff workload	41%	27%	<b>18%</b>	14%

**Please share any other thoughts you may have on Libertas's strengths and/or areas of growth.**

Biggest trends in strengths:

- Inclusive staff culture
- Inclusive learning environment
- Strong family engagement

Biggest trends in areas of growth:

- Sustainable workloads

- Compensation relative to workload
- Retention (esp. due to understaffing/increased workloads)
- Growth mindset in terms of student discipline

## Compensation

**Please indicate your level of agreement with the following statements:**

(Choices: Strongly disagree, Disagree, Somewhat disagree, Somewhat agree, Agree, Strongly agree, Unsure/don't know)

Item	Bottom2%	SomeD%	SomeA%	Top2%	Unsure%
If I had questions about Libertas's current compensation system, I would know where to get more information.	11%	8%	14%	<b>64%</b>	1%
I have the same access to internal promotion opportunities as other staff in a similar role.	7%	10%	16%	<b>59%</b>	8%
I understand how my compensation is determined under Libertas's current compensation system.	18%	11%	25%	<b>41%</b>	5%
Overall, Libertas's current compensation system is equitable.	14%	16%	18%	<b>38%</b>	14%
Libertas's current compensation system enables Libertas to recognize and reward our most effective staff.	14%	16%	21%	<b>36%</b>	14%
My compensation is in line with my overall workload.	22%	19%	22%	<b>34%</b>	3%

**What aspects of Libertas's current compensation system are confusing or unclear, if any?**

- Generally, people are unsure how compensation is determined (base pay, increases, etc.); they don't know how factors like experience and advanced degrees influence compensation
- There's a perception that people with similar qualifications are receiving different levels of compensation
- No pay scale, so people can't figure out how much they'll be making X years from now; inability to plan for the future
- Unclear how to increase pay
- Limited transparency around policies and procedures

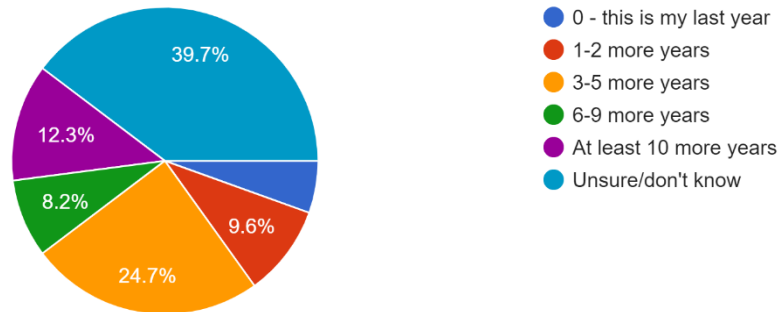
**Please share any other thoughts or questions you might have about Libertas's current compensation system.**

- Concern about pay increases not keeping pace with inflation
- Could there be bonuses or pay increases for retention or performance?
- Need to do a salary audit and correct any errors/inequities, then set a clear plan
- Clearly communicate compensation policy to staff

## Retention

Not including this year, how many years do you plan to keep working at Libertas?

73 responses



(If planning to stay 0-2 more years; n = 10)

**Please select the most important factor(s) contributing to your plans to stop working at Libertas (select up to 3):**

Top Choices	Count	Percent
My workload is too great (e.g., school day, school year, class size, prep time)	5	50%
I am leaving for personal reasons that have nothing to do with Libertas (e.g., moving, family matters, retirement)	3	30%
Dissatisfaction with financial compensation (including salary and benefits)	2	20%
Not enough discretion to make decisions about my classroom and curriculum	2	20%
I am leaving for professional reasons that have nothing to do with Libertas (e.g., changing careers, attending graduate school)	2	20%

(If planning to stay 3+ more years or unsure; n = 61)

**Please select the most important factor(s) contributing to your plans to continue working at Libertas (select up to 3):**

Top Choices	Count	Percent
Ability to have a positive impact on student outcomes	27	44%
Financial compensation	25	41%
Opportunities for advancement or career progression	22	36%
Positive school culture and learning environment	20	33%
Inspiring school leadership	17	28%
I feel safe and supported bringing my authentic self to work	13	21%
Relationships with students and families	13	21%

**What changes might encourage you to stay at Libertas in the long term?**

- Sustainable workloads/expectations, fewer non-academic duties
- Increased compensation/compensation relative to workload
- Better work-life balance
- Clearly defined roles and responsibilities that stay consistent throughout the year
- More autonomy
- Substitute teachers so teachers aren't subbing for each other
- Changing to a tiered disciplinary system