



Libertas Academy Charter School

Monthly Board of Trustees Meeting

Published on November 22, 2023 at 12:33 PM EST

Date and Time

Tuesday November 28, 2023 at 5:30 PM EST

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	Approve Minutes	Kari Diamond Kayiatos	2 m
Please review minutes in advance and note any adjustments			

	Purpose	Presenter	Time
Approve minutes for Monthly Board of Trustees Meeting on October 24, 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 			
B. Investing LACS Funds	Discuss	Modesto Montero	10 m
III. Committee Reports			6:32 PM
A. Academic Achievement Committee	FYI	Nick Barker	2 m
B. Finance Committee	Vote	Patrick Kkayego	10 m
<ul style="list-style-type: none"> • vote to approve September financials 			
C. Development Committee	FYI	Kari Diamond Kayiatos	2 m
D. Governance Committee	FYI	Hector Zavala	2 m
E. ED Evaluation Committee	Discuss	Lauren Davis	2 m
IV. Other Business			
V. Closing Items			
A. Next meeting	FYI	Kari Diamond Kayiatos	
Our next meeting is scheduled for Tuesday, December 26th @ 5:30 PM			
B. Adjourn Meeting	Vote	Kari Diamond Kayiatos	

Coversheet

Approve Minutes

Section: I. Opening Items
Item: D. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Monthly Board of Trustees Meeting on October 24, 2023

APPROVED



Libertas Academy Charter School

Minutes

Monthly Board of Trustees Meeting

Date and Time

Tuesday October 24, 2023 at 5:30 PM

Location

Libertas Academy Charter School
146 Chestnut Street
Springfield, MA 01103

Trustees Present

A. Seymour, K. Diamond Kayiatos, K. Stewart (remote), L. Davis (remote), N. Barker, P. Kkayego (remote), S. Lapolice (remote), T. Curtis (remote)

Trustees Absent

H. Zavala, J. Gunther, S. Williams

Ex Officio Members Present

M. Montero

Non Voting Members Present

M. Montero

Guests Present

Kris Lane (remote), Sean Alexander

I. Opening Items

A. Board Chair Welcome

B. Record Attendance and Guests

C. Call the Meeting to Order

K. Diamond Kayiatos called a meeting of the board of trustees of Libertas Academy Charter School to order on Tuesday Oct 24, 2023 at 5:36 PM.

D. Approve Minutes

P. Kkayego made a motion to approve the minutes from Monthly Board of Trustees Meeting on 09-26-23.

K. Stewart seconded the motion.

AS abstained

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

E. Public Comment

No comment

II. Management Report

A. Management Report

MM shared his slideshow- attached

College fair (1st ever!) going on in the school as we meet! Makes mission feel real

Jasmine Rosario is doing fantastic work as Dean of College and Career Readiness

Student recruitment- LCAS out canvassing. Recent visit to Springfield Prep

Significant hires in last month- special notice of HR and Payroll Manager hired, taking significant piece off MM

College team highlighted- College reps visiting LCAS, College field trips happening

Athletics underway this fall, Volleyball and XC now, with Boys BB and spring sports ahead

MS- slightly overenrolled

9th grade fully enrolled

10 and 11 remain under-enrolled

Exit interviews with any attrition- HS experience, especially around athletics, is main reason. Team is addressing going forward

GPA on track in 9th grade, struggling in 11th grade (junior fall shock). Reality checks (college fair) and mediation happening

PSAT two weeks ago- data coming in weeks ahead and will use data to address prep for spring SATs

Students using platform to track their own performance and requirements/ expectations of target colleges and universities.

LA big goals- off track for CHronic absenteeism, but buyback days in place. Compliance, Referrals for support from classroom, In School Suspensions, Out of School Suspensions all on track

UA Big goals- approaching and off track here (GPA, Advisories, Chronic Absentee) MM addressing these areas with team for interventions

Preview of investment exploration- MM wants to see \$ grow (Money market or CD to have mix of interest growth and liquidity). Likely seeking board approval in November

Open House on 11/9 at 8:30 AM

Hard Hat Tour on 12/6

Trunk or Treat 10/26 (rescheduled)

III. Committee Reports

A. Academic Achievement Committee

NB highlighted Jasmine Rosario's detailed presentation to the AAC- Dean of College and Career Readiness. Oversees team that works with each grade of UA. 4 year curriculum in place- not just a singular focus on juniors. Overgrad is a useful program that all juniors use- account based service that holds GPA, transcript and school info and also organizes students' college/university interests. Useful to understand options and be organized for applications. Jasmine has been pushing summer pre-college programs. Successful launch in 2023 and looking forward to even more involvement in 2024. College fair today as noted! A full curriculum across the UA years.

B. Finance Committee

Auditors joined the meeting- Kris Lane and Sean Alexander

Shared summary of Audit Results- linked in agenda

Very good audit- no issues of non-compliance

No material weaknesses over financial reporting noted

Financial Ratios- acceptable range for risk (low or moderate) in all areas for 2023

Surplus of 29 K in 2023

FY 2024 considerations- Federal Funding effect on uniform guidance testing. New long term leases or subscriptions will be accounted for under new accounting standards

Audit Report due Nov 1

Data Collection Form- 30 days after issuance of audit

EOY Report- Dec 1

Foundation needs Form 990 and Form PC submitted on Nov 15

On track in all areas

PK delivered summary of Finance Committee meetings

Great audit, no red flags
Kudos to MM and entire financial team
Initiated conversations about potentially investing available funds- MM and team are investigating possible institutions
Financials looking good with no major concerns

S. Lapolice made a motion to approve the audit.
K. Stewart seconded the motion.
The board **VOTED** unanimously to approve the motion.
P. Kkayego made a motion to approve September Financials.
K. Stewart seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Development Committee

KK - mailing to local community potential donors based on interest in similar projects
Matching funds from Jenneson available
Bring a friend to the upcoming open house- continue to spread the word
Please consider giving a gift or pledge now by 12/31 so that Jenneson foundation can match

OK to include "maybes" for Modesto- let him know of anyone you have invited

D. Governance Committee

E. ED Evaluation Committee

No update from the past month, but LD is due to meet with MM tomorrow

IV. Closing Items

A. Next meeting

Next meeting Tuesday Nov 28 at 5:30

SAT article in NY times worth a read to be aware of power of finances

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:23 PM.

Respectfully Submitted,
N. Barker

Coversheet

Management Report

Section: II. Management Report
Item: A. Management Report
Purpose: Discuss
Submitted by:
Related Material: SY23-24 November- 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.***

Core Values



**INCLUSIVE
COMMUNITY**



**EXCELLENCE IN
ALL EFFORTS**



**OUR PEOPLE
MATTER**



**SPRINKLE
JOY**



**PURSUE YOUR
BEST SELF**



**LEAVE A
LEGACY**

Highlights





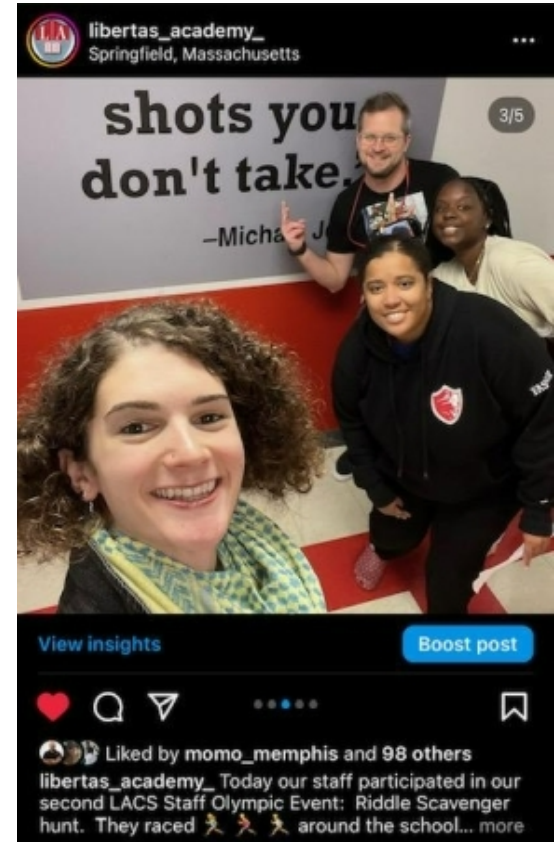
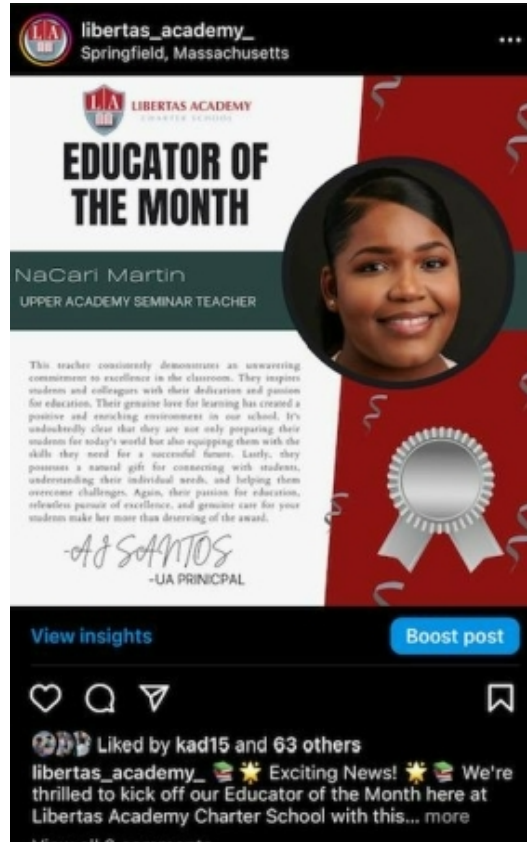
HIGHLIGHTS- Talent

Highlights for Talent

- 5 New Hires in the last month!
- Stevie- UA Spanish
- Logan- UA SST
- Abigail- UA SST
- Silvia- UA SST

Employee of the Month Oct- NaCari

Staff Olympics- Sprinkle Joy





HIGHLIGHTS- Recruitment

Highlights for Recruitment

1. Trunk or Treat was a great and Mall event were really successful.
2. Based on the applications we have a waitlist for 7th and 8th grade already.
3. Billboards are up this year we got two billboards small so it was $\frac{1}{2}$ the cost.





HIGHLIGHTS

College Rep Visits

- Bay Path University | Nov 1
- Springfield College | Nov 7
- *Dates for Jan - June will be posted in December*



College Field Trips

- Williams College (22 students)
 - 10% acceptance rate | \$80K per year
- Westfield State University (26 students)
 - 90% acceptance rate | \$25K per year | Summer Bridge program



Dual Enrollment

- Current | **Adeychalis** (Comp 1 - A) **Ismael** (Calc - A) **Ana** (PreCalc - B+)
- 16 students applied for the spring semester to both HCC & STCC
- Class selection deadline is 12/15
- Working with students & Santos to determine class selections & feasible scheduling
 - Courses will likely be: English Comp 1, Pre-calc, Physics & another science



Key School Data





GOALS & DATA - Talent

Current Open Roles

Academy	Group	Staff Name	Position
LA	8th	OPEN	Math 2
LA	7th	OPEN	Math 2
UA	9th	OPEN	Biology



Recruitment

Goal for 24-2025 - 612 students start first day of school.

We have launched new Recruitment year!

Where we are now taking new applications

6th grade - 45

7th grade- 6

8th- grade - 5

9th grade- 11

10th grade - 1

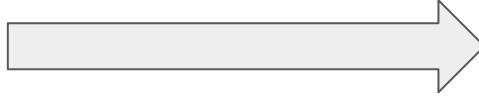
Total of - 68 new applications





COLLEGE & CAREER READINESS - GPA GOALS

Most Recent GPA Data (as of 11/15)



Q1 DATA OVERVIEW		>3.0 #	>3.0 %	>2.5 #	>2.5 %	>2.0 #	>2.0 %
Total Scholars	228	118	51.75%	166	72.81%	206	90.35%
Total 9th Grade Scholars	91	53	58.24%	69	75.82%	82	90.11%
Total 10th Grade Scholars	66	34	51.52%	46	69.70%	61	92.42%
Total 11th Grade Scholars	68	31	45.59%	51	75.00%	63	92.65%
Q2 DATA OVERVIEW		>3.0 #	>3.0 %	>2.5 #	>2.5 %	>2.0 #	>2.0 %
Total Scholars	226	110	48.67%	148	65.49%	185	81.86%
Total 9th Grade Scholars	92	54	58.70%	68	73.91%	82	89.13%
Total 10th Grade Scholars	67	27	40.30%	41	61.19%	53	79.10%
Total 11th Grade Scholars	68	29	42.65%	39	57.35%	50	73.53%
Y1 DATA OVERVIEW		>3.0 #	>3.0 %	>2.5 #	>2.5 %	>2.0 #	>2.0 %
Total Scholars	227	115	50.66%	163	71.81%	198	87.22%
Total 9th Grade Scholars	92	53	57.61%	70	76.09%	83	90.22%
Total 10th Grade Scholars	67	29	43.28%	47	70.15%	60	89.55%
Total 11th Grade Scholars	68	33	48.53%	46	67.65%	55	80.88%

Goal	Metric
GPA	50% @ 3.0+ 75% @ 2.5+ 90% @ 2.0+
SAT	40% @ 500+ in EWR 35% @ 500+ in Math 75% meet SAT growth goal
Summer Program	75% of 3.5 11th graders attend pre-college 75% of 3.8 10th graders attend pre-college 75% of 4.0 9th graders attend a pre-college
PSAT	35% @ 500+ in EWR 30% @ 500+ in Math
Essay	90% of Juniors have a 1st draft by June 1
LOR	100% of Juniors w/ 3.5+ have 1 LOR by June 1
SSR	50% of Juniors have SSR written by Aug 1
FAFSA	100% of Juniors have all financial aid docs in by May 1*
College List	100% of Juniors have a 1st draft college list by June 1

Working with Alexandra to resolve SchoolRunner data pull errors



Lower Academy Big Goals

GOAL	80% of advisors at ≥ Strong	< 7.5% Chronic Abs	90% Compliance	< 800 referrals for yr (< 21 per week)	≤ 10% ISS	≤ 5% OSS
Current Data	33% < 8/24 >	26.7% < +8% >	93%	24 < YTD: 209 >	6.8%	3%
On/Off Track?	OFF	OFF	ON	ON	OFF	ON
Trending?	Advisor Stepback PD on Friday! Complete pre-work!	Buyback 11.17		Significant increase of referrals in ALL grades.	GRADE 6 - 4 GRADE 7 - 6 GRADE 8 - 10	GRADE 6 - 1 GRADE 7 - 3 GRADE 8 - 5



Upper Academy Big Goals

GOAL	90% > 2.0 GPA	75% > 2.5 GPA	50% > 3.0 GPA	75% IEP > 2.5 GPA	80% adv. > 7/10	<7.5% CA	98% Compliance
Current Data	89%	73%	50%	53%	22%	24%	93%
On/Off?	Approaching	Approaching	On Track	Off	Off	Off	Approaching
Trending?	Down	Up	Down	Up	Down	Down	Flat

LACS Strategic Plan 2023-2027

1

We will prepare our students for a successful post-secondary transition that focuses on college access as a pivotal step toward career success.

2

We will dramatically increase student achievement performance.

3

We will recruit, develop, and retain highly effective teachers.



Theme #1- We will prepare our students for a successful post-secondary transition that focuses on college access as a pivotal step toward 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.

On-Track Benchmarks	1.1.1 By the end of Freshman year, 90% of students have a cumulative GPA of 2.0.
	1.1.2 By the end of Junior, 100% of students have a cumulative GPA of 2.0.
	1.1.3 By the end of Junior year, 100% of students will have completed a College and Career Plan Portfolio.
	1.1.4 100% of students will perform 40+ hours of community service.
	1.1.5 100% of students will participate in at least one extra-curricular activity (sports, club, internship, job etc.)

On-Track Benchmarks	1.2.1 By SY23-24, hire and grow our post-secondary team.
	1.2.2 By SY24-25 establish alumni support program.
	1.2.3 By SY25-26 95%+ of students enrolled in a 4-year college are on track to graduate within 6 years.

Theme #2- We will dramatically increase student achievement performance.

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

Strategic Goal 3.1: We will recruit, develop, and retain highly effective teachers. 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:

- Investments
- MassDevelopment Tech Loan

FYIs:

Upcoming LACS Events

Event	Date	Time
Staff Holiday Party @MGM	12/9	7 PM
Drumline Showcase After School	12/20	5:00 PM
Club Showcase	12/21	9 AM

*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.***

Upcoming LACS Events

1. Look at school calendar:

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

2. LA tinyurl.com/FY24LACalendar

3. UA: tinyurl.com/FY24UACalendar

4. Look at recruitment events! (Student and Staff)



Coversheet

Finance Committee

Section: III. Committee Reports
Item: B. Finance Committee
Purpose: Vote
Submitted by:
Related Material: FY23-24 October Financials.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](#):

FY23-24 October Financials.xlsx