



Libertas Academy Charter School

Monthly Board of Trustees Meeting

Published on April 21, 2024 at 5:28 PM EDT

Date and Time

Tuesday April 23, 2024 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 from Prior Meeting	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 March 26, 2024			
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 previous month's 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, May 28 @ 5:30 PM.			
B. Adjourn Meeting	Vote	Kari Diamond Kayiatos	

Coversheet

Approve Minutes from Prior Meeting

Section: I. Opening Items
Item: D. Approve Minutes from Prior Meeting
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Monthly Board of Trustees Meeting on March 26, 2024

APPROVED



Libertas Academy Charter School

Minutes

Monthly Board of Trustees Meeting

Date and Time

Tuesday March 26, 2024 at 5:30 PM

Location

Libertas Academy Charter School
146 Chestnut Street
Springfield, MA 01103

Trustees Present

A. Seymour, C. Resto, J. Gunther (remote), K. Diamond Kayiatos, N. Barker, N. Coakley, P. Kkayego (remote), S. Lapolice (remote)

Trustees Absent

K. Stewart, S. Williams, T. Curtis

Ex Officio Members Present

M. Montero

Non Voting Members Present

M. Montero

I. Opening Items

A. Board Chair Welcome

Welcome to our new board members, Carlos and Nicole!
Emma Gianoplus joined the meeting to provide updates on new facility and transition

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 Mar 26, 2024 at 5:36 PM.

D. Approve Minutes from Prior Meeting

S. Lapolice made a motion to approve the minutes from Monthly Board of Trustees Meeting on 02-27-24.

P. Kkayego seconded the motion.

Note Azanda Seymour's comments should be denoted AS, not AZ

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

E. Public Comment

II. Management Report

A. Management Report

MM showed footage from construction site- steel framing has gone up. MM walking through space and showing what it will become. Relatively speaking we are close to the finish line- 9 year project for him.

- Wrinkle in Time as a theater performance at AIC

- Marching band highlighted on 22 News- Holyoke parade

- Alison Bagg from DESE invited MM to Boston to speaking in front of the state Board of Education, which he did today

EG update on the progress of the new building.

EG provided overview of partnerships- kitchen layout and work with Sydexo as food supplier

EG has been getting bids on moving and cleaning

EG working on bids and plans for security tech and leases on printers

EG has inventoried all furniture and working with supplier for new items

EG has formed legacy ambassador committee (parents, students, staff), which launched on 3/4. Great excitement about ongoing involvement for planning.

EG showed images of floor plans with furniture

KDK asked about financial implications of delay- MM is working with Jeff Fialky to review contracts and MM hopes to have clarity at next board meeting.

MM- Talent- 8 open roles plus some new 12th grade positions

Recruitment goals- 80 6th grade families already said yes, second lottery coming up. 104 total new students have signed on for next year.

Assessment prep- faculty focused on SAT, MCAS, AP prep. Juniors recently took first SATs.

LA Goals- plans in place to get goals on track. Recent suspensions have moved that mark to 7.3% and MM is working with admin to investigate trends.

UA Goals- see slides

Jennison Foundation check in- Gary wants to explore next steps and possible K-5 expansion; MM aligned with goal so that LACS work with students can start any sooner.

Research needed to see if it is worthwhile and possible to take this on.

KDK asked about number of K-5 charters in Springfield- MM: 3 options exist

III. Committee Reports

A. Academic Achievement Committee

NB highlighted success of recent play and significance of partnering with local higher education.

LACS is actively prepping for testing season

B. Finance Committee

N. Barker made a motion to approve February financials.

A. Seymour seconded the motion.

PK- looking ahead at budget for next year. Good progress so far. No concerns anticipated and current financials in a good place.

Dashboard presented- all green, with one yellow trending towards green

Income statement showing positives. No concerns from finance committee about expenses.

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

C. Development Committee

KDK- outlined recent steps for new trustees. Raised 2 million in capital campaign.

Planning for steps ahead, like galas. Striving to support students as they graduate from LACS

D. Governance Committee

No report this month

E. ED Evaluation Committee

Upcoming meeting

IV. Other Business

A. Vote on FY25 Calendar

N. Barker made a motion to Accept proposed FY25 Calendar.

N. Coakley seconded the motion.

No major changes from last year. August 19th expected as first day of school. 2 weeks of PD prior to opening of school.

AS asked about August start and clarifying numbers for monthly count. MM made some adjustments for greater accuracy.

AS asked about afterschool options and timing. MM described activities and office hours, which teachers are required at least twice a month

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

V. Closing Items

A. Next meeting

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,
N. Barker

Documents used during the meeting

- SY23-24 March- BOT Management Report.pptx
- FY23-24 February Statement fo Net Position.pdf
- FY23-24 February Summary.pdf
- FY23-24 February Dashboard.pdf
- FY25 Planning Hub(1).xlsx

Coversheet

Management Report

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

School Update



Core Values



**INCLUSIVE
COMMUNITY**



**EXCELLENCE IN
ALL EFFORTS**



**OUR PEOPLE
MATTER**



**SPRINKLE
JOY**



**PURSUE YOUR
BEST SELF**



**LEAVE A
LEGACY**

*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.***

Highlights



YOU'RE INVITED

You have been invited to
attend the induction of the
inaugural cohort of the
Libertas Academy - UA
Chapter of National Honor
Society

Induction ceremony to be held on:

Date: 04/25/2024

Location: Pride Café

Time: 5:00pm





HIGHLIGHTS

ELA	MATH	SCIENCE
DONE	19	22





HIGHLIGHTS



Spirit of Springfield · Follow



28m · 🌐

From the flag hung by the [Drew Garrett](#), [Libertas Academy Charter School](#) Drum Line, and flashing blue lights of the [Springfield Police Department](#), Superintendent Lawrence Akers received an enthusiastic welcome in his new role.

Break the glass!

[#SuperAkers](#)

[#libertasacademycharterschool](#)

[#SpringfieldPoliceDepartment](#)



HIGHLIGHTS



262 Liberty St. Update

The Liberty St. Project Today

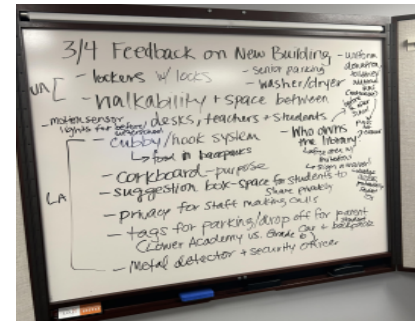
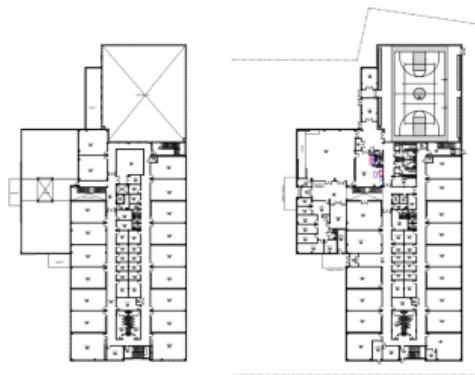


Aerial photo as of 2/26/24

Construction Update

- Floor 1 steel frame completed, currently working on Floor 2
- Status of switchgear / impact on delayed opening
- Contingency planning for Fall 2024 semester
 - Tech Park
- Communication to Libertas community (leaders, staff, Legacy Ambassador Committee, families)

The Liberty St. Project Today - cont'd



Partnerships & Vendors

- Nutrition
- Movers
- Commercial Cleaners
- Technology

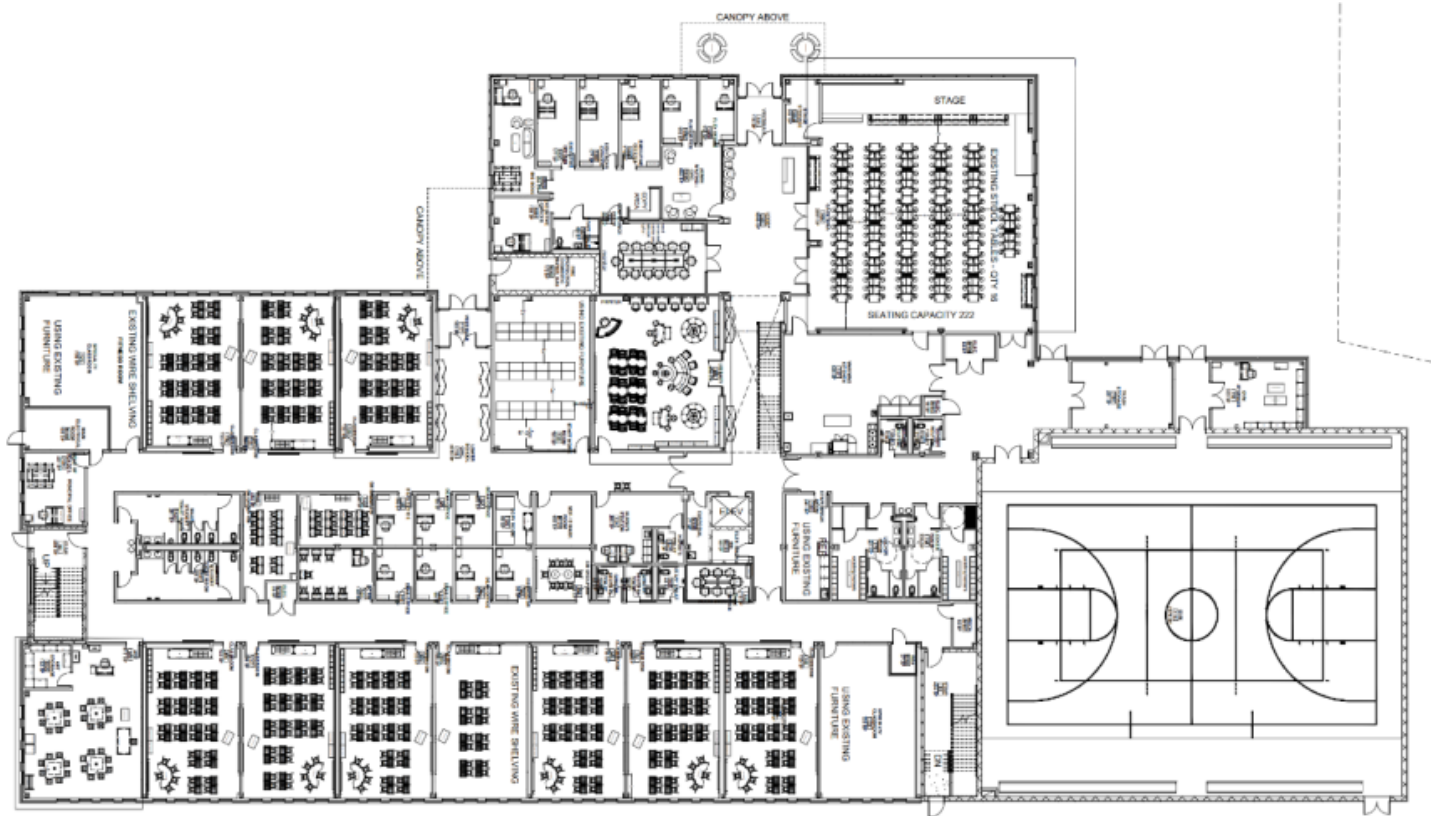
Furniture & Building Planning

- Design plan finalized for all spaces
- Clarity from leaders on uses for all spaces
- Full inventory of current items
- Furniture quote update

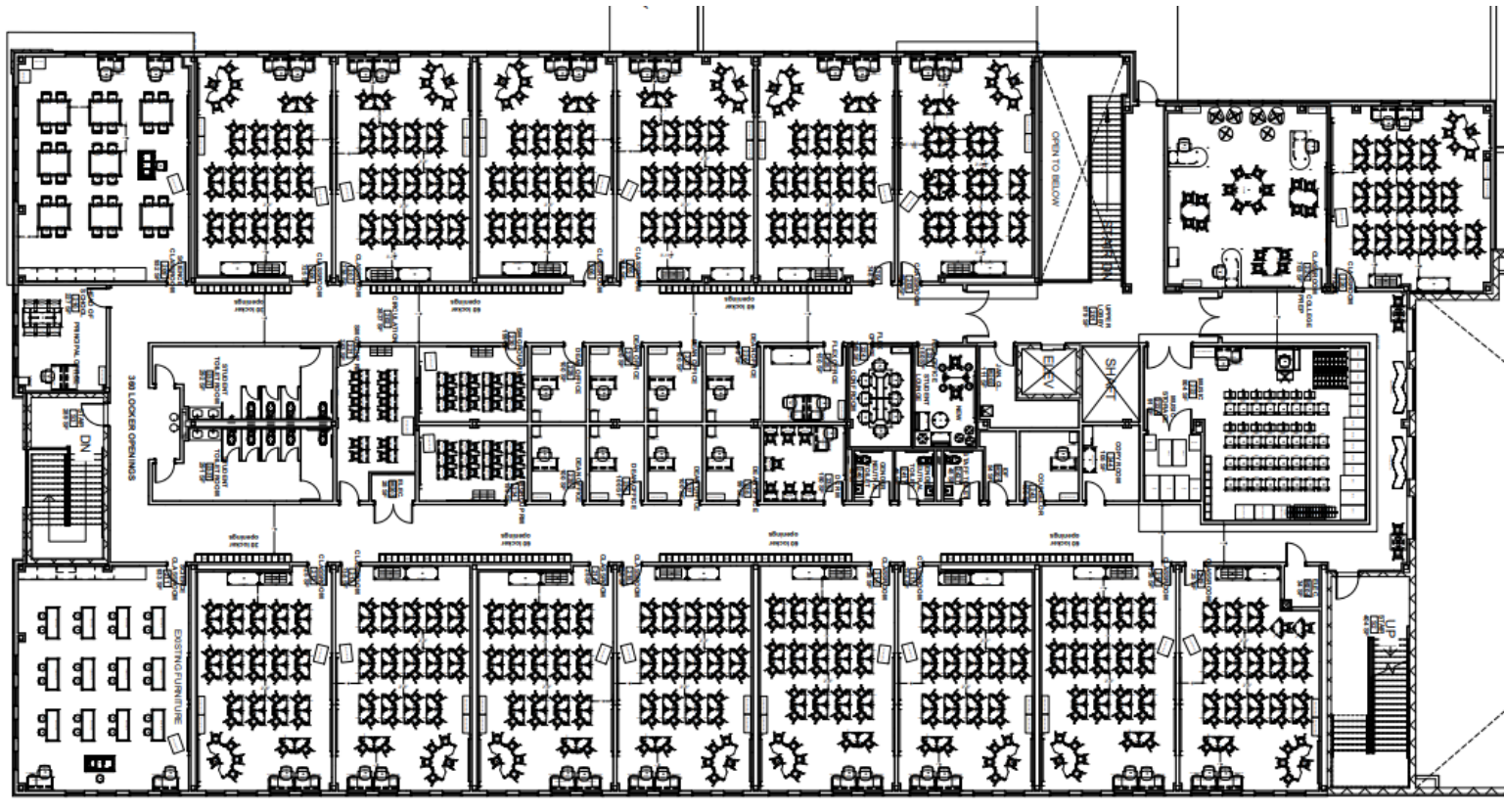
Legacy Ambassador Committee

- Committee launched on Monday, 3/4
 - 1 UA parent
 - 1 LA parent
 - 2 UA students
 - 2 LA students
 - 1 UA staff
 - 2 LA staff
- Second meeting on Thursday, 4/4

Floor 1 - Admin and Lower Academy



Floor 2 - Upper Academy



Key School Data





GOALS & DATA- TALENT

- Fill 100% of Priority roles by July 1, 2024 (on track)

SUB-GOALS

- Fill 70% of priority roles by 5/1 (somewhat on track)
- Fill 90% of priority roles by 6/1 (somewhat on track)

24/25 Open Roles	Filled	PTG%
37	10	27%
Priority Roles	Filled	PTG%
24	5	21%
Open Priority Roles (UA)	Open Priority Roles (LA)	Open Priority Roles (Org)
Principal AP Language HS Science-12th SST -10th AP Govt & Politics AP Research Foreign Language Dean of Academics SST -10th SST- 9th AP Human Geography Biology	ELA- GR 7 Dean of Culture (LA) Math 2- GR 8 Math 2- GR 7 ELL-GR 8 ELA - GR 8	Special Services Coordinator



GOALS & DATA

Libertas Academy Charter School - Monthly Board of Trustees Meeting - Agenda - Tuesday April 23, 2024 at 5:30 PM

Recruitment

March Lottery	#Families Selected	#Families who said yes	Declined and missed deadline	#on Wait list
Incoming 6th	120	92	24	28
Rising 7th	15	12	3	8
Rising 8th	0	0	0	30
Rising 9th	20	14	13	6
Rising 10th	9	6	3	0
TOTAL	164	124	43	72



GOAL	80% of advisors at ≥ Strong	< 7.5% Chronic Abs	90% Compliance	≤ 10% ISS	≤ 5% OSS	<u>OUR FOCUS:</u> GPA + CHRONIC ABSENTEEISM We have locked in family survey - now we need to pick up those points to ensure students are in good standing for promotion!!!
Current Data	58% <14/24>	12%	99%	10%	7.3%	
On/Off Track?	OFF Track	OFF Track	ON	OFF Track	OFF TRACK	
Trending?	Upticking!! We have moved a third	Trending Down -2% - Next BB is 3/22!	+7% - Shine to Santiago!	GRADE 6 - 6 GRADE 7 - 8 GRADE 8 - 14	GRADE 6 - 6 GRADE 7 - 5 GRADE 8 - 9 <+3>	



BIG GOALS Reporting

GOAL	80% of advisors at ≥ Strong	< 7.5% Chronic Abs	90% Compliance	≤ 10% ISS	≤ 5% OSS	OUR FOCUS: > Survey Round #2 - There are 7 teachers currently who can move into strong by earning +2 on the next round on family survey!! - PLAN AHEAD and make sure you have a strategy to hit that 80% by 3/13 !
Current Data	33% < 8/24 >	14%	99%	10%	5%	
On/Off Track?	OFF Track	OFF Track	ON	OFF Track	OFF TRACK	
Trending?	Flat - Plan ahead to Survey ROUND #2!	Trending Down -1% - Next BB is 3/1 !	+7% - Shine to Santiago!	GRADE 6 - 6 GRADE 7 - 8 GRADE 8 - 14	GRADE 6 - 6 GRADE 7 - 5 GRADE 8 - 6	



23-24 GAP & Attendance

GPA & Attendance

Category	Goal	9th Grade	10th Grade	11th Grade	School Wide
% over 2.0	90%	92%	93%	88%	91%
% over 2.5	75%	81%	75%	74%	77%
% over 3.0	50%	60%	48%	55%	55%
Attendance Average	92%	92%	92%	92%	92%
% CA	7.5%	19%	13%	18%	16%

Upcoming LACS Events



FYIs & Approvals

Approvals:

- Tech Park Lease

FYIs:

- Construction Update
- MassDevelopment & Budget

*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.***

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: 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.

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)



Upcoming LACS Events

Event	Date	Time
Club Showcase	12/20	5 PM
	3/8	7 PM

