Libertas Academy Charter School

Academic Achievement Committee Meeting

Published on September 9, 2024 at 4:13 PM EDT

Date and Time

Wednesday September 11, 2024 at 4:30 PM EDT

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**4:30 PM**
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

Approval of previous minutes.

Approve minutes for Monthly Academic Achievement Committee Meeting on June 12, 2024

		Purpose	Presenter	Time
II.	**Academic Achievement**			**4:33 PM**
A.	ED Report- MCAS update	Discuss	Modesto Montero	25 m
B.	ED Report- Teacher Evaluation	Discuss	Modesto Montero	15 m
III.	**Other Business**			

	Purpose	Presenter	Time

IV. Closing Items

		Purpose	Presenter	Time
A. Adjourn Meeting		Discuss	Nick Barker	

Coversheet

Approve Minutes

Section: I. Opening Items
Item: C. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for Monthly Academic Achievement Committee Meeting on June 12, 2024

Libertas Academy Charter School

Minutes

Monthly Academic Achievement Committee Meeting

Date and Time
星期三 六月 12, 2024 at 4:30 下午

Committee Members Present
K. Stewart (remote), M. Montero (remote), N. Barker (remote)

Committee Members Absent
A. Seymour, N. Coakley, T. Curtis

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Montero called a meeting of the Academic Achievement Committee Committee of Libertas Academy Charter School to order on Wednesday Jun 12, 2024 at 4:35 PM.

C. Approve Minutes

K. Stewart made a motion to approve the minutes from Monthly Academic Achievement Committee Meeting on 04-10-24.
N. Barker seconded the motion.
The committee **VOTED** to approve the motion.

II. Academic Achievement

A. ED Report

Modesto (MM) reported on school data as LACS approaches the end of the school year. GPA goals were met in 4 out of 6 categories, with the numbers being close in the yellow categories.

ACCESS- ELA test- the state goal was met. Internally, LACS had set a 100% goal for growth and did not meet that, but MM noted that a number students in the UA were scoring well but were having difficulty achieving growth as they were already at the top end of the ACCESS scale.

Student survey results were green for the LA and Red for UA. MM thought that expanded offerings in the new building and a Director of Student Life, as well as more celebration of student success would help move the needle.

Family Survey goals were met- excellent!

Attrition goals were met overall with strong record in LA and a yellow score in UA as anticipated.

OSS record was 8-9% overall which MM projects will be above the state average. However, these decisions were all carefully considered and important to school culture.

Staff Survey goals were met!

Junior AP goals were partially met, and there may be additional sign ups before next school year to move LACS to meeting the goal of 80% Currently there are 64% of juniors enrolled in an AP course.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 4:57 下午.

Respectfully Submitted,
N. Barker

Documents used during the meeting

• 23-24 EOY DATA WHOLE SCHOOL.pptx

Coversheet

ED Report- Teacher Evaluation

Section: II. Academic Achievement
Item: B. ED Report- Teacher Evaluation
Purpose: Discuss
Submitted by:
Related Material: September '24 AAC Update.pptx

AAC Update

Libertas Academy Talent Project
Sept 2024

Agenda

- Goals & Outputs Review
- Overview of Project
    - High Level Timeline
    - Updates on each aspect
- Completed Actions
    - Teacher Advisory Council group summary
- Actions In Progress
- Actions Not Yet Started
- Meeting Cadence
- Questions/Feedback

Goals & Outputs Review

Big Goals from Strategic Plan:
1) By SY 26-27, we will **retain 90% of highly effective teachers and 80% of effective teachers** annually as defined by the LACS Teacher Effectiveness Tool
2) By SY 26-27, 80% of retained teachers with 2+ years teaching at LACS are rated effective or highly effective

SY 24-25 Outputs:
1. We will create a **LACS Teacher Effectiveness Rubric** that will be used to evaluate teachers by June 30th, 2025.
2. We will **redesign our compensation structure** grounded in our compensation philosophy by June 30th, 2025.
3. We will **redesign our recruitment process** to incorporate non negotiable mindsets and skills new teachers must to ensure higher levels of success within our school model by June 30th, 2025.
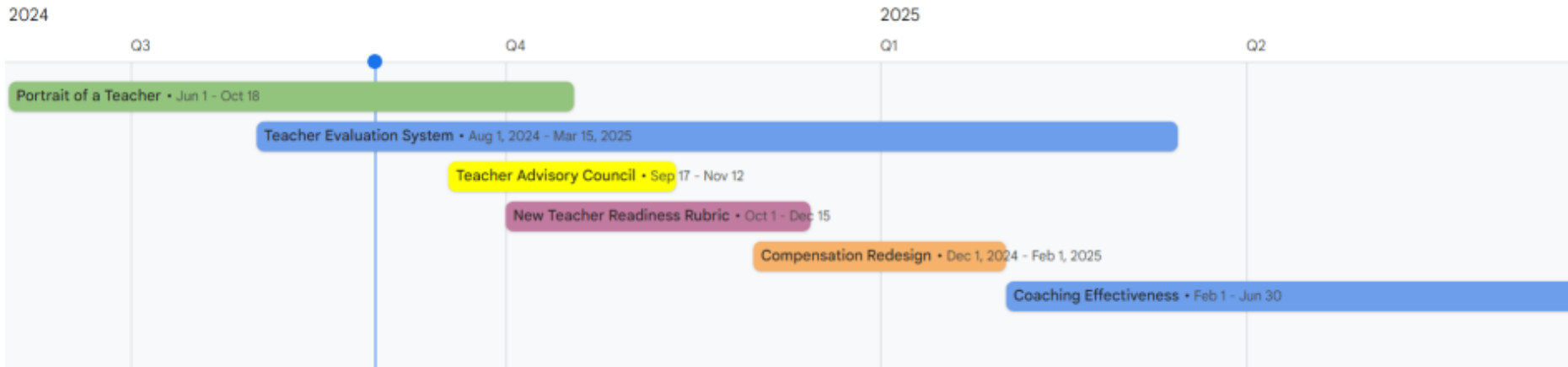
Overview of Project

- Portrait of an Effective Teacher

- Teacher Evaluation System

- Teacher Compensation System

- Teacher Recruitment & Readiness Plan

- Coaching Effectiveness System

High Level Timeline

2024

Q3   Q4

2025

Q1   Q2

Portrait of a Teacher • Jun 1 - Oct 18

Teacher Evaluation System • Aug 1, 2024 – Mar 15, 2025

Teacher Advisory Council • Sep 17 - Nov 12

New Teacher Readiness Rubric • Oct 1 - Dec 15

Compensation Redesign • Dec 1, 2024 - Feb 1, 2025

Coaching Effectiveness • Feb 1 - Jun 30

Portrait of an Effective Teacher (In Progress)

Final Product(s): Portrait 2 pager (domains with descriptors for each)

Deadline: Friday, October 18th

Key Input & Final Decision Makers:

- What are the domains? (SLT)
- What are the descriptors? (SLT & TAC)
- What does each descriptor look like? (SLT & TAC)

Teacher Evaluation System (In Progress)

Final Product(s): Eval System Score Guide; Observation Rubric; Testing Matrix; Portfolio Rubric; Student, Staff & Family Surveys

Final Deadline: March 15th (rubric should be piloted 11/1)

Key Input & Final Decision Makers:

- What are the overall weights of each domain? (SLT)
- What are the tools used to evaluate each descriptor? (SLT)
- When are they used and how often? (SLT & TAC)
- What are the weights of each tool? (SLT & TAC)
- What system will we use to track evaluations overall? (SLT)
- See domain specific questions HERE

Teacher Compensation System (Not Started)

Final Product(s): Compensation System Matrix (Excel/Google Sheets)

Deadline: February 1st

Key Input & Final Decision Makers:

- How much does the evaluation weigh in overall compensation? (SLT)
- What are the other factors that weigh in compensation (YOE, degree, tested subject, etc)? (MM)
- When will bonuses be decided based on test results? (MM)

Teacher Recruitment/Readiness Plan (Not Started)

Final Product(s): Recruitment and Readiness Plan

Deadline: Friday, December 13th

Key Input: SLT, Director of Talent, All leaders? TAC?

- What are our overall recruitment goals? (SLT & DoT)
- Do we need to make adjustments to the hiring & onboarding process to achieve those goals? (SLT & DoT)
    - If not, how can we codify what is already working?
- How do we ensure alignment between the POAET and our Recruitment/Readiness Plan? (DoT)

Coaching Effectiveness Plan (Not Started)

Final Product(s): Coaching Rubric & Platform for Tracking Coaching Data

Deadline: June 30th, 2025

Key Input: SLT, All Leaders, TNTP

- What is the purpose of the coaching effectiveness plan? (SLT)
- Who should provide input on the rubric? (SLT)
- What platform should we use for tracking coaching data? (SLT)

Completed

- Created comprehensive **Project Plan** and task tracker
- Held 7 **SLT meetings** to draft and flesh out the POAET & evaluation system
- Introduced the project to the entire org (both LA and UA) in August
- Launched the **TAC application** and selected members; first meeting on 9/17
- Drafted the TAC Scope and Sequence with SLT feedback (and TNTP support)

Portrait of an Effective Teacher- Domain #1

Domain	Descriptors
#1) Advance Instructional Excellence	**Prepare and Execute Rigorous Lesson Content**: Demonstrate deep understanding of subject matter, standards and lesson key points. **Inspire Joyful and Focused Classroom Culture**: Maintain a positive, organized, and focused learning environment that fosters student engagement and creates the conditions for powerful learning to occur. **Apply Differentiated Instruction Methods**: Adapt teaching methods to accommodate diverse learning styles and needs, while maintaining a high bar of excellence for all students. **Demand Critical Thinking and Problem-Solving**: Develop students' ability to think critically, solve complex problems, and communicate their thinking in a coherent and compelling way. **Cultivate Strong Character Habits**: Inspire enthusiasm and motivation for learning/improving; insist on the power of growth mindset and acknowledge failures as opportunities to learn from.

Portrait of an Effective Teacher- Domain #2

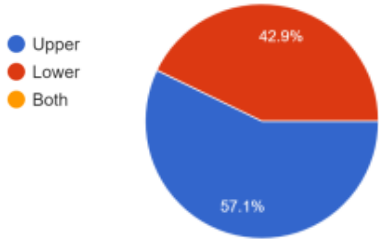| Domain & Weight	Descriptors
#2) Achieve Transformational Outcomes for Students	**Drive Exceptional Overall Achievement**: Demand a high bar of academic excellence from all students and support them in succeeding on LACS established assessments. **Prioritize Academic Growth:** Facilitate student growth in knowledge and skills, leading to measurable academic improvements within the course of a year and year over year. **Disrupt Educational Inequities**: Push all students, especially students with special needs, multilingual learners and students from other historically marginalized identities to achieve at levels equal to or greater than their peers.

Portrait of an Effective Teacher- Domains #3 & #4

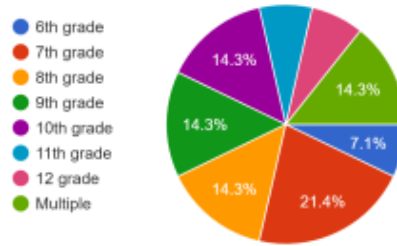| Domain & Weight	Descriptors
#3) Commit to Continuous Professional Growth	**View Feedback as a Gift**: Crave feedback and use it as an opportunity to get better for students; engage in self-assessment to identify areas of strength as well as opportunities for professional growth. **Own Their Learning and Development**: Strategically use LACS professional development opportunities to build on current strengths and improve in areas of opportunities which are aligned to feedback received.
#4) Develop Positive Relationships with the Larger School Community	**Foster Meaningful Student Relationships**: Build respectful and supportive connections with all students grounded in an appreciation for their unique identities in order to assist them in realizing their full potential. **Model Staff Synergy and Teamwork**: Uphold school norms and values to contribute to an aligned staff culture and communicate collaboratively with colleagues in service of students. **Forge Collaborative Family Partnerships**: Engage regularly with families in ways that support student success and ensure families feel valued

Composition of the Teacher Advisory Council

What academy do you work in?
14 responses

- Upper
- Lower
- Both

57.1%
42.9%

What grade do you teach?
14 responses

- 6th grade
- 7th grade
- 8th grade
- 9th grade
- 10th grade
- 11th grade
- 12 grade
- Multiple

14.3%
14.3%
14.3%
14.3%
7.1%
21.4%

Self Reported Race/Enthicity (14 responses)

White/Caucasian
35.7%

Black/African American
42.9%

Hispanic/Latino
21.4%

- Intentional representation
- Mix of experience:
  - 8 teachers with 5+ YOE
- Variety of subjects taught
  - ⅓ ELA
  - ⅓ STEM
  - ⅓ SS, Specials and Other
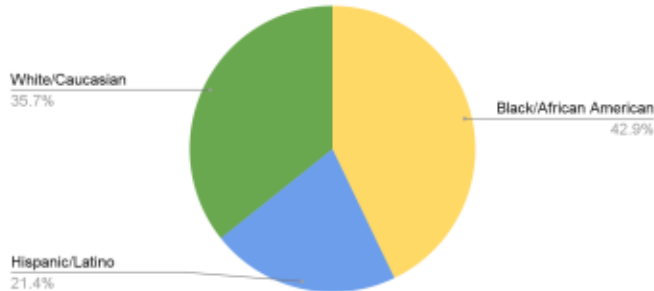
In Progress

- Building out the evaluation system and confirming "tools"
- **Codifying learnings** from key decision making points
- Learning from **peers**: meeting with Brooke in late Oct
    - Met with Springfield Prep (currently in Y1 of their revised eval system)
    - Met with Excel Academy
- Meeting with **regional Talent organizations**
    - Met with Teach Western Mass
    - Met with TFA MA

Not Yet Started

- Finalizing Plans to Implement the Evaluation System
- Teacher Recruitment Review & New Teacher Readiness Rubric
- Compensation System Review & Redesign
- Coaching Effectiveness Rubric

Meeting Cadence

Christien meets with TNTP weekly for at least 1.5 hrs

SLT meets weekly for 1 hr (except FWOS)

TAC will meet weekly for 1.5 hrs from 9/17 - 11/12 (+ again in the spring)

Questions or Feedback?