



Albany Leadership Charter School for Girls

Monthly Accountability Committee Meeting

Date and Time

Tuesday October 20, 2026 at 9:00 AM EDT

Location

Virtual

Agenda

	Purpose	Presenter	Time
I. Opening Items			9:00 AM
A. Record Attendance			
B. Call the Meeting to Order			
C. Approve Minutes	Approve Minutes	Arricka Harrison	1 m
Approve minutes for Monthly Accountability Committee Meeting on September 15, 2026			
II. Accountability			9:01 AM
A. Accountability Report	Discuss	Tamara Smith	30 m
Panther Progress Report			
Brief enrollment Update			

	Purpose	Presenter	Time
B. Renewal Benchmark Discussion	Discuss	Arricka Harrison	20 m
III. Organizational Chart			9:51 AM
A. Review of the Organizational Chart	FYI	Arricka Harrison	5 m
IV. Closing Items			9:56 AM
A. Adjourn Meeting	Vote		

Coversheet

Approve Minutes

Section: I. Opening Items
Item: C. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for Monthly Accountability Committee Meeting on September 15, 2026



Albany Leadership Charter School for Girls

Minutes

Monthly Accountability Committee Meeting

Date and Time

Tuesday September 15, 2026 at 9:00 AM

Committee Members Present

A. Harrison (remote), E. Bowman (remote)

Committee Members Absent

None

Guests Present

C. Rowell (remote), D. Romero (remote), L. Oldenburg (remote), M. MacDonald (remote), S. Ukpere (remote), T. Smith (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

A. Harrison called a meeting of the Accountability Committee of Albany Leadership Charter School for Girls to order on Tuesday Sep 15, 2026 at 9:05 AM.

II. Accountability

A. Accountability Report

Leadership reviewed year-end academic outcomes, Regents performance, graduation progress, and current attendance trends. The discussion included plans to support scholars completing graduation requirements and strategies to improve attendance and student engagement.

Leadership also outlined efforts to promote consistent attendance, strengthen communication with families, and provide earlier intervention for scholars needing additional support. These efforts include attendance incentives and increased involvement from teaching teams in family outreach and student-support planning.

B. Enrollment Updates

The committee reviewed enrollment and seat-status information. The written accountability report identifies 316 scholars in the student information system, including five Super Seniors, while the grade-level table totals 305 enrolled scholars and 266 scholars who attended at least one day. Leadership will reconcile these figures, complete pending registrations, and update records for scholars who did not attend or transferred.

III. 2026–27 Strategic Priorities

A. Discussion Topics Related to the 2026–27 Strategic Priorities

The discussion emphasized attendance, scholar engagement, timely intervention, and stronger family contact as immediate priorities. The committee will continue monitoring academic outcomes, completion plans for scholars who have not graduated, and implementation of the new attendance incentives

IV. Organizational Chart

A. Review of the Organizational Chart

Organization chart was reviewed and suggestions for updates given.

V. 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 10:00 AM.

Respectfully Submitted,
A. Harrison

Documents used during the meeting

- ALCS.26_27.PPR.SEPT.26.pdf
- Discussion topics from ALCSG 2026- 27 Strategic Priorities.pdf
- ALCS.Org.Chart.26_27SY.pdf

Coversheet

Accountability Report

Section:	II. Accountability
Item:	A. Accountability Report
Purpose:	Discuss
Submitted by:	
Related Material:	ALCS.26_27.PPR.OCT.26.pdf



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Panther Performance Report: Principal's Monthly Report to the Board of Trustees

October 27, 2026

*Presented By: Tamara Smith, Eds.,
Principal, Albany Leadership Charter School for Girls *

1. Principal's Executive Summary: (Smith)

- October's work has focused on strengthening instructional consistency, stabilizing staffing, and reinforcing the conditions scholars and staff need to feel safe, supported, and ready to learn.
- Walkthroughs, coaching, Daily Lesson Snapshots, and professional learning follow-up remain instructional priorities. Leadership is expected to maintain these responsibilities while addressing immediate supervision and coverage needs.
- The October 7 dismissal incident required immediate safety follow-up, family communication, and a review of arrival, dismissal, and visitor procedures. Scholars did not attend on October 8, allowing time for staff response and planning.
- A Community Town Hall was held on October 14 to review safety procedures, hear family concerns, and identify solutions together. Family Action Committee involvement is being encouraged as part of rebuilding trust and partnership.
- Staffing shortages continue to affect coverage and continuity of instruction. Recruitment, interim substitute support, and review of staffing allocations remain active priorities.
- Preparation is underway for SUNY CSI's October 29 progress visit, with emphasis on implementation of strategic priorities, classroom instruction, evidence of progress, and areas requiring additional support.

2. Student Achievement: (Romero)

Assessment Data:

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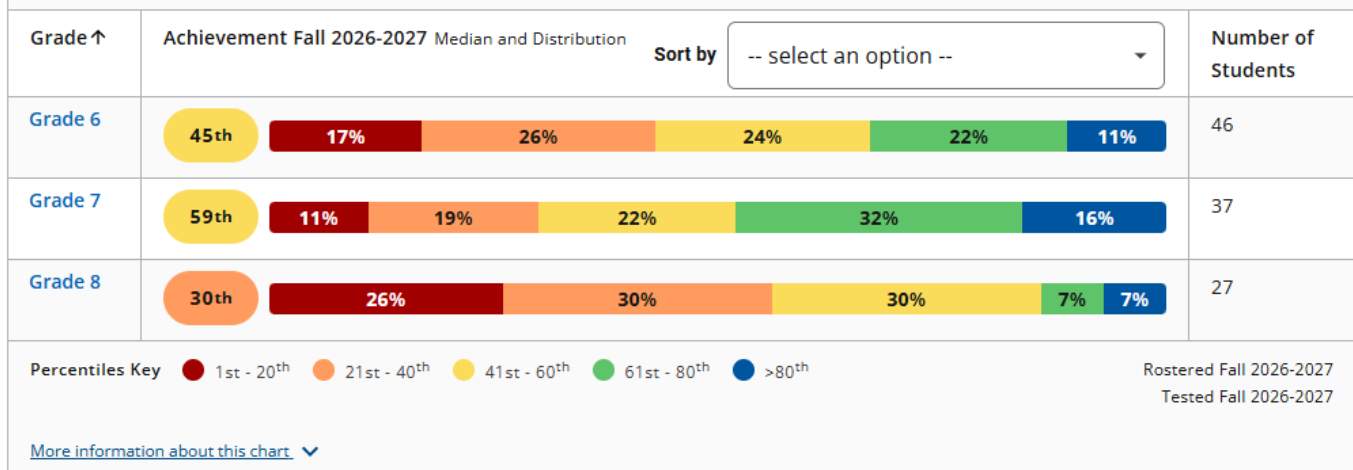
Fall 2026 NWEA Data Completion Rates

Grade	Reading	Math	Grade	Reading	Math
Grade 6	92%	90%	Grade 9	58%	74%
Grade 7	90%	90%	Grade 10	53%	63%
Grade 8	57%	68%	Grade 11	78%	78%
			Grade 12	62%	27%
Overall	80%	82%	Overall	62%	64%

School Profile

Achievement by Grade

Albany Leadership Charter School for Girls, 6-8 | Reading



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School Profile

Achievement by Grade

Albany Leadership Charter School for Girls, 6-8 | Math K-12

Grade ↑	Achievement Fall 2026-2027 Median and Distribution	Sort by -- select an option --	Number of Students
Grade 6	37th 29% 33% 20% 11% 7%		45
Grade 7	47th 16% 19% 35% 19% 11%		37
Grade 8	18th 56% 16% 16% 12%		32

Percentiles Key ● 1st - 20th ● 21st - 40th ● 41st - 60th ● 61st - 80th ● >80th

Rostered Fall 2026-2027
Tested Fall 2026-2027

[More information about this chart.](#) ▼

School Profile

Achievement by Grade

Albany Leadership Charter School for Girls | Reading

Grade ↑	Achievement Fall 2026-2027 Median and Distribution	Sort by -- select an option --	Number of Students
Grade 9	39th 28% 28% 27% 7% 10%		29
Grade 10	36th 25% 35% 15% 10% 15%		20
Grade 11	45th 14% 29% 25% 11% 21%		28
Grade 12	82nd 19% 31% 50%		16

Percentiles Key ● 1st - 20th ● 21st - 40th ● 41st - 60th ● 61st - 80th ● >80th

Rostered Fall 2026-2027
Tested Fall 2026-2027

[More information about this chart.](#) ▼

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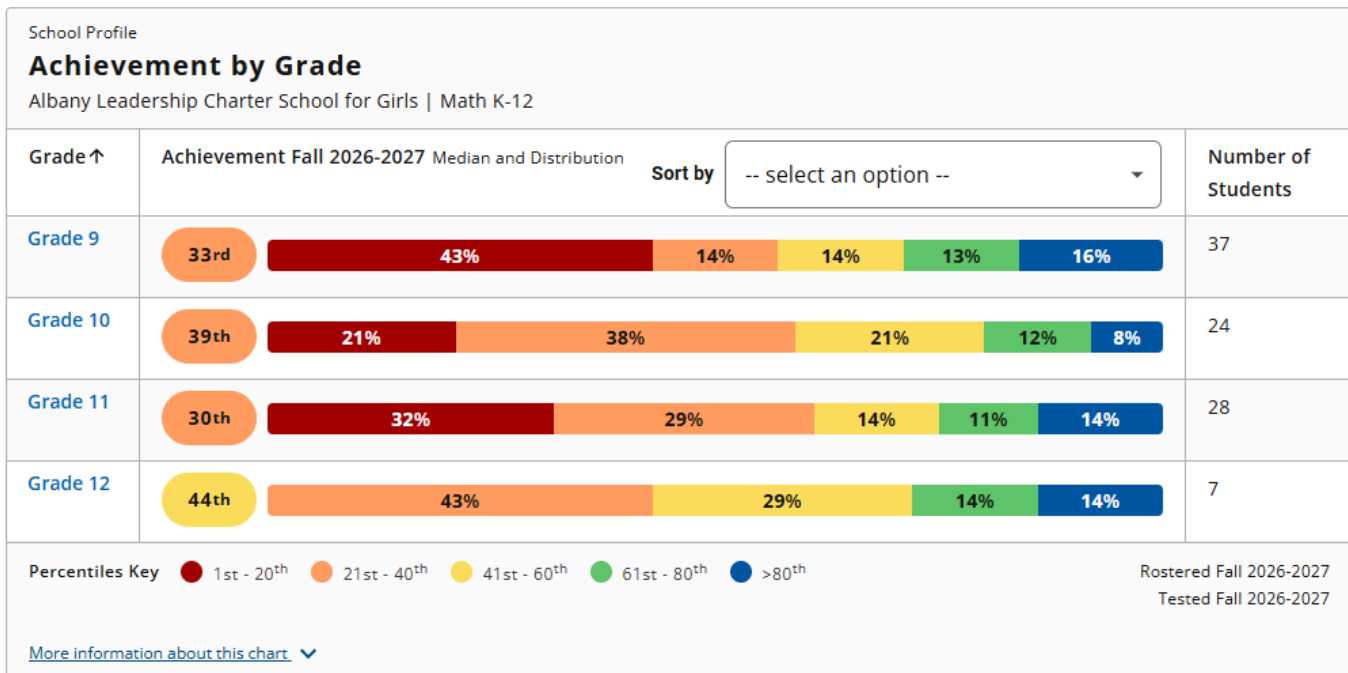
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3. Instruction & Curriculum: (MacDonald/Ukpere)

Instructional Highlights:

- Prior to October, instructional monitoring had progressed from walkthroughs alone to a stronger cycle of **observation** → **written feedback** → **follow-up evidence/student work**, with the goal of determining whether feedback is actually changing classroom practice. This directly advances the implementation work identified in the previous report.
- **Reporting-window context:** The DISI's last day in the building was October 1, with a return on October 13. As a result, there is not yet sufficient October walkthrough/coaching evidence to responsibly report a new schoolwide instructional trend. **Additionally, 20 teacher submissions from the October 2 asynchronous professional learning module remain pending review; conclusions regarding educator understanding, implementation, or impact will be reported only after that evidence is analyzed.**
- A new DISI-developed implementation-monitoring measure was established in September. The DISI independently designed, launched, and analyzed parallel **September Instructional Implementation Pulse surveys** for educators and scholars to compare reported instructional practice with students' lived classroom experience. **Twelve**

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instructional staff members and 34 scholars responded. Early results suggest that core instructional systems are taking hold, but are not yet experienced consistently across classrooms. For example, 92% of responding educators reported frequent use of adopted curriculum and pacing and 83% reported frequent use of checks for understanding, while 59% of scholars reported frequently engaging in sustained thinking/production, 53% reported that teachers regularly check whether most students understand before moving on, and 32% reported frequent academic discussion with peers. One area of stronger alignment was instructional response: 67% of educators reported frequently adjusting or reteaching based on evidence, compared with 65% of scholars who reported that teachers explain, reteach, or try another approach when students are confused. These results establish a baseline for tracking whether the gap between adult implementation and scholar experience narrows over time.

- **The pulse also identified implementation conditions requiring attention.** Half of educator respondents identified **planning/internalization time** as a significant barrier, and half identified **student skill gaps**. Differentiation and support for diverse learners was the most frequently requested area for additional October support. Scholar responses most frequently identified **clearer directions/examples, more useful feedback, and additional help when confused** as changes that would improve learning. These findings will be triangulated with walkthroughs, student work, and coaching evidence rather than treated as stand-alone perception data.
- **Instructional continuity demands have expanded.** Persistent staffing vacancies, along with an additional ELA vacancy upon return, have added vacancy-material preparation, instructional continuity planning, and direct classroom coverage to the DISI workload alongside walkthroughs, coaching, Daily Lesson Snapshot monitoring, professional learning, student-work review, and CSI preparation. Since returning, assigned classroom coverage and vacancy preparation have already displaced portions of time otherwise available for these instructional leadership functions.
- **Role-capacity concern:** The separate paid coverage-coordination responsibility and associated stipend were discontinued on October 9, with coverage coordination shifting to HR. However, the underlying coverage demand has not decreased. Since returning, substantial portions of instruction leadership time have continued to be redirected to direct classroom coverage and vacancy support. **Administration has clarified that immediate scholar supervision takes precedence when responsibilities conflict, while walkthroughs, coaching, Snapshot monitoring, professional learning follow up, vacancy preparation and established reporting deadlines remain assigned priorities.** This mirrors an already-identified schoolwide risk: coverage demands reduce both teacher planning time and leadership capacity for walkthroughs, coaching, data analysis, and instructional follow-through.
- **Immediate priority:** Protect and explicitly prioritize core instructional-leadership responsibilities. When additional operational or vacancy-related work is assigned, leadership must also identify what existing work is being deferred so that implementation

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monitoring and renewal-facing instructional improvement remain credible and sustainable. For accountability, future reporting will distinguish completed implementation, outstanding evidence or analysis, documented barriers, and work deferred because of competing assignments rather than representing incomplete work as completed progress. The instructional planning record had already identified limited staffing, time, and leadership capacity as requiring deliberate sequencing and protection against overload. This is especially important as the school prepares for the October 29 CSI visit.

Student Support Services:

- Special Education and ENL scholar rosters are being finalized and maintained to support accurate identification of services, accommodations, programming, and instructional needs across classrooms.
- **Weekly meetings have been established with Special Education and ENL staff to review scholar needs, address programming and service-delivery concerns, strengthen instructional planning, and provide ongoing support.**
- Development of a standardized **Special Education referral process and SOP** is underway, including teacher referral documentation, classroom observations, intervention data, work samples, and parent/guardian communication requirements.
- Special Education programming continues to be strengthened through attention to **Resource Room supports, accommodations, IEP implementation, and access to grade-level curriculum.**
- ENL programming is being reviewed to strengthen **service delivery, instructional supports, and scholar scheduling**, while preparing for the transition from NYSESLAT to WIDA assessments for the **2026-2027 school year.**
- Initial work continues to strengthen the **MTSS structure**, including identifying intervention needs and developing clearer systems for documenting interventions, monitoring scholar progress, and determining when additional supports or referrals are warranted.

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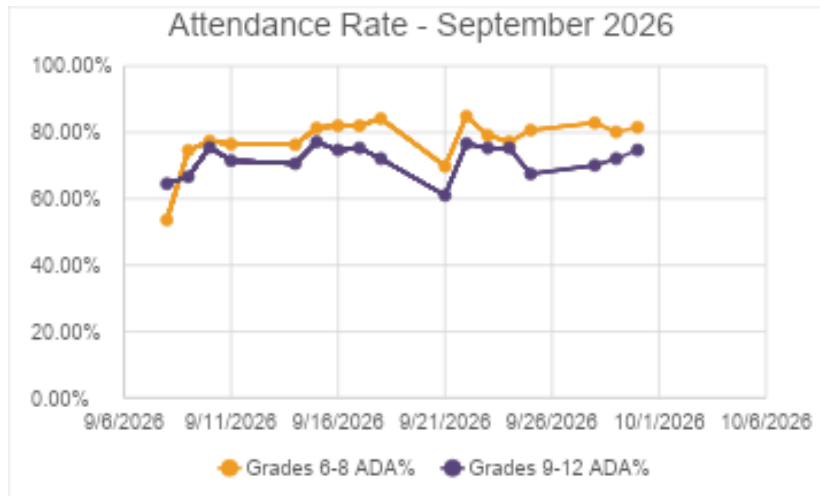
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4. School Culture: (Ogden)

Attendance:



September 2026 ADA

Cohort	Sum of ADA
2021 Cohort	23.53%
2022 Cohort	15.69%
2023 Cohort	68.34%
2024 Cohort	73.55%
2025 Cohort	72.88%
2026 Cohort	76.36%
Grade 6	76.58%
Grade 7	83.06%
Grade 8	75.15%
Grand Total	74.80%

2026-27 YTD Chronic Absenteeism

Cohort	Average of CA
2021 Cohort	100.00%
2022 Cohort	100.00%
2023 Cohort	77.78%
2024 Cohort	73.17%
2025 Cohort	58.33%
2026 Cohort	58.70%
Grade 6	62.50%
Grade 7	48.84%
Grade 8	77.08%
Grand Total	65.19%

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September Attendance Initiative:

Grade	Students at 90% or Better
6	19
7	22
8	11
9	19
10	16
11	10
12	6
Total	103

Behavior:

Metric:	Current: (26/27 SY)	Previous: (25/26 SY)
Suspensions	8	67
Referrals	?	63

5. Operations: (CT)

Upcoming Building Projects:

- **Science Lab Chemical Disposal:** Awaiting confirmation from the vendor regarding the chemical pickup date.
- **First-Floor Window Tinting:** To enhance building safety and security, we are exploring the option of tinting the windows on the first floor only.
- **Exterior Camera System:** The exterior camera system requires maintenance and adjustments to ensure proper functionality and adequate security coverage.
- **Exterior Speaker System:** We need to install three additional outdoor speakers to support safety announcements and emergency communications.

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Parking Lot Restriping / Potholes

- **Parking Lot and Drainage Repairs:** The proposals for repairing the parking lot potholes and addressing the drainage issue behind the kitchen have been received and the price is \$3600. The work is expected to begin soon and be completed before winter. This year, we will focus on repairing the potholes and lowering the drainage cover behind the kitchen to improve water flow and ensure proper drainage. Parking lot striping will be postponed until a later date.

HVAC Update

- **RTU #9:** The refrigeration circuit has a leak that needs to be repaired.
- **Seven RTU units:** Compressor contactors need to be replaced.

Gym Rental

- We have two more requests for the gym rental. Both have been approved.

Chromebook Update

- We currently have 303 Chromebooks in the building.
- **Chromebook Repairs and Parts Procurement:** Several Chromebooks require repairs, and additional replacement parts need to be ordered to complete the necessary repairs. The middle school has already reported more than 10 broken Chromebooks within the first month of school. Since we currently do not have sufficient replacement parts in stock, we need to place an order to ensure the damaged devices can be repaired and returned to service as soon as possible.

6. Staffing & Human Resources: (Smith)

- **Priority vacancies:** Recruitment continues for Grades 9-12 ELA and Mathematics, Grades 6-8 ENL, Grades 9-12 Special Education, Grades 6-8 PE/Health, and a part-time Athletic Director. The ELA vacancy has reopened following Dawn Friedman's departure.
- **Recruitment and coverage:** Initial Mathematics interviews were scheduled for October 6-8. Senya substitute support and internal coverage are being used while permanent appointments are pursued.
- **Instructional continuity:** Lesson materials for vacant positions must be prepared and shared weekly. Printed materials are expected to be ready for outside substitutes, with coordination through the main office.
- **Student support leadership:** The Director of Student Support Services, hired in August, continues work on Special Education and ENL programming, referral procedures, service coordination, and staff support.
- **Counselor transition:** Mr. Boykin is supporting the transition as Mrs. Lecakes moves on in her professional career. Records review, registration coordination, and scholar support require continued follow-through during this transition.
- **Staffing structure:** Ms. Rowell is currently no longer with ALCS.
- **Staff support and accountability:** First-quarter individual educator check-ins are scheduled for October 19-28 to discuss the opening of school, professional growth needs, and support from the Principal.

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6-8 October 2026 Teacher Retention				
Content Area	Total teachers	Total teachers retained	Percent of teachers retained	Reason/Notes
6 th Grade HUM	1	1	100%	
6 th Grade STEM	1	1	100%	
ELA 7/8	1	1	100%	
Social Studies 7/8	1	1	100%	
Math 7/8	1	1	100%	
Encores	2.5	2.5	100%	Welge: Resigned August, 2026 - New Hire Begins November, 2026
SPED	1	1	100%	
ENL	1	0	0%	Moved to Office Manager 26/27 SY- Need to Hire
Total	9.5	8.5	89%	
9-12 October 2026 Teacher Retention				
Content Area	Total teachers	Total teachers retained	Percent of teachers retained	Reason/Notes
ELA	2	1	50%	Friedman: Resigned 9/8/26 - Need to Hire
Social Studies	2	2	100%	
Math	2	1	50%	ALG 2 Terminated August, 2026 Need to Hire
Science	3	3	100%	BIO Hired August, 2026
Encores	4	4	100%	
Resident Teachers	1	1	100%	
SPED	2	1	50%	3rd SPED Hired September, 2026/Resigned September 20206
MTSS	0.5	0.5	100%	
ENL	2	2	100%	
Total	20.5	16.5	80%	

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7. Finance: (Oldenburg)

Billing: October

- Albany: 174
- Cohoes: 4
- East Greenbush: 2
- Guilderland: 4
- Lansingburgh: 4
- Menands: 1
- North Colonie: 6
- Ravena: 1
- Rensselaer: 5
- Rotterdam: 1
- Schenectady: 58
- Schodack: 3
- Shenendhova: 1
- South Colonie: 2
- Troy: 9
- Waterford: 1
- Watervliet: 12

Total of **288** students - Billed in October 2026

8. Compliance: (MacDonald/Romero)

- Charter Requirements: N/A
- State Reporting: N/A
- Testing Compliance:
 - Reviewing testing accommodations for scholars with IEPs and 504 Plans to ensure required accommodations are accurately documented and implemented for state and school-based assessments.
 - Coordinating with instructional staff to ensure required testing accommodations are communicated and implemented consistently across assessment settings
- Special Education:
 - Developing a standardized Special Education referral process and Standard Operating Procedure (SOP) to ensure consistent identification, documentation, and referral of scholars requiring additional support.
 - Creating standardized teacher referral and classroom observation forms to document areas of concern, interventions implemented, scholar response, and supporting data.
 - Establishing consistent referral documentation requirements, including classroom observations, intervention data, work samples, and parent/guardian communication.

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- Established weekly meetings with Special Education teachers to provide ongoing support, address scholar needs, monitor programming and service delivery, and strengthen consistency across the Special Education program.
- Completing and maintaining the comprehensive Special Education/ENL scholar list to support accurate identification, programming, accommodations, and service delivery.
- **ENL:**
 - Currently evaluating ENL scholar schedules, mandated services, and course programming to identify service needs and strengthen instructional support.
 - Established weekly meetings with ENL teachers to review scholar needs, programming, service delivery, instructional supports, and ongoing priorities.
 - Supporting alignment of ENL instructional services and accommodations with individual scholar needs.
 - Preparing for the transition from NYSESLAT to WIDA assessments for the 2026–2027 school year.
- **Civil Rights:**
 - Civil Rights Data Collection for 25-26 tentatively set to open Dec. 2026
- **Health & Safety:** N/A

9. Enrollment: (Romero)

Grade/HS Cohort	Budgeted Enrollment	Enrolled in PowerSchool SIS as of 2026-09-18	Continually Enrolled	New Students	Has Not Attended as of 2026-09-18	Missing (Enrolled Previously)	No Show (Enrolled This Year)	In Seat at Least 1 Day
Grade 6	45	48	1	47	0	0	0	48
Grade 7	45	40	26	14	0	0	0	40
Grade 8	40	47	38	9	3	3	0	44
HS Year 1	40	42	30	12	2	2	0	40
HS Year 2	40	35	25	10	3	3	0	32
HS Year 3	40	41	35	6	2	2	0	39
HS Year 4+	25	31	30	1	3	3	0	28
Total	275	284	185	99	13	13	0	271

- Fluctuations in reported numbers for enrollment are a result of the ongoing process of removing non-attending/transfer students, completing registrations and managing immunizations and other requirements for attending school.

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10. Community Engagement: (Rowell)

Activities, Events, & School Culture:

ALBANY LEADERSHIP CHARTER SCHOOL FOR GIRLS

PANTHER PRIDE *Events & Highlights*

SEPTEMBER 18 – OCTOBER 19, 2026

SEPTEMBER	OCTOBER	UPCOMING
21-25 Grade-Level Cohort Meetings 23 High School Picture Day 24 Middle School Picture Day 28 Candlelighting Ceremony 28-Oct. 2 Fall NWEA Testing 30 Back-to-School Night & Ice Cream Social 5:00-7:00 PM	2 Panther Pride Clap-In & Staff Professional Development 6 Fire Drill 8 No Scholar Attendance Week of 12 Hispanic Heritage Spirit Week & Progress Reports 14 Community Town Hall 4:00-5:30 PM	Oct. 16 Hispanic Heritage Month Assembly Oct. 18 Making Strides Breast Cancer Walk Washington Park Oct. 19 Homecoming Spirit Week Begins Oct. 19 First-Quarter Educator Check-Ins Begin

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Be Excellent on Purpose.

Communications:

I. Website

- Updated 26-27 School Year info
- Audited all pages to update to current year and materials
- Reviewed pages for outdated information and made minor content adjustments as needed
- Ensured links and forms are functioning properly
- Continued routine website maintenance to keep content current and accessible

II. Communications:

A. KINVO:

- (SEPT 8) If you are not an Albany resident, please see the attached Durham (yellow) bus schedule. PM bus times are not yet confirmed. Please allow for a

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3:45–4:15 PM wait period. We'll share updates as soon as available. Thank you for your patience and understanding!

III. Marketing:

- A. Coverage of ALCS events both live stories and hard posts
- B. Promotion of upcoming events
- C. Back to school promotions
- D. All flyers for in house events
- E. Tiktoks

11. Upcoming Events: (Rowell)

ALBANY LEADERSHIP CHARTER SCHOOL FOR GIRLS

UPCOMING EVENTS

OCTOBER 16–NOVEMBER 17, 2026

OCT 16	Hispanic Heritage Month Assembly	OCT 18	Breast Cancer Walk	OCT 19–23	Homecoming Week
OCT 24	Homecoming Grades 9–12	OCT 28	PSAT / SAT Day Grades 10–12 test • Grades 6–9 do not attend	OCT 29	SUNY CSI Site Visit Visitors arrive at 1:00 PM
NOV 13	Report Card Grades & Comments Due	NOV 13	AP Exam Ordering Deadline	NOV 17	Mandated Reporter Training Due Submit certificate and signed protocol acknowledgment

SISTERHOOD • SCHOLARSHIP • SERVICE • LEADERSHIP

Be Excellent on Purpose.

12. Celebrations: (Smith)

- **Back-to-School Night:** Staff welcomed families into classrooms and supported an evening

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- of connection, school pride, and community participation.
- **Candlelighting Ceremony:** The September 28 event created space for reflection, connection, and attention to the well-being of our school community.
- **Scholar leadership:** Ms. Kilpeck has stepped forward as the National Honor Society advisor, supporting opportunities for scholarship, leadership, and service.
- **Advisory implementation:** Daily advisory is underway, with October educator and scholar materials available to support relationships, academic habits, and scholar ownership.
- **Educator recognition:** Ms. Heilsberg is being recognized with the Robert J. Neiderberger Award through the Capital District Council for the Social Studies.
- **Community recognition:** The Principal was being honored through the 2026 YMCA Resourceful Women's Awards, providing an opportunity to highlight ALCS and the work of our school community.

13. Principal's Priorities for Next Month: (Smith)

- **Staffing and supervision:** Fill priority vacancies, maintain dependable classroom and hallway coverage, and monitor the effect of staffing changes on instruction and mandated services.
- **Safety and family partnership:** Monitor implementation of arrival, dismissal, and visitor procedures; follow up on Town Hall feedback; and strengthen Family Action Committee participation.
- **Instructional improvement:** Maintain walkthroughs, coaching, Daily Lesson Snapshot monitoring, and professional learning follow-up, with clear actions and timelines for identified needs. Prepare for Formal Evaluations.
- **Assessment and scholar progress:** Review fall NWEA and classroom evidence, strengthen intervention planning, and ensure accurate grades and timely family communication as the first marking period closes.
- **Educator growth:** Complete first-quarter individual check-ins and use the feedback to identify practical supports and professional growth priorities.
- **Strategic priorities:** Review leadership members' progress, evidence of impact, challenges, support needs, and next steps; use SUNY visit feedback to refine the next 30 days of work.
- **Attendance and enrollment:** Strengthen documented outreach to non-attending scholars and families, reconcile enrollment records, and advance a sustainable plan for recruitment and enrollment support.
- **November readiness:** Prepare for report cards on November 13 and follow up on required staff training due November 17.

14. Information For the Board: (Smith)

Board Awareness:

- The October 7 dismissal incident prompted immediate safety follow-up, disciplinary processes, and updated arrival and dismissal procedures. Individual scholar matters will be handled through the appropriate confidential process.
- The October 14 Community Town Hall was intended to hear family concerns, explain safety

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expectations, and identify shared steps for rebuilding trust and strengthening our community.

- SUNY CSI's onsite visit is confirmed for October 29. Plans include an introductory leadership meeting at approximately 1:00 PM, informal classroom walkthroughs beginning around 1:30 PM, and a leadership debrief at 3:30 PM following dismissal.
- Staffing shortages, including the reopened high school ELA vacancy, continue to place pressure on coverage, supervision, and instructional continuity. Special Education and ENL service-delivery needs remain priorities.
- Leadership members are being asked to document progress toward their strategic responsibilities, including accomplishments, evidence of impact, barriers, support needed, and intended outcomes for the next 30 days.

Board Action Needed:

- **Amendment Language: 26/27 Employee Handbook**
 - Complete the pending handbook policy clarification through the appropriate Board process and ensure the approved language is communicated consistently to staff.

Board Support Requested:

- Recruitment: Share vacancies through professional networks and refer qualified candidates, particularly for Mathematics, ELA, Special Education, and ENL.
- SUNY visit participation: Coordinate Board Chair participation in the October 29 visit. A separate conversation with SUNY at approximately 3:00 PM would allow school leadership to manage dismissal.
- Safety and family engagement: Support consistent schoolwide expectations and opportunities for families to participate constructively in the Family Action Committee and community discussions.
- Timely resource decisions: Help address identified barriers involving staffing, supervision, mandated services, and enrollment support while maintaining clear responsibility for day-to-day school operations.
- Renewal oversight: Review implementation evidence and November progress checkpoints, including instructional trends, intervention delivery, attendance, enrollment, staffing, and follow-through on improvement priorities.

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Coversheet

Renewal Benchmark Discussion

Section:	II. Accountability
Item:	B. Renewal Benchmark Discussion
Purpose:	Discuss
Submitted by:	
Related Material:	Renewal Benchmarks.pdf

Albany Leadership Charter School for Girls Renewal Benchmarks - September 2026

Metric	Rationale	September 2024 Status	FY 25	FY 26	FY 27
Middle School ELA and Math - goal is to be higher than the local district	The middle school expansion was requested to improve the readiness of ALCS prospective 9th graders.	Grade 6-8 ELA and Math is currently lower than district outcomes. <3 ELA <15 Math	>10 points than district <u>ELA</u> ALCS 35% proficient ACSD 38% proficient <u>Math</u> ALCS 16% proficient ACSD 35% proficient	>15 points than district <u>ELA</u> Data Embargoed <u>Math</u> Data Embargoed	>25 points than district
75% of students will pass 3 Regents passed by the start of third year.	Students who do not meet this metric are at higher risk of not meeting 5 Regents by graduation - affecting on-time grad rate potential.	This number has historically been lower than 50%	60% in FY 25 18%	70% in FY 26 15%	80% in FY 27
75% of students will graduate in four years.	Ideally this result is a higher mark than the local school district and at least meeting the charter goal of 75%	<u>67% in 2024</u>	Maintain at least 85% 4-year grad rate in FY 25, 26, 27 80%	85% 72%	85%
School is meeting authorized enrollment	This speaks to long term school viability and attractability in the region. Chartered enrollment is 450.	332 As of 9/17/2024	At least 360 (80% of chartered enrollment) BEDS 2024: 370	At least 360 (80% of chartered enrollment) BEDS 2025: 283	At least 360 (80% of chartered enrollment)
School has 60-75 days of unrestricted cash reserves on 7/1/2027	Aside from the \$\$ bond covenant which calls for 30-45 days of cash - school will ideally have approx. 30 days of additional cash as well.	Discussion for finance committee and BoostEd	TBD 6 Days	TBD 3 Days	TBD

Coversheet

Review of the Organizational Chart

Section:	III. Organizational Chart
Item:	A. Review of the Organizational Chart
Purpose:	FYI
Submitted by:	
Related Material:	ALCS_Organizational_Chart_FY27.pdf

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ORGANIZATIONAL FLOW

