



Libertas Academy Charter School

Monthly Board of Trustees Meeting

Published on December 16, 2023 at 6:45 PM EST

Date and Time

Tuesday December 19, 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 November 28, 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	10 m
<ul style="list-style-type: none"> • vote to approve November 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	
<p>Our next meeting is scheduled for Tuesday, January 23 @ 5:30 PM. The meeting will be followed by a board dinner.</p>			
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 November 28, 2023

APPROVED



Libertas Academy Charter School

Minutes

Monthly Board of Trustees Meeting

Date and Time

Tuesday November 28, 2023 at 5:30 PM

Location

Libertas Academy Charter School
146 Chestnut Street
Springfield, MA 01103

Trustees Present

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

Trustees Absent

P. Kkayego

Ex Officio Members Present

M. Montero

Non Voting Members Present

M. Montero

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 Nov 28, 2023 at 5:34 PM.

D. Approve Minutes

H. Zavala made a motion to approve the minutes from Monthly Board of Trustees Meeting on 10-24-23.

L. Davis seconded the motion.

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

E. Public Comment

II. Management Report

A. Management Report

Highlights from MM:

New Hires in October- challenging time, but 4 out of 5 have been placed.

Employee of the month celebration to boost morale during dark late fall/winter

Trunk or Treat- big success for Recruitment

New applications for 24-25 are ahead of pace; 135 applications- very good kickoff to recruitment season

Field trip to colleges- Williams and Westfield St

Dual Enrollment- 3 students enrolled this fall with good success; 16 students applied for free classes at local colleges (STCC and HCC). College counselors involved throughout process. MM and team are working through logistics for greater numbers in the spring.

GPA in UA- 50%+ above 3.0, 72% above 2.5,

LA goals- ON track 3 of 6 (Compliance, Referrals, Out of School Suspensions) OFF track on 3/6 (Advising rating, Chronic Absenteeism, In School Suspensions) MM working actively with team on off track goals.

UA goals- ON track for 3.0 GPA, Approaching goal- (2.0 GPA, 2.5 GPA, Compliance rating) OFF track 3/6 (IEP GPA, Advising rating, Chronic absentee)

Upcoming events- 12/9 Staff Holiday Party 7 PM, 12/20 Drumline at school 5 PM, Club Showcase 12/21 9 AM

Strategic Goals- Theme breakdown- MM continues to measure and review with team, looking ahead to school year '26-27.

Seeking approval for Investments and MassDevelopment Tech loan

Suggesting January Board meeting and dinner on 1/23

B. Investing LACS Funds

Executive Session

HM motion

JG second
passed unanimously

Entered Executive Session

Exited executive session
HM motion
LD second
H. Zavala made a motion to proceed with the Investment Plan.
L. Davis seconded the motion.
The board **VOTED** unanimously to approve the motion.

III. Committee Reports

A. Academic Achievement Committee

Did not meet in October

B. Finance Committee

H. Zavala made a motion to Approve October financials.
L. Davis seconded the motion.
Positive financial outlook- similar to where we have been and expecting updates to projections in next few months
The board **VOTED** unanimously to approve the motion.

C. Development Committee

Great open house a few weeks ago with visitors getting connected with LACS
Solicitation mailer
Jennison match through December 31st
Grant applications outstanding
Giving Tuesday email
David Guertin finishes in December- has been wonderful, big help
Postponing hard-hat tour
Mike Ronin walking through site with MM to check on progress; builders assure that we are on track

D. Governance Committee

Three trustees ending their 6 year term in 2024.
Seeking three new trustees- two on track to observe next board meeting, one has declined due to time constraints
Carlos Resto- Head of HR for Multicultural Services
Ann Chanterlain- COO of Sisters of Providence Ministry, former Dean at Baypath

E.

ED Evaluation Committee

No updates this meeting- LD plans to stay on through the 23-24 school year

IV. Closing Items

A. Next meeting

Next meeting December 19th, 2023 at 5:30 PM

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:30 PM.

Respectfully Submitted,
K. Diamond Kayiatos

Documents used during the meeting

- SY23-24 November- BOT Management Report.pptx
- FY23-24 October Financials.xlsx

Coversheet

Management Report

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





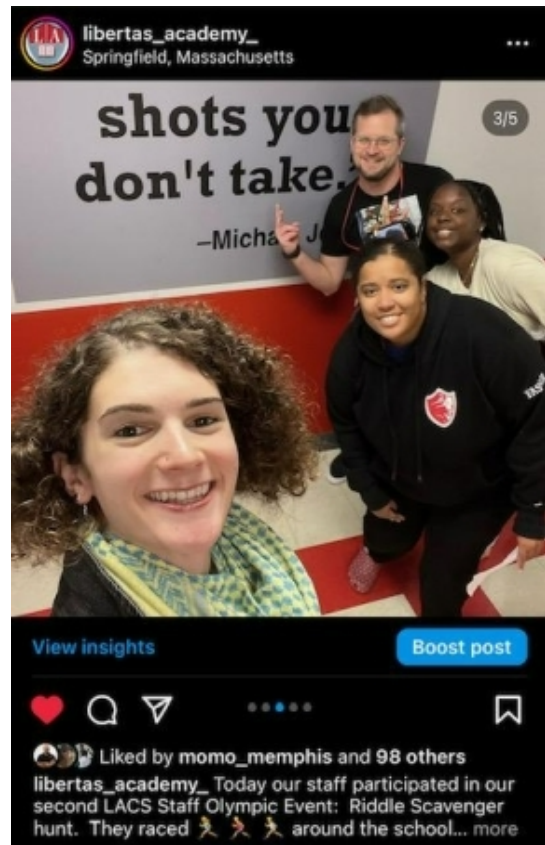
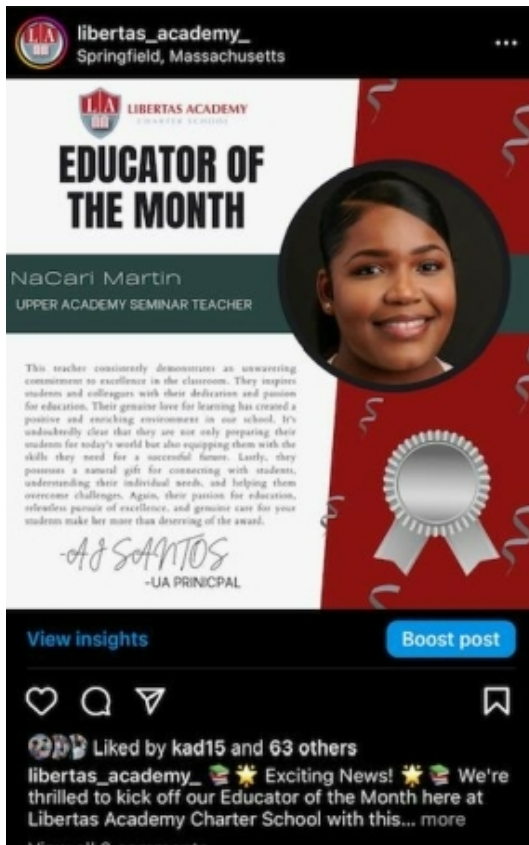
HIGHLIGHTS- Talent

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. Canvassed at Brightwood/ Lincoln school
2. Love seeing new staff support recruitment
3. We have a wait list already for 8th and 9th grade.





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

Recruitment Goal for 24-2025 - 627

Progress towards goal and also historical data.

End Of Dec	December Goal
6th	69
7th	6
8th	10
9th	14
10th	2
	101

As of 12/13 we are at 101 applications applications

END OF DECEMBER	December Goal
6th	40
7th	10
8th	8
9th	8
10th	8
	74

Last year at the end of Dec we were ar 74



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 >	22%	93%	27 < YTD: 253 >	9.6%	4.1%
On/Off Track?	OFF	OFF	ON	ON	OFF	OFF
Trending?	PARENT MEASURE IS NOW SURVEY COMPLETION	Buyback 12.8		Significant increase of referrals in ALL grades.	GRADE 6 - 6 GRADE 7 - 8 GRADE 8 - 14	GRADE 6 - 1 GRADE 7 - 5 GRADE 8 - 6



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	88%	75%	57%	58%	35%	23%	94%
On/Off?	Approaching	On Track	On Track	Off	Off	Off	Approaching
Trending?	Down	Up	Up	Down	Flat	Flat	Flat

Upcoming LACS Events

Event	Date	Time
Club Showcase	12/20	5 PM
Club Showcase	12/21	9 AM



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 SY23-24 Less than 20% of our students are beginning or emergent readers (BGL/ER).</p>		

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.

- 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.

- 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.

On-Track Benchmarks

On-Track Benchmarks

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.



FYIs & Approvals

Approvals:

- Investments
- MassDevelopment Tech Loan

FYIs:

- January Board Meeting & Dinner?

*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 November 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](#):

FY23-24 November Financials(1).xlsx