



Albany Leadership Charter School for Girls

Board meeting

Date and Time

Tuesday May 27, 2025 at 5:00 PM EDT

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:00 PM
A. Record Attendance			1 m
B. Call the Meeting to Order		Sojourner Brice	
C. Approve Minutes April Meeting	Approve Minutes	Sojourner Brice	1 m
II. Accountability			5:02 PM
A. Leadership Report Out	Discuss	Neal Currie	30 m
Mr. Currie, Ms. Hines, Mrs. Woods & Ms. Peoples will be asked to present to the Board on the following:			
1. Student Preparation for End of Year Exams (by cohort, # prepared to move up a grade, for high school credit attainment and those likely to be on credit and moving up a cohort, remediation efforts to ensure full preparation for finals.			
2. Recruitment: applications in hand by 5/23/25, by grade/cohort; returning student applications and expected targets prior to end of school year.			

	Purpose	Presenter	Time
3. Process by which families and students will be notified of need for/opportunity to attend summer school.			
4. CSI metrics: estimated against targets			
III. Finance			5:32 PM
A. April Financials	Discuss	Maggie Moree	10 m
B. Draft 2025-26 School Year Budget & School Calendar	Discuss	Maggie Moree	15 m
Proposed for board review; budget will be voted upon at June 2025 Board meeting			
IV. Other Business			5:57 PM
A. Policy Recommendation Review on Head Covering Policy	Discuss	Felicia Woods	10 m
B. School Safety Policy	Vote	Maggie Moree	5 m
V. Executive Committee			
VI. Closing Items			
A. Adjourn Meeting	Vote		

Coversheet

Approve Minutes April Meeting

Section:	I. Opening Items
Item:	C. Approve Minutes April Meeting
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Board meeting on April 22, 2025

APPROVED



Albany Leadership Charter School for Girls

Minutes

Board meeting

Date and Time

Tuesday April 22, 2025 at 5:00 PM

Trustees Present

D. Getto, E. Harris, J. Celestine, M. Moree, T. Coston (remote), V. Rhodes

Trustees Absent

A. Harrison, E. Bowman, E. Robertson, S. Brice

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Moree called a meeting of the board of trustees of Albany Leadership Charter School for Girls to order on Tuesday Apr 22, 2025 at 5:00 PM.

Ms. Moree advised that Board Chair Ms. Brice had a last minute issue arise and asked that Ms. Moree chair the meeting in her absence.

C. Approve Minutes March Meeting

V. Rhodes made a motion to approve the minutes from Board meeting on 03-25-25.

J. Celestine seconded the motion.

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

II. Accountability

A. Principal's Report

Mr. Currie provided the Accountability Report. He noted a number of activities including a successful career day, with an alumna panel; the second event hosted by the Sorority focusing on building the culture of sisterhood; the Ramadan Dinner; and shadow days with the Brighter Choice school. He noted that senior signing day was the last day of April and that a shadow day for 8th graders would be held at the high school. Mr. Currie noted that the middle school did experience the testing glitches on MS tests (driven by SED technology problems). Ultimately the tests were completed. The High School POP data was referenced. Ongoing challenges and efforts to engage students in tutoring and prep for finals continues.

III. Finance

A. March Financials

Ms. Moree reviewed the March financials with the Board. Data has been consistent across the last several months. Ms. Getto asked for clarification on several items on the report. Ms. Moree will also ask the business administrator to denote on the reports that the data is in the thousands.

Ms. Moree reported separately that the preparation for a draft budget continues with the committee. The leadership team met with the Finance Committee and Ms. Getto twice; additional information was provided by Mr. Romero to better understand class sizes and configurations. The leadership team was seeking a budget prepared on an enrollment of 400 students; the committee had robust dialog with leadership about trend and what is supportable and sustainable. The Committee hopes to have a draft budget to the full board for review at its May meeting.

IV. Other Business

A. Head Covering Policy

During the public comment period, students presented concerns they had with what they believe to be disparate policies regarding head coverings. They presented several ways in which they viewed the existing policy and enforcement as disparate and lacking sensitivity to cultural variations. Mrs. Woods spoke to the need to conform to a broader uniform policy and acknowledged both understanding past policy as well as looking for solutions that could provide consistency across cultures. The Leadership team committed to having draft policy recommendations to the dress code to the Board for review at its May meeting.

V. Closing Items

A. Adjourn Meeting

D. Getto made a motion to adjourn the meeting.

E. Harris seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:45 PM.

Respectfully Submitted,

M. Moree

Documents used during the meeting

- Board_Accountability_Report_-_April_-__.pdf
- ALCSG Mar25 Financials.pdf

Coversheet

April Financials

Section:	III. Finance
Item:	A. April Financials
Purpose:	Discuss
Submitted by:	
Related Material:	ALCSG Apr25 Financials.pdf

ALBANY LEADERSHIP CHARTER SCHOOL FOR GIRLS
FINANCIAL STATEMENTS FOR THE YEAR ENDING JUNE 30, 2025
 Current Month

10

	Actual YTD Apr25	Budget YTD Apr25	Variance YTD Apr25	Budget Annual FY25	Variance Annual FY25	Forecast Annual FY25	Variance vs Budget FY25	Variance vs Annual FY25	Prelim Budget FY26	Variance vs Forecast FY25
Enrollment	368.482	435.000	-66.518	435.000	-66.518	368.482	-66.518	0.000	375.000	6.518
Per Pupil-GEN	5,286	6,243	(957)	7,492	(2,206)	6,391	(1,101)	1,105	6,582	191
Per Pupil-SPED (including IDEA)	139	32	107	38	101	38	-	(101)	101	63
Federal Revenue	155	223	(68)	267	(112)	228	(39)	73	225	(3)
Fundraising	21	43	(22)	51	(30)	19	(32)	(2)	12	(7)
Other	295	308	(13)	369	(74)	546	177	251	230	(316)
Total Revenue	5,896	6,848	(952)	8,217	(2,321)	7,222	(995)	1,326	7,150	(72)
Personnel	3,799	4,940	1,141	5,928	2,129	5,055	873	1,256	5,032	23
Facilities	932	1,236	304	1,483	551	1,716	(233)	784	1,875	(159)
All Other Expenses	1,249	1,041	(208)	1,249	-	1,134	115	(115)	1,049	85
Total Expenses	5,980	7,217	1,237	8,660	2,680	7,905	755	1,925	7,956	(51)
REVENUE LESS EXPENSE	(84)	(369)	285	(443)	359	(683)	(240)	(599)	(806)	(123)
Depreciation Expense	407	318	89	382	(25)	382	-	(25)	490	(108)
Mortgage Interest	225	543	(318)	651	426	451	200	226	443	8
NET OPERATING SURPLUS (DEFICIT)	548	492	56	590	(42)	150	(440)	(398)	127	(23)
Total Cash (Less Bond Accounts)	182	91	91	109	73	353	244	171	874	521
Total Margin	-1%	-5%	4%	-5%	4%	-9%	-4%	-8%	-11%	-2%
Days Cash on Hand	9	4	5	5	5	16	12	7	40	24
Expense per Student	16	17	(0)	20	4	21	(2)	(5)	21	0
Facilities Coverage	1.59	1.40	0.19	1.40	0.19	0.09	(1.31)	(1.50)	1.07	0.98

ALBANY LEADERSHIP CHARTER SCHOOL FOR GIRLS
FINANCIAL STATEMENTS FOR THE YEAR ENDING JUNE 30, 2025
ROLLING TWELVE-MONTH CASH FLOW PROJECTION

	Mar25	Apr25	May25	Jun25	Jul25	Aug25	Sep25
Enrollment	371.508	368.482	368.482	368.482	375.000	375.000	375.000
Per Pupil (GEN/SPED/Facilities)	533	493	1,065	-	1,097	-	1,097
Federal Revenue	-	-	25	125	-	-	-
All Other Revenue	66	10	25	25	5	5	5
Total Revenue	599	503	1,115	150	1,102	5	1,102
Personnel	399	387	400	400	581	387	387
Facilities	62	65	65	65	156	146	146
All Other Expenses	89	114	105	105	87	100	100
Total Expenses	550	566	570	570	824	633	633
Net Surplus (Deficit)	49	(63)	545	(420)	278	(628)	469
Add Back Depreciation	38	37	38	38	41	41	41
Fixed Asset Purchases	-	-	-	-	-	-	-
Deferred Revenue	(533)	-	-	-	-	-	-
Accrued Revenue	894	(414)	-	-	-	-	-
Accrued Expenses	(150)	83	-	-	-	-	-
Total Cash Effect	298	(357)	583	(382)	319	(587)	510
Beginning Cash	1,606	1,904	1,547	2,130	1,748	2,067	1,479
Increase (Decrease) in Cash	298	(357)	583	(382)	319	(587)	510
Ending Cash	1,904	1,547	2,130	1,748	2,067	1,479	1,989
Bond and Escrow Accounts	1,361	1,365	1,380	1,395	1,410	1,425	1,440
From Ledger	1,939	1,581	-	-	-	-	-
Cash Accessible for Use	543	182	750	353	2,067	1,479	1,989
% Increase (Decrease) in Enrollment	0%	-1%	0%	0%	2%	0%	0%
% Increase (Decrease) in Revenue	57%	-16%	122%	-87%	635%	-100%	21940%
% Increase (Decrease) in Expenses	-2%	3%	1%	0%	45%	-23%	0%

Coversheet

Draft 2025-26 School Year Budget & School Calendar

Section:	III. Finance
Item:	B. Draft 2025-26 School Year Budget & School Calendar
Purpose:	Discuss
Submitted by:	
Related Material:	ALCSG Budget FY25.pdf 25-26 Calendar (3).pdf

Albany Leadership Charter School for Girls Budget

	current inflation enrollment		2.9%			
		Original	Revised	Variance	Budget	
for the years ending june 30	mark as, 'audited' once completed	Total FY2024	Total FY2025	Total FY2025	Total FY2026	
REVENUE						
Per Pupil Revenue		\$ 6,553,852	\$ 7,492,013	\$ 6,343,000	\$ (1,149,013)	\$ 6,582,000
SPED Revenue		63,618	38,000	139,000	101,000	101,000
Federal Revenue		374,515	238,162	377,000	138,838	225,000
Grants		7,143	7,400	15,000	7,600	-
Food Service		303,617	262,800	119,000	(143,800)	-
Donations		12,764	51,451	4,000	(47,451)	12,000
Other		<u>152,832</u>	<u>127,228</u>	<u>208,000</u>	<u>80,772</u>	<u>230,000</u>
Total Revenue		7,468,341	8,217,054	7,205,000	(1,012,054)	7,150,000
EXPENSE						
Salaries		4,568,391	4,707,432	4,253,000	(454,432)	3,963,000
Benefits		892,478	1,166,315	928,000	(238,315)	1,069,000
Contractual		498,307	263,500	414,000	150,500	295,000
Operations		805,884	602,816	737,000	134,184	754,000
Facilities		1,341,709	1,483,402	1,361,000	(122,402)	1,385,000
Depreciation		<u>423,349</u>	<u>382,000</u>	<u>382,000</u>	<u>-</u>	<u>490,000</u>
Total Expense		8,530,118	8,605,465	8,075,000	(530,465)	7,956,000
REVENUE LESS EXPENSE		(1,061,777)	(388,411)	(870,000)	(481,589)	(806,000)
Adjusting Items						
Depreciation		423,349	382,000	382,000	-	490,000
Mortgage Interest		449,511	650,700	451,000	(199,700)	443,000
NET OPERATING SURPLUS (DEFICIT)		(188,917)	644,289	(37,000)	(681,289)	127,000
Operating Margin (EBITDA) - should be > 5%						
Ending Cash (excluding restricted)		(2,825)	(156,756)	(1,013,000)		(1,567,000)
Days Cash on Hand - should be > 45 days		(0)	(7)	(46)		(72)
Debt Service - should be > 1.1		(0.4)	1.0	(0.1)		0.3



2025-2026 School Calendar

Grades 6-8 – 75 Park Ave. • Albany, NY 12202

Grades 9-12 – 19 Hackett Blvd. • Albany, NY 12208

Phone (518) 694-5300 • Fax (518) 694-5307

www.albanyleadership.org

July 2025						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2025						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September 2025 (20)						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025 (21)						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2025 (16)						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2025 (17)						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January 2026 (18)						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026 (15)						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026 (20)						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2026 (16)						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2026 (19)						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June 2026 (19)						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

2025		2026		Key
Jul. 4	Independence Day	Jan. 5	Professional Development	Half-Day AM (Classes End at 12 p.m.)
Aug. 18-29	Professional Development	Jan. 19	Martin Luther King, Jr. Day	School Closed
Aug. 19-20	Regents Exams	Jan. 20-23	Regents Exams (No HS Classes)	Staff Only (No Classes)
Aug. 25-28	Material Pick Up	Feb. 16-20	February Recess	Interval Testing
Sep. 1	Labor Day	Feb. 17	Lunar New Year	Regents Exams
Sep. 2	Professional Development	Mar. 13	Professional Development	
Sep. 3	First Day of Classes	Mar. 20	Eid al-Fitr	
Oct. 13	Indigenous Peoples Day	Apr. 3-10	Spring Recess	
Oct. 23	Emergency Early Release Drill	Apr. 6 – May 15	ELA, Math, Sci. Assessments Gr. 6-8	
Oct. 24	Professional Development	May 13-15	HS Mock Regents (No HS Classes)	
Nov. 11	Veterans' Day	May 22-25	Memorial Day Recess	
Nov. 26-28	Thanksgiving Recess	Jun. 9-10, 17-26	Regents Exams (No HS Classes)	
Dec. 24 – Jan. 2	Winter Recess	Jun. 19	Juneteenth	
		Jun. 26	High School Graduation	

Prospective POP Dates

Pop 1 – 9/3-10/3
 Pop 2 – 10/6-11/7
 Pop 3 – 11/10-12/12
 Pop 4 – 12/15-1/23
 Pop 5 – 1/26-2/27
 Pop 6 – 3/2-4/2
 Pop 7 – 4/13-5/15
 Pop 8 – 5/18-6/26

Coversheet

Policy Recommendation Review on Head Covering Policy

Section:	IV. Other Business
Item:	A. Policy Recommendation Review on Head Covering Policy
Purpose:	Discuss
Submitted by:	
Related Material:	ACLMS Dress Code Update 25-26.pdf HS Dress Code-update 25-26.pdf

ACLMS Dress Code Update 25-26

Our Philosophy on Uniforms

At Albany Leadership Charter Middle School for Girls (ALCMS), we believe that excellence begins with preparation and presentation. Our uniform policy is an essential component of our identity and mission as a college and career readiness institution. By standardizing our dress code, we cultivate an environment of equity, professionalism, and focus, laying the foundation for students to be seen, heard, and respected based on their character, work ethic, and intellect rather than their attire.

Wearing a uniform reinforces our culture of high expectations and helps students develop the self-discipline and professional habits they will need beyond high school. Whether they enter college, the military, or the workforce, our students must understand that attire can influence perception and confidence. The uniform is one of many tools we use to prepare young women to lead with dignity, purpose, and professionalism.

Our dress code is not simply about clothing; it's about fostering a distraction-free, safe, and respectful learning environment that enables every student to focus on what matters most: academic achievement and personal growth. It also plays a vital role in promoting our collective school identity by fostering team spirit, sisterhood, and school pride, while encouraging a strong sense of belonging for every student.

Rationale for Religious and Cultural Wear Guidelines

As a school that deeply respects religious and cultural expression, we have made specific accommodations to allow for the wearing of garments and accessories based on religious, spiritual or cultural practices such as hijabs, head wraps, hair coverings, and abayas that are aligned with our values and standards. Students who wear a hijab are permitted to do so in school-approved solid colors: white, black, grey, purple, lavender, or blue. These color options are offered to maintain unity with the school uniform, ensure consistency with our professional expectations, and eliminate social pressures or distractions that may arise from varying interpretations of dress.

The policy is designed to honor and support students' religious practices while also upholding the visual coherence of the school community. Allowing for a range of respectful and culturally sensitive options helps create a balanced environment where all students feel safe to express themselves, without compromising our school-wide expectations for professionalism and focus.

This approach allows us to meet the diverse spiritual and cultural needs of our student body while promoting an equitable academic culture grounded in mutual respect and shared values.

Ultimately, the ALH uniform policy is about preparation, pride, and purpose. When students walk through our doors each day in uniform, they are stepping into a space that mirrors the professional environments they will soon navigate. This consistency signals to each young woman that she belongs in places of power, achievement, and leadership — and that she has the tools, mindset, and discipline to succeed there.

Through our dress code, we teach not only compliance but also confidence, clarity, and commitment to self and community.

If families or students have questions about the uniform policy or require support in meeting the expectations, our team is committed to working in partnership to remove barriers and provide solutions.

Albany Leadership Charter Middle School Current Dress Code

Dress Code

All Albany Leadership Middle School students are required to wear the complete uniform every day. If there is a school event on a weekend day(s), students are told in advance of the uniform expectations.

In keeping with our commitment to excellence, the dress code helps students come to school every day ready to grow their brains and take their education seriously. At the beginning of the day, students must be in proper uniform. Upon exiting the building, students are required to leave in full uniform unless they are in a work uniform. Students are generally not permitted to go to any classes if they are not in proper uniform, and students may borrow uniforms so they do not miss instructional time. (Occasionally, if there is no uniform available to borrow, a student will be given a wristband signaling to teachers they are permitted in class.)

Student uniforms must be neat and tidy. This means that clothing is clean and pressed; shirts are tucked in; socks, if worn, are always pulled up, and stockings/pantyhose do not have holes or tears.

If a student is not in dress code, the parent/guardian is called, and ALCS works with parents/guardians to determine whether there are barriers to dress code compliance. ALCS also confiscates and sends home any accessory or article of clothing that becomes a distraction, with a note. Students who re-wear confiscated articles are cited for dress code violations, and the Conduct and Discipline Policy applies. Students are not permitted to wear non-dress code clothing that is visible under their uniforms. The Principal/Principal's designee reserves the right to determine the appropriateness of students' dress with respect to the dress code in support of the commitment to preserving a distraction-free environment.

The ALCS Dress Code requirements are as follows:

Albany Leadership Charter School for Girls Dress Code

ITEM	ACCEPTABLE STYLE	COLOR	NOT ALLOWED
Pants	ALCS-issued only	Gray	·Unhemmed pants
Skirts	ALCS-issued only	Gray	·Non-ALCS-issued skirts, skirts hemmed or rolled at the top to a length shorter than one inch above the knee.
Polo/Dress Shirts	ALCS-issued only	6th-8th Grade Gray	·Unbuttoned and/or untucked shirt. ·Tight or short top exposing midriff. ·Blouses worn inside out or half on and half off. ·Logos or designs visible beneath ALCS shirts. ·Any long-sleeved shirt color other than black, white, and gray under a short-sleeved shirt.
Black Cardigan/ ALCS Fleece	ALCS-issued only	ALCS black fleece or purple ALCS team sports jacket (all grade levels)	·Unkempt/unclean ALCS sweaters. ·Jackets/coats, sweatshirts, hoodies ·Any sweater/fleece NOT issued by ALCS
Shoes, Sneakers, Boots	Any appropriate sneaker, shoe, or boots.	Student choice	·Shoes/boots with spikes or sharp, protruding gems/designs. ·Open-toed or open-back shoes, flip-flops, sandals, slip-on, slippers/slides or crocs ·Heels more than 2 inches high.
Accessories	Socks, stockings, pantyhose, headbands, and/or ALCS -issued book bag.	Solid colors only	·Fishnet, lace-designed or multi-colored. ·Footless tights ·Weather or athletic headgear ·Bandanas, head scarves, durag, or bonnets.
Physical Education Uniform	Shorts, yoga pants, or sweatpants T-shirt	Student choice	·Skin-tight, see-through or inappropriately fitting and/or revealing. ·Anything with logos, profanity, inappropriate pictures and/or references.
Hijab	ALCS-issued or one of the designated colors	Solid colors: white, black, grey, purple, or lavender.	·No patterns or designs
Abaya	Any appropriate abaya	Solid colors: black, grey, blue, purple, or lavender	·No patterns or designs ·Black or gray leggings underneath ONLY.

Hairstyles/Makeup/Perfume/Toiletries

ALCS complies with the CROWN Act provisions of the Dignity for All Students Act (DASA) which prohibits discrimination based on hair texture and protective hairstyles. ALCS students have a right to self-expression through hairstyle. At the same time, hair should be groomed appropriately for the professional setting of ALCS.

Hair products and appliances (i.e., hair grease, flat irons, hair dryers, etc....) are not to be used during school hours. The use of combs and brushes are permitted with the support of the School Social Worker. Likewise, personal products like lotion, Vaseline, lip gloss, body sprays and other toiletries may not be used within the classrooms.

If a student arrives at school and requires support with a uniform, hair, or other personal hygiene concern, the counselor or social worker assists the student.

HS Dress Code Update 25-26

Our Philosophy on Uniforms

At Albany Leadership Charter High School for Girls (ALH), we believe that excellence begins with preparation and presentation. Our uniform policy is an essential component of our identity and mission as a college and career readiness institution. By standardizing our dress code, we cultivate an environment of equity, professionalism, and focus, laying the foundation for students to be seen, heard, and respected based on their character, work ethic, and intellect rather than their attire.

Wearing a uniform reinforces our culture of high expectations and helps students develop the self-discipline and professional habits they will need beyond high school. Whether they enter college, the military, or the workforce, our students must understand that attire can influence perception and confidence. The uniform is one of many tools we use to prepare young women to lead with dignity, purpose, and professionalism.

Our dress code is not simply about clothing — it's about fostering a distraction-free, safe, and respectful learning environment that enables every student to focus on what matters most: academic achievement and personal growth. It also plays a vital role in promoting our collective school identity by fostering team spirit, sisterhood, and school pride, while encouraging a strong sense of belonging for every student.

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Ultimately, the ALH uniform policy is about preparation, pride, and purpose. When students walk through our doors each day in uniform, they are stepping into a space that mirrors the professional environments they will soon navigate. This consistency signals to each young woman that she belongs in places of power, achievement, and leadership — and that she has the tools, mindset, and discipline to succeed there.

Through our dress code, we teach not only compliance but also confidence, clarity, and commitment to self and community.

If families or students have questions about the uniform policy or require support in meeting the expectations, our team is committed to working in partnership to remove barriers and provide solutions.

Albany Leadership Charter High School Current Dress Code

Dress Code

All Albany Leadership High School students are required to wear the complete uniform every day. If there is a school event on a weekend day(s), students are told in advance of the uniform expectations.

In keeping with our commitment to excellence, the dress code helps students come to school every day ready to grow their brains and take their education seriously. At the beginning of the day, students must be in proper uniform. Upon exiting the building, students are required to leave in full uniform unless they are in a work uniform. Students are generally not permitted to go to any classes if they are not in proper uniform, and students may borrow uniforms so they do not miss instructional time. (Occasionally, if there is no uniform available to borrow, a student will be given a wristband signaling to teachers they are permitted in class.)

Student uniforms must be neat and tidy. This means that clothing is clean and pressed; shirts are tucked in; socks, if worn, are always pulled up, and stockings/pantyhose do not have holes or tears.

If a student is not in dress code, the parent/guardian is called, and ALCS works with parents/guardians to determine whether there are barriers to dress code compliance. ALCS also confiscates and sends home any accessory or article of clothing that becomes a distraction, with a note. Students who re-wear confiscated articles are cited for dress code violations, and the Conduct and Discipline Policy applies. Students are not permitted to wear non-dress code clothing that is visible under their uniforms. The Principal/Principal's designee reserves the right to determine the appropriateness of students' dress with respect to the dress code in support of the commitment to preserving a distraction-free environment.

The ALCS Dress Code requirements are as follows:

Albany Leadership Charter School for Girls Dress Code

ITEM	ACCEPTABLE STYLE	COLOR	NOT ALLOWED
Pants	ALCS-issued only	Gray	·Unhemmed pants
Skirts	ALCS-issued only	Gray	·Non-ALCS-issued skirts, skirts hemmed or rolled at the top to a length shorter than one inch above the knee.
Polo/Dress Shirts	ALCS-issued only	9 th grade: Purple 10 th grade: Blue 11 th grade: White 12 th grade: Black	·Unbuttoned and/or untucked shirt. ·Tight or short top exposing midriff. ·Blouses worn inside out or half on and half off. ·Logos or designs visible beneath ALCS shirt. ·Any long-sleeved shirt color other

			than black, white, and gray under short-sleeved shirt.
Black Cardigan/ ALCS Fleece	ALCS-issued only	ALCS black fleece or purple ALCS team sports jacket (all grade levels)	<ul style="list-style-type: none"> ·Unkept/unclean ALCS sweaters. ·Jackets/coats, sweatshirts, hoodies ·Any sweater/fleece NOT issued by ALCS
Shoes, Sneakers, Boots	Any appropriate sneaker, shoe, or boots.	Student choice	<ul style="list-style-type: none"> ·Shoes/boots with spikes or sharp, protruding gems/designs. ·Open-toed or open-back shoes, flip-flops, sandals, slip-on, slippers/slides or crocs ·Heels more than 2 inches high.
Accessories	Socks, stockings, pantyhose, headbands, and/or ALCS -issued book bag.	Solid colors only	<ul style="list-style-type: none"> ·Fishnet, lace-designed or multi-colored. ·Footless tights ·Weather or athletic headgear ·Bandanas, head scarves, durag, or bonnets.
Physical Education Uniform	Shorts, yoga pants, or sweatpants T-shirt	Student choice	<ul style="list-style-type: none"> ·Skin-tight, see-through or inappropriately fitting and/or revealing. ·Anything with logos, profanity, inappropriate pictures and/or references.
Hijab	ALCS-issued or one of the designated colors	Solid white, black, grey, purple, lavender, or blue	<ul style="list-style-type: none"> ·No patterns or designs
Abaya	Any appropriate abaya	Solid black, grey, blue, or purple	<ul style="list-style-type: none"> ·No patterns or designs ·Black or gray leggings underneath ONLY.

Hairstyles/Makeup/Perfume/Toiletries

ALCS complies with the CROWN Act provisions of the Dignity for All Students Act (DASA) which prohibits discrimination based on hair texture and protective hairstyles. ALCS students have a right to self-expression through hairstyle. At the same time, hair should be groomed appropriately for the professional setting of ALCS.

Hair products and appliances (i.e., hair grease, flat irons, hair dryers, etc....) are not to be used during school hours. The use of combs and brushes is permitted only in the restrooms. Likewise, personal products like lotion, Vaseline, lip gloss, body sprays and other toiletries may not be used or taken out of backpacks in classrooms.

If a student arrives at school and requires support with a uniform, hair, or other personal hygiene concern, the counselor or social worker assists the student.

Coversheet

School Safety Policy

Section:

Item:

Purpose:

Submitted by:

Related Material:

IV. Other Business

B. School Safety Policy

Vote

ALCS Safety Plan 2025-2026.docx



ORGANIZATION SAFETY PLAN

2025-2026 School Year

Albany Leadership Charter School for Girls ORGANIZATION SAFETY PLAN

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Introduction

Emergencies and violent incidents in our school are taken seriously and dealt with expeditiously. The Organization Safety Plan is responsive to the needs of our school and the plan is specifically sensitive to the urban location of our building and specific needs of our students. The State of New York has enacted the Safe Schools Against Violence in Education (SAVE) law. Project SAVE is a comprehensive planning effort that addresses prevention, response, and recovery with respect to a variety of emergencies in each school district and its schools. Albany Leadership Charter School for Girls (ALCS) supports the SAVE legislation and intends to facilitate the planning and implementation process using members of the school, community, law enforcement, and state expertise.

Section I: General Considerations and Planning Guidelines

A. Purpose

The Organization Safety Plan was developed pursuant to Commissioner's Regulation 155.17.

B. Identification of Chief Emergency Officer

ALCS designates the CEO as the school's Chief Emergency Officer. At the CEO's discretion, the Chief Emergency Officer role can be assigned to other staff members. When the CEO is away, the Chain of Command is followed (See Appendix B). The Chief Emergency Officer's duties shall include, but not be limited to:

- Coordination of the communication between school staff, law enforcement, and other first responders.
- Lead the efforts of the School Safety Committee (see Appendix C for Membership) in the completion and yearly update by September 15th, of the Organization Safety Plan and the coordination of the Organization Safety Plan with ALCS' Emergency Response Plan.
- Ensure staff understanding of the Organization Safety Plan.
- Ensure the completion and yearly update by September 15th, of the Emergency Response Plan.
- Assist in the selection of security related technology and development of policies for the use of such technology.
- Coordinate appropriate safety, security, and emergency training for school staff, including required training in the Emergency Response Plan yearly by September 15th.
- Ensure the conduct of required evacuation and lock-down drills as required by Education Law section 807.

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C. Concept of Operations

- Protocols reflected in the School Emergency Response Plan guide responses to emergencies.
- In the event of an emergency or violent incident, the initial response to all emergencies will be gathering information by the CEO in conjunction with members of the Chain of Command and/or School Safety Committee.
- Those not in the Chain of Command will supervise students.
- Upon the activation of the emergency response procedures, the CEO or their designee is notified and, where appropriate, local emergency officials are notified.
- Efforts may be supplemented by County and State resources through existing protocols.
- The Chief Emergency Officer will remain at the determined command site. The school's main office at 19 Hackett Boulevard, Albany, NY will typically be designated as the command site.

All communication is to be coordinated through the CEO or designee via the school's main number at 518-694-5300.

D. Plan Review

- The Organization Safety Plan and correlating School Emergency Response Plan are designed to ensure integration and coordination with emergency planning at local, county and state level. The School Safety and School Emergency Response Plans will be monitored constantly, reviewed collectively, updated as needed, and maintained on file in the school's main office.
- The School Emergency Response Plan provides direction in the school's response to an emergency. The plan blends common sense, best judgment, and swift (achievable) action steps to protect students and staff. The plan considers specific emergency situations (such as bomb threats, intruder on campus, hazardous material spill, or fire) but is not all inclusive.
- The School Emergency Response Plan is confidential and only available to those with a vital need to know the specifics of the plan. The School Emergency Response Plan is not subject to disclosure under Freedom of Information requests or any other provision of law.
- The School Safety and School Emergency Response Plans will be presented to the ALCS Administrative Leadership Team in May or June for review and approval. Copies of all plans will be submitted to the New York State Education Department as well as to the appropriate police authorities.
- Each year, the School Safety Committee will meet prior to September 1, to discuss the emergency response procedures.

Section II: General Emergency Response Planning

The Organization Safety Plan provides the framework for the School Emergency Response Plan. These general emergency responses are used to ensure school employees, students, parents, and emergency responders learn one system.

A. Identification of Sites of Potential Emergency

- ALCS recognizes that there are many factors that could cause an emergency within the school. There are also factors that need to be considered when responding to an emergency. A list of potential internal and external hazards or emergency situations have been noted in the School Emergency Response Plan.
- ALCS has identified areas outside of school property that are potential for emergencies and may impact the school during an emergency. Factors that were considered included population, presence of hazardous materials, and potential for emergency based on national trends and proximity to school property. A list of areas has been noted in the School Emergency Response Plan.

B. Multi-Situational Response Protocols

Below are ALCS' multi-situational response protocols. These multi-situational response protocols are not intended to be all inclusive. The School Emergency Response Plan details when the below responses are initiated.

- **Emergency School Closing** - School is closed or delayed in opening. This is typically implemented when the weather or other emergency makes it impossible or unsafe for community members to physically be in the school. If it is necessary to close or delay schools,

parents, students, and staff will be notified via local media, social media, and telephone. (The CEO closes the school via www.schoolclosingsnetwork.com).

- **Transition to Remote Instruction** - ALCS can conduct instruction remotely. In the event it is unsafe for students to participate in in-person instruction, ALCS may transition to fully virtual / remote learning. When transitioning to remote instruction, the CEO or designee will identify if instruction by staff will take place in the school or from a remote location. Transition to fully remote instruction will be communicated to students, parents, and staff via local media, social media, and telephone. (The CEO transitions the school to fully virtual instruction via www.schoolclosingsnetwork.com).
- **Long-Term School Closing** - School is closed for five or more days due to medical pandemic, building disaster or other incident that impacts student / staff safety. If a long-term closure is necessary, parents, students, and staff will be notified via local media, social media, and telephone. (The CEO closes the school via www.schoolclosingsnetwork.com). ALCS will maintain communication with parents, students, and staff via these platforms. Communication will include plans for the continuation of school services such as, but not limited to, educational services / distance learning, school business functions, and meal services.
 - **Transition to Remote Instruction** - ALCS can conduct instruction remotely. In the event it is unsafe for students to participate in in-person instruction, ALCS may transition to fully virtual / remote learning. When transitioning to remote instruction, the CEO or designee will identify if instruction by staff will take place in the school or from a remote location. Transition to fully remote instruction will be communicated to students, parents, and staff via local media, social media, and telephone. (The CEO transitions the school to fully virtual instruction via www.schoolclosingsnetwork.com).
- **Early Dismissal** – Early dismissal is used when weather or other emergency makes it unsafe for students and staff to remain in school. If it is necessary to dismiss school early, parents, students, and staff will be notified via local media, social media, PA announcement and/or telephone. (The CEO closes the school via www.schoolclosingsnetwork.com).
- **Evacuation** – Used when it is unsafe to remain in the building. The school building may be evacuated before, during, and after school hours.
- **Evacuating to Another Site** - Depending on the scope of the emergency and the projections of likely safe areas, designated gathering points for evacuated students and staff will be used. The responsible party will receive information as to the appropriate evacuation location and the (secured) route to get there.
- **Hold in Place** – Used to limit movement of students and staff while dealing with a short-term emergency.
- **Shelter in Place** – Used to shelter students and staff inside the building. A Shelter in Place may require students and staff to remain in the building beyond the end of the normal school day.

- **Shelter (Community)** — ALCS may be used as a community disaster shelter site, or when students from another school are evacuated to ALCS. In this event, the CEO or designee will staff the Command Post to coordinate activities and assist in communication.
- **Lockdown** – Used to secure the school building during incidents that pose an immediate threat of violence in or around the school.
- **Lockout** – Used to secure the school building from threats or emergencies that pose an imminent concern outside the school.

C. School & Community Resources Used During Emergency

In the School Emergency Response Plan, ALCS has identified school and community resources that may be available for use during an emergency, including the identification of personnel, equipment, and shelters.

D. Training

ALCS provides annual multi-hazard school safety training for staff and students, including the strategies for implementing training related to multi-hazards. All staff will undergo annual training prior to the first day of classes on the School Emergency Response Plan. New employees hired after the start of classes receive this training within 30 days of hire.

E. Drills

ALCS conducts drills and other training exercises to test components of the School Emergency Response Plan. A debriefing concludes each test to determine if changes to the plan are necessary.

- **Fire and Emergency Drills:** Per New York State Education Law §§ 807(1-a), 807 (b): Fire and Emergency Drills, ALCS conducts tests of the emergency response procedures in the School Emergency Response Plan. Such tests include evacuation, lockdown, and early dismissal drills. Where possible, tests are conducted in collaboration with local county emergency preparedness plan officials.
- In accordance with state law, ALCS conducts:
 - One early dismissal drill annually.
 - The early dismissal drill occurs at a time not more than 15 minutes earlier than the normal dismissal time.
 - Four lockdown drills annually.
 - The law requires lockdown drills because they prepare students and staff to respond to the highest level of threat with the most urgent action and with the least margin of error. The goal of a lockdown drill is to quickly put the building into a protective posture by immediately clearing hallways, locking doors, and taking positions out of sight. These emergency measures allow time for responding law enforcement to arrive on scene and neutralize the threat. Although not required, ALCS coordinates with local law enforcement to conduct lockdown drills when possible. Other protective actions such as lockout, hold in place, or shelter in place are emergency actions that do not require drills because they are usually preceded by some degree of warning time and do not require the immediate response necessary for a lockdown. While ALCS is well versed in lockout, hold in place, and

shelter in place protocols, per state law, lockdown is the only type of protective action that must be practiced via drill.

- Eight evacuation drills annually.
- Eight of the required twelve lockdown and evacuation drills by December 31st.

- F. COVID-19 Response & Prevention:** In response to the COVID-19 pandemic, ALCS has established a Reopening Plan that details all actions taken to safely resume instruction and reduce the spread of infection. ALCS continues to monitor, and when applicable, alter the Reopening Plan. For specific response and prevention efforts please refer to the Reopening Plan at www.albanyleadershiphigh.org/reopening-information/.

Section III: Responding to Threats and Acts of Violence

A. Response Procedures

The School Emergency Response Plan provides guidance on the school's policies and procedures for responding to direct and implied acts of violence (i.e., crimes against persons, hostage taking, intruder, bomb threats, and kidnapping) by students, teachers, other school personnel and visitors to the school, including threats by students against themselves. Response procedures are reviewed by the School Safety Committee to ensure content is current. The following types of procedures are addressed in the plan:

- Internal and external emergency reporting protocols.
- Emergency and response assessment.
- Procedures and resources to safeguard students and staff.
- Internal and external communication procedures, which includes communication to parents/guardians and media.
- Procedures to provide transportation, if necessary.
- Debriefing procedures.

B. Parental / Guardian Contact

The school has established policies and procedures to contact parents / guardians of students in the event of a violent incident or an early dismissal. All or part of the following communication methods will be used to deliver such information:

- The CEO will notify local media of any unplanned event that may result in a change of the regular school day. The CEO will close the school via the School Closing Network (www.schoolclosingnetwork.com).
- The CEO may follow the same protocol above to formulate a press release relevant to any incident that may cause undue panic and concern in a problematic rush to the school by parents and media.
- The use of mass communication, such as social media, letter mailed to the student's permanent address, or the school's One Call System which allows for recorded messages to be telephoned to parents and guardians.

C. Disciplinary Action

Students that participate in acts of violence are subject to disciplinary actions in accordance with the Albany Leadership Charter School for Girls' Parent/Guardian Handbook and Code of Excellent Conduct and related provisions found under the Education Law, Regulations of the Commissioner of Education, and local laws.

Authorities (police, Children and Family Services, Mobile Crisis Unit, etc.) may be called for visitors participating in any violent or unsafe acts on school grounds. All visitors are bound by schools' policies, including those outlined in the Code of Excellent Conduct. Law enforcement will be contacted, and when necessary criminal charges applied, for visitors in violation of ALCS policies or who are participating in acts that endanger the school community or property. Law enforcement regulations will determine the consequences of the incident.

Child abuse reporting procedures will be followed by all staff for all acts of alleged or actual child abuse against students learned to have occurred in or outside of school.

Section IV: Obtaining Emergency Assistance from Local Government or Community Agencies

In the event of an emergency, ALCS will call 911 for emergency assistance. Any adult in the building is authorized to call 911 for emergency assistance. The responding agency will assume responsibility for the incident and take the lead. If involvement is needed from other local government or community agencies, then the CEO or designee would act as that contact person. Additional procedures for communications can be found in the School Emergency Response Plan.

Section V: Prevention and Intervention Strategies

A. School Security

The following policies and procedures have been developed to uphold school and building security:

- **Safety Staff:** ALCS employs multiple staff members with primary roles to safeguard students, staff, and visitors from harm; to deter, detect, respond to, and report infractions of the Code of Excellent Conduct and New York State Law; and to protect the school's assets from theft and damage. These positions include, but are not limited to, the Assistant Principal and the Hall and Behavior Support Specialists. These positions are authorized to carry out these roles pursuant to applicable policies, regulations, and training.
- **Limited Building Access:**
 - Typically, all entrances are locked 24 hours per day. Some events do require building doors to remain unlocked. During these events, entrance to the building is monitored.
 - During normal school hours, access by students and visitors is via the main entrance. Main entrance access is monitored and controlled by a video/audio electronic access control system.
 - An electronic keyless entry system allows specific access to authorized personnel during designated periods and times.
- **Photo Identification Badges:** All ALCS employees and students are issued photo identification badges that are displayed while on school property to assist visitors, students and staff in identifying school community members, as well as possible intruders.

- **Visitor Policy:** An approved visitor will complete a sign-in procedure and will be issued an approved visitor pass upon gaining access to the building. Visitors may be required to show an ID each time they enter the school.
- **Video Surveillance:** More than 60 video cameras record the ALCS property, which includes the grounds, the classrooms, gymnasium, student union, hallways, and stairwells 24 hours per day. All videos can be replayed at any time using the Digital Video Recorder that the cameras feed. Designated staff is trained on how to access, view, search, and recover images.
- **Intrusion Detection Alarm:** An intrusion detection (burglar) alarm system is linked to a central monitoring station. Designated staff are trained in its proper use to maximize the performance of the system and minimize the incidence of false alarms.
- **Fire Alarm System:** A fire detection alarm is linked to a central monitoring station. These alarms and ALCS' fire response procedures are tested regularly consistent with NYSED regulations.
- **Fingerprinting and Background Checks:** Fingerprinting and background checks are completed for all staff upon hiring.

B. Early Detection of Potentially Violent Behaviors

ALCS recognizes the importance of early recognition and intervention into potentially violent or threatening behaviors. Students, families, and staff are encouraged to report information regarding student conflicts, threats, or concerns that may negatively impact the safety of the school community with school administration so that an assessment or investigation can commence in a timely fashion. As well, ALCS has developed communication channels for local law enforcement, area schools, and various community members so they can report student conflicts, threats, or safety concerns with school administration. ALCS has implemented procedures to disseminate information concerning potentially violent behaviors with individuals deemed appropriate, such as but not limited to, parents/guardians, ALCS staff, students, law enforcement, and community members.

ALCS recognizes the importance of programs and activities that improve communication throughout the school community and that encourage the reporting of potentially dangerous, suspicious, or violent behavior. Such efforts serve to improve the security, safety, and quality of life for all those in the school community. ALCS' prevention and intervention strategies include but are not limited to:

- **Student Support Team:** Managed by the building principals and composed of multiple student support staff (Social Workers, School Counselors, and the Assistant Principal) work with students and families to ensure optimal and safe learning conditions for the student population. The team acquires and disseminates relevant literature to the community, staff, and students; alerts faculty and relevant staff when students may be considered at-risk due to traumatic experiences outside of school; and communicates staff development opportunities for violence prevention and early detection. The Student Support Team also coordinates restorative/mediation programs and counseling for students.

- ALCS Disciplinary Process: Managed by the Assistant Principal, ALCS' disciplinary procedures provide immediate interventions for behaviors that imply threat to health or safety. The process also supports students with redirection, intervention counseling, and/or informal plans of action.
- ALCS C.L.E.A.R. Values. C.L.E.A.R. is defined as College and Career Readiness, Leadership, Empowerment, Accountability, and Resolve & Resiliency. This acronym is posted in every classroom and speaks to the level of behavior expected of every student.
- TLAC Behavioral Taxonomy
- Annual safety training for all staff.
- Extracurricular activities.
- Culturally responsive education.

C. Bullying Prevention, Identification, and Reporting (Dignity for All Students Act)

The Assistant Principal (or designee) serves as the Dignity for All Students Act (DASA) Coordinator. The DASA Coordinator oversees the DASA process and disseminates information regarding bullying prevention, identification, and reporting requirements. All school staff have been provided with information and training regarding the Dignity for All Students Act.

The DASA Coordinator completes all DASA investigations and develops interventions and solutions for students who are identified as victims of bullying and harassment.

The Code of Excellent Conduct contains language that specifically addresses bullying and harassment. Students who engage in bullying and harassment behaviors receive age-appropriate progressive interventions and/or discipline, which can range from use of mediation or informal and formal counseling to out of school suspension.

Section VI: Recovery (Post Incident Response Team)

Recovery addresses the help needed for all involved to heal and to restore the school community to "normal" operations after an emergency. After an emergency ALCS in collaboration with the Post-Incident Response Team (see Appendix D) deploys resources to support identified school needs.

After any emergency which has resulted in the serious injury, death or emotional trauma of a student or staff member, the entire staff may be used to help with the coordination of post trauma counseling. Planning and establishing the debriefing sessions will be the responsibility of the CEO and members of their immediate staff. Needed and appropriate alterations in the Safety Plan and Emergency Response Plan will be implemented based upon the debriefing sessions.

For critical situations that require the utilization of community mental health resources, the Chain of Command (or their designees) will be responsible for contacting the appropriate county mental health agency for assistance, guidance, and trained personnel, as needed.

Recovery plans may include mental health/emotional recovery, academic, physical and business recovery, and can continue long after the actual emergency.

Section VII: Post Emergency Report and Assessment

At the conclusion of an emergency or incident:

- The CEO or designee will complete all necessary reports to local and state officials.
- The Safety Committee and School Leadership team will meet to evaluate the effectiveness of the school response. If needed, the School Emergency Response Plan will be modified as necessary based on the evaluation.

Appendix A: Fact Sheet

Albany Leadership Charter School for Girls

Name of School: Albany Leadership Charter School for Girls

Address of Schools: 19 Hackett Blvd
Albany, New York 12208

Telephone: 518 694 5300
Fax: 518 694 5307

Contact: Felicia Woods, High School Principal
fwoods@albanyleadership.org

First Designee: Rahking Williams, High School Assistant Principal
rwilliams@albanyleadership.org

2024-2025 Population: 210 Students

Total Classrooms: 21

Number of Staff: 35

Name of School: Albany Leadership Charter School for Girls

Address of Schools: 75 Park Ave
Albany, New York 12202

Telephone: 518 694 5300
Fax: 518 694 5307

Contact: Marshay Hines, Middle School Principal
mhines@albanyleadership.org

First Designee: Victoria Ohonbamu, Middle School Assistant Principal
vohonbamu@albanyleadership.org

2024-2025 Population: 160 Students

Total Classrooms: 12

Number of Staff: 15

Appendix B**Chain of Command - Albany Leadership Charter School for Girls**

Note: It is the responsibility of each member of the Chain of Command to ensure he/she is familiar with this plan and capable of performing effectively in a crisis.

Staff Member	Title	Designee	Telephone
S. Neal Currie, Jr.	CEO	TBD	518-694-5300
TBD	Director of Finance and Operations	Tamara Smith	518-694-5300
Tamara Smith	Director of Curriculum and Instruction	Darius Romero	518-694-5300
Darius Romero	Information Systems Administrator	Brittany Peoples	518-694-5300
Brittany Peoples	Director of Advancement		518-694-5300

Appendix C:**School Safety Committee - Albany Leadership Charter School for Girls**

Staff Member	Title	Telephone
Felicia Woods	High School Principal	518-694-5300
Marshay Hines	Middle School Principal	518-694-5300
TBD	Director of Finance and Operations	518-694-5300
Brittany Peoples	Director of Advancement	518-694-5300
Erika Cheffolway	Nurse	518-694-5300
Ashley Haigh	Nurse	518-694-5300

Appendix D:**Post-Recovery Response Team - Albany Leadership Charter School for Girls**

Staff Member	Title	Office Number
S. Neal Currie, Jr.	CEO	518-694-5300
TBD	Director of Finance and Operations	518-694-5300
Brittany Peoples	Director of Advancement	518-694-5300
Felicia Woods	High School Principal	518-694-5300
TBD	Social Worker	518-694-5300
Erika Cheffolway	Nurse	518-694-5300
Marshay Hines	Middle School Principal	518-694-5300
Moesha Smith	Social Worker	518-694-5300
Ashley Haigh	Nurse	518-694-5300