APPROVED

Libertas Academy Charter School

Minutes

Academic Achievement Committee Meeting

Date and Time
Wednesday September 11, 2024 at 4:30 PM

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

Committee Members Absent
T. Curtis

Guests Present
Christien Laible (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

N. Barker called a meeting of the Academic Achievement Committee Committee of Libertas Academy Charter School to order on Wednesday Sep 11, 2024 at 4:30 PM.

C. Approve Minutes

K. Stewart made a motion to approve the minutes from Monthly Academic Achievement Committee Meeting on 06-12-24.
A. Seymour seconded the motion.

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

II. Academic Achievement

A. ED Report- MCAS update

Modesto shared some exciting early news that MCAS growth percentage indicators for LA are higher than last year in most classes in both ELA and Math. This is especially impressive given LCAS tremendous results last year in this area. We expect to be at the top end of the state in this category.

B. ED Report- Teacher Evaluation

Christien Labile presented on the LACS "Talent Project". He started by re-grounding us in the LACS strategic plan goals -- which focus on retaining effective teachers -- and the 3 outcomes for this year: a teacher effectiveness rubric, a redesigned compensation structure, and a redesigned recruitment process.
This project encompasses 5 large buckets of work (and varying timelines):
1) Portrait of an Effective Teacher (June - October '24)
2) Teacher Evaluation System (August '24 - March '25)
3) Teacher Recruitment & Readiness Plan (October - December '24)
4) Teacher Compensation System (December '24 - February '25
5) Coaching Effectiveness System (February - June '25)
Christien noted that this is ambitious and may need to re-evaluate the timelines. The current work that is in progress seems to be on track, but the teacher evaluation system has many moving pieces. Additionally, the goal is to start implementing that in early November.
Christien presented the latest draft of the POAET. Feedback was positive and there were few questions. Dr. Seymour gave feedback that in the "Apply Differentiated Instruction Methods" it should more explicitly state the resources that teachers provide students. Dr. Stewart asked about classroom culture and Christien explained the training that new teachers have over the summer (and during the school year), which involves lots of practice and feedback. Christien named that there is an aligned system of clear directions, narrations, and redirections that all students can expect in every class.

Christien outlined the composition of the Teacher Advisory Council, which is representative of teachers in both UA and LA, as well as different grades, subjects, experience and self-reported race/ethnicity.
Lastly, Christien discussed the work that is both "in progress" as well as "not yet started." Christien has begun the work of reaching out to peer charter networks and connected with TWM and TFA MA. He stated that one expectation from the Barr Foundation is that we disseminate our learnings and share best practices. Christien concluded by sharing the meeting cadence with various stakeholders.
Action Steps

1) CL will add a comment to the "Apply Differentiated Instruction Methods" to discuss adding that teacher provide students with the necessary *resources* (per Dr. Seymour) by tomorrow EOD
2) MM will invite Gibbs to the next AAC meeting
3) CL will add to MM check-in to discuss how & when we introduce the idea of formalizing teacher mentors at LACS (and how it may be compensated)

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 5:25 PM.

Respectfully Submitted,
N. Barker

Documents used during the meeting

- September '24 AAC Update.pptx