



Libertas Academy Charter School

Monthly Board of Trustees Meeting

Published on August 17, 2023 at 12:12 PM EDT

Date and Time

Tuesday August 22, 2023 at 5:30 PM EDT

Location

Libertas Academy Charter School
146 Chestnut Street
Springfield, MA 01103

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
Opening Items			
A. Board Chair Welcome		Kari Diamond Kayiatos	3 m
B. Record Attendance and Guests		Nick Barker	1 m
C. Call the Meeting to Order		Kari Diamond Kayiatos	1 m
D. Approve Minutes : Board Retreat	Approve Minutes	Kari Diamond Kayiatos	2 m
Please review minutes in advance and note any adjustments			

	Purpose	Presenter	Time
Approve minutes for Annual Board of Trustees Retreat on June 23, 2023			
E. Public Comment	Discuss		
II. Management Report			5:37 PM
A. Management Report	Discuss	Modesto Montero	45 m
<ul style="list-style-type: none"> • Modesto will present this month's LACS management report 			
III. Committee Reports			6:22 PM
A. Academic Achievement Committee	FYI	Nick Barker	2 m
B. Finance Committee	Vote	Patrick Kkayego	15 m
<ul style="list-style-type: none"> • vote to approve July financials 			
C. Development Committee	FYI	Kari Diamond Kayiatos	2 m
D. Governance Committee	Vote	Hector Zavala	2 m
E. ED Evaluation Committee	FYI	Lauren Davis	2 m
IV. Other Business			
V. Closing Items			
A. Next meeting	FYI	Kari Diamond Kayiatos	
Our next meeting is scheduled for Tuesday, Sept 26th @ 5:30 PM			
B. Adjourn Meeting	Vote	Kari Diamond Kayiatos	

Coversheet

Approve Minutes : Board Retreat

Section: I. Opening Items
Item: D. Approve Minutes : Board Retreat
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Annual Board of Trustees Retreat on June 23, 2023

APPROVED



Libertas Academy Charter School

Minutes

Annual Board of Trustees Retreat

Date and Time

Friday June 23, 2023 at 8:30 AM

Location

Zoom Meeting

<https://us04web.zoom.us/j/5069946767?pwd=QXEvbzlhb0tYZWE4VHI6MCtrVFIGUT09>

Meeting ID: 506 994 6767

Password: 12345

Trustees Present

A. Seymour, D. Barrows (remote), H. Zavala, J. Gunther, K. Diamond Kayiatos, K. Stewart, L. Davis, L. Flynn, N. Barker (remote), P. Kkayego (remote), S. Lapolice, S. Williams, T. Curtis (remote)

Trustees Absent

None

Ex Officio Members Present

M. Montero (remote)

Non Voting Members Present

M. Montero (remote)

I. Opening Items

A.

Record Attendance

B. Call the Meeting to Order

H. Zavala called a meeting of the board of trustees of Libertas Academy Charter School to order on Friday Jun 23, 2023 at 8:38 AM.

C. Opening Remarks

Hector opened with remarks on founding board member, Dora Robinsons recent passing.

Thank you all for being here! This is a great way to reflect on the year. Hector further went over the agenda for the day ahead.

II. A YEAR REVIEW

A. Year in Review

MM kicked off the FY23 year in review highlighting progress toward goals: MM reminded the group that standardized testing results are not out yet.

Jeff, our newest Trustee, read LACS mission :) Board members then reflected on examples of how LACS has fulfilled this mission throughout this years.

Lower Academy (6-8 grade) reflections :

Solid B+ (almost A-) : A lot of growth around intervention and meeting the needs of students. Growing leadership capacity has been a focus - "growing our bench" ; expanding capacity leaders and teachers alike.

Challenges : 1) Math "People power" , teacher transitions made the math team stretch .

Going into FY24 focusing on getting ahead of this. 2). Culture - Middle school program is strong but started off shaky. Learned from this a will adapt going into next year.

MM showed the Board the LA goals and achievement numbers of these goals. The Board reflected on these results (both successes and misses)

Upper Academy reflections:

MM rated UA a B-

Successes:

- Investment in GPA - students are starting to own this
- Creating a culture of "college & career readiness"

Challenges :

Haven't perfected culture in UA :

- Lack of Adult investment & accountability & not supporting most struggling scholars. Putting measures in place to minimize these issues going into FY24.

MM showed the Board the UA goals and achievement numbers of these goals. The Board reflected on these results (both successes and misses)

Work of ED office :

Goals:

- Strategic thinking and planning - 4-5 year road map of where we want organization
- Expanding partnerships - ambassador , advocate, getting LACS name out, development & building these relationships,
- Pushing & celebrating our people! Delegating more
- Forever Home - 1 M campaign
- Ensure our prioritized goals are met

Highlighted what the challenges have been and what MUST BE in 23-24 .

He concluded his update with a new rendering of new building!

Strategic Plan Approval :

Purpose is to ensure we outline specifically what we want for the next few years to take the school from a good school to a great school. MM highlighted the phases of drafting this Strategic Plan . Current phase: seeking the Board to approval of final draft of strategic plan. The Board took time to digest & read the plan again.

H. Zavala made a motion to To approve the 2023-2027 Strategic Plan.

A. Seymour seconded the motion.

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

Roll Call

T. Curtis	Aye
J. Gunther	Aye
S. Williams	Aye
A. Seymour	Aye
D. Barrows	Aye
H. Zavala	Aye
S. Lapolice	Aye
L. Davis	Aye
K. Stewart	Aye
L. Flynn	Aye
P. Kkayego	Aye
K. Diamond Kayiatos	Aye
N. Barker	Aye

H. Zavala made a motion to Approve the Proposed FY24 Budget.

K. Stewart seconded the motion.

FY24 Annual Budget approval :

MM highlighted:

- FY24 Key Priorities (Autonomy, Transparent parameters, oversight, build up healthy reserves)
- Key Assumptions. Tuition rate increases, Private support funding, Adding 11th grade (enrollment projections 507)
- Finance Committee and MM detailed the FY24 Proposed Budget (as well as future year budget forecasts) & answered specific questions from Board members .

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

Roll Call

H. Zavala	Aye
K. Diamond Kayiatos	Aye
S. Williams	Aye
A. Seymour	Aye
P. Kkayego	Aye
N. Barker	Aye
K. Stewart	Aye
L. Davis	Aye
J. Gunther	Aye
L. Flynn	Aye
S. Lapolice	Aye
D. Barrows	Aye
T. Curtis	Aye

FY24 Annual Report

MM to send a final draft in July once the end of year financials are finalized. We will need to meet virtually to discuss and vote on this item at that point.

B. Update on Goals

Hector presented FY23 Board Goals we met, partially met and did not meet this past year.

1. Launched Capital campaign - Met!
2. Recruitment (3 new trustees)- Progressing
3. 100% Board member engage in annual touchpoint with LACS - partially met
 1. Future thoughts : MM to highlight well in advance good events to attend at the school for the Board (at his monthly reports to the Board in FY24)
4. 100% Board giving - Met!
5. Board conduct bi-annual self assessment - Nov & April - partially met

Hector Proposed the FY24 Board Goal. Board members were in agreement.

H. Zavala made a motion to Move to executive session.

K. Stewart seconded the motion.

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

H. Zavala made a motion to Leave Executive Session.

A. Seymour seconded the motion.

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

C. Strategic Plan

III. FY23 BOARD PLANNING

A. Slate of Officers & Committee Appointments

H. Zavala made a motion to Approve the below slate of officers.

K. Stewart seconded the motion.

Board Appointment Nominations:

Chair: Kari Diamond Kayiatos (accepts)

Vice Chair: Dr Azanda Seymour (accepts)

Secretary: Nick Barker (accepts)

Treasurer : Patrick Kayego

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

B. FY24 Board and Committee Meeting Cadence

Committees remain as they are in FY23 . Times for AAC & Finance Comm meetings have changed and MM will send calendar updates.

Hector - In person or virtual Board meetings?

Board agreed on a hybrid - virtual & zoom for FY24

FY24 the 4th Tuesday of the month - @ 5:30 pm

Annual Retreat: Friday, June 28th @ 8:30

IV. Closing Items

A. Closing Remarks

Thank you Dana for your service!!!!

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 11:34 AM.

Respectfully Submitted,
H. Zavala

Coversheet

Management Report

Section: II. Management Report
Item: A. Management Report
Purpose: Discuss
Submitted by:
Related Material: SY23-24 September- BOT Management Report.pptx

School Update



*Through rigorous academics, character development, and strong supports for every learner, **Libertas Academy Charter School** prepares all sixth through twelfth grade students to **succeed within the college of their choice and to be positive, engaged members of their communities.***



Key School Data





Talent Progress

1) 85% Retention Goal in both Academies

Academy	Goal	Score
Lower	85%	100%
Upper	85%	90.09%

Open Priority Roles

7th Grade History
 Manager, HR & Payroll
 Behavioral Specialist (UA)
 Teaching Fellows (UA)
 Part-time School Nurse



23-24 STUDENT RECRUITMENT as of 8.17.23

	HEADLINE GOAL	NEW STUDENTS <"ACTIVE">	REPEAT GRADE	INTENT TO RETURN = YES PROMOTION	CURRENT PROJECTION	% PTG	Progress to Goal >85% = Progressing <85% = Off Track
Incoming 6th	92	106	0	0	106	115%	On Track
Rising 7th	92	19	0	84	96	104%	On Track
Rising 8th	92	24	0	71	95	103%	On Track
Rising 9th	90	17	0	69	86	96%	Progressing
Rising 10th	88	15	0	68	83	94%	Progressing
Rising 11th	84	0	0	65	65	77%	Off Track
TOTAL	538	181	0	357	531	99%	Progressing

Strategic Plan Vision Statement

Within our first charter term, we successfully launched our school and are on track to finalize a permanent home for our learning community. Successfully clearing the operational challenges associated with launching a new school is no easy feat and certainly merits a degree of celebration.

We have had some degree of academic success, and in this new charter term, we recommit to academic excellence. **We recommit to a mission grounded in preparing our students to succeed in college and career of their choice.** The strategic plan outlined seeks to clarify and chart the path forward.

While we know that schools are complex organizations and that a lot goes into running an effective school, **the themes and goals outlined are the most mission-critical priorities over the next four years.** We believe that by getting these three themes right, we will be one step closer to fulfilling our mission of preparing our students for college and career success.



Strategic Goal 1.2: 100% are accepted to a 2- or 4- college.	Strategic Goal 1.2: 60% of students who attend a 4-year college are on-track to graduate within 6 years.
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On-Track Benchmarks	1.1.1 By the end of Freshman year, 90% of students have a cumulative GPA of 2.0.	On-Track Benchmarks	1.2.1 By SY23-24, hire and grow our post-secondary team.
On-Track Benchmarks	1.1.2 By the end of Junior, 100% of students have a cumulative GPA of 2.0.	On-Track Benchmarks	1.2.2 By SY24-25 establish alumni support program.
On-Track Benchmarks	1.1.3 By the end of Junior year, 100% of students will have completed a College and Career Plan Portfolio.	On-Track Benchmarks	1.2.3 By SY25-26 95%+ of students enrolled in a 4-year college are on track to graduate within 6 years.
On-Track Benchmarks	1.1.4 100% of students will perform 40+ hours of community service.	On-Track Benchmarks	
On-Track Benchmarks	1.1.5 100% of students will participate in at least one extra-curricular activity (sports, club, internship, job etc.)	On-Track Benchmarks	

Strategic Goal 2.1: By SY26-27 we will be meeting or exceeding the state proficiency average on Middle School ELA and Math MCAS assessments.		Strategic Goal 2.2: 75% of graduating seniors pass at least 1 AP exam during their time at LACS.	
On-Track Benchmarks	2.1.1 SY26-27 On average, 60% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.	On-Track Benchmarks	2.2.1 By SY24-25 80% of juniors must take at least 1 AP class.
	2.1.2 SY24-25 On average, 50% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments		2.2.2 By SY24-25, 50% of juniors are consistently passing at least 1 AP class.
	2.1.3 SY23-24 On average, 40% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.		2.2.3 By SY26-27, 100% of senior students are enrolled in 1+ AP course.
	2.1.4 SY22-23 On average, 30% of our students score meeting or exceeding on Middle School ELA and Math MCAS assessments.		2.2.4 By SY26-27, 80% enrolled score a 3 or better in at least one of
	2.1.5 SY26-27 Less than 10% of our students are beginning or emergent readers (BGL/ER).		
	2.1.6 SY24-25 Less than 20% of our students are beginning or emergent readers (BGL/ER).		
	2.1.7 SY23-24 Less than 30% of our students are beginning or emergent readers (BGL/ER).		



Strategic Goal 3.1: By SY26-27, 80% of retained teachers with 2+ years teaching at Libertas are rated effective or highly effective as rated on the LACS Teacher Effectiveness Tool.

Strategic Goal 3.2: By SY26-27, we will retain 90% highly effective teachers and 80% of effective teacher annually as defined by the LACS Teacher Effectiveness Tool.

On-Track Benchmarks

3.1.1 By SY25-26 65% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.

3.1.2 By SY24-25, 55% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.

3.1.3 By SY23-24, 45% of teachers are highly effective as rated on the LACS Teacher Effectiveness Rubric.

On-Track Benchmarks

3.2.1 SY24-25 Implement a “highly effective teacher” retention initiative with a goal of retaining no less than 70% of highly effective teachers.

3.2.2 SY25-26 adjust retention initiative as needed in order to retain 80%+ of highly effective teachers.

FYIs & Approvals

Approvals:

- None

FYIs:

- Facilities Update
- MCAS Data

Upcoming LACS Events

1. Look at school calendar:

<https://docs.google.com/spreadsheets/d/1GdGJGI4IYizFUWEpR7mSQp9Rwj9N2mT3PPbaaUGFe9Y/edit#gid=1594803582>

Coversheet

Finance Committee

Section: III. Committee Reports
Item: B. Finance Committee
Purpose: Vote
Submitted by:
Related Material: FY23 July Financials (1).xlsx

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

FY23 July Financials (1).xlsx