



MCCPS Board of Trustees

Monthly Board Meeting

Amended on November 13, 2018 at 3:28 PM EST

Date and Time

Tuesday November 13, 2018 at 7:00 PM EST

Location

MCCPS, Room 8L

Agenda

	Purpose	Presenter	Time
I. Opening Items			7:00 PM
A. Record Attendance and Guests		Paul Baker	
B. Call the Meeting to Order		Artie Sullivan	
C. Approve Minutes	Approve Minutes	Paul Baker	3 m
Meeting of Sept 25, 2018			
Approve minutes for Monthly Board Meeting on October 30, 2018			
II. Presentations			7:03 PM
A. Student Presentation	Discuss	Ellen Lodgen	5 m
Presentation made by MCCPS Students			
Members of the MCCPS 7th Grade			
B. PTO Liason	FYI	Artie Sullivan	5 m
PTO Liason			
III. Public Comment			7:13 PM
A. Public Comment	Discuss	Artie Sullivan	5 m
IV. Review of Previous Meeting Action Items			7:18 PM
A. Review of Previous Meeting Action Items	Discuss	Artie Sullivan	5 m

F. Strategic Planning Update	Discuss	Fred Ferris and Jen Jewell	5 m
G. Planning for SY 2020	Discuss	Artie Sullivan	3 m

Planning for upcoming SY 2020

- 25th Anniversary Celebration
- Charter Renewal Application Process
 - Submit Charter Renewal Application by August 1, 2019
 - Preparation for 3-day Site Visit in Estimated Fall 2019
 - Prepare Accountability Plan Draft

VI. Committee Updates 7:51 PM

A. Governance Committee	Discuss	Nichole Thompson	5 m
B. Finance Committee	Discuss	Karl Smith	5 m
C. Personnel Committee	Discuss	Artie Sullivan	
D. Academic Excellence	Discuss	Sean Killeen	5 m
E. Development	Discuss	Ellen Lodgen	5 m
F. Strategic Plan Committee	Discuss	Fred Ferris and Jen Jewell	
G. Communications, and Community Relations Committee	Discuss	Ian Hunt	5 m

VII. HOS Report 8:16 PM

A. Monthly Report	FYI	Nina Cullen-Hamzeh	9 m
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HOS to share monthly report.

VIII. Public Comment 8:25 PM

A. Public Comment	Discuss	Artie Sullivan	5 m
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IX. Board Member Comments and Resolutions 8:30 PM

A. Board Member Comments and Resolutions	Discuss	Artie Sullivan	5 m
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This is an opportunity for Board Member Comments and Resolutions

X. Closing Items 8:35 PM

A. Recap Action Items	Discuss	Paul Baker	2 m
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Clerk to review actions items, add any additional items discussed.

B. Meeting Evaluation	Discuss	Artie Sullivan	3 m
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Discuss how meeting went, did we stay on topic, meet goals, etc.

C. Adjourn Meeting	Vote	Artie Sullivan	
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Cover Sheet

Approve Minutes

Section: I. Opening Items
Item: C. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Monthly Board Meeting on October 30, 2018



MCCPS Board of Trustees

Minutes

Monthly Board Meeting

Date and Time

Tuesday October 30, 2018 at 7:00 PM

Location

MCCPS, Room 8L

Trustees Present

Artie Sullivan, Ellen Lodgen, Fred Ferris, Ian Hunt, Jen Jewell, Karl Smith, Nichole Thompson, Nina Cullen-Hamzeh, Paul Baker, Tony Palladino

Trustees Absent

Sean Killeen

Guests Present

Adria Smith, Carol McEnaney, Cathleen King, Elizabeth Burns, Erik Larson, Jeanne Smith, Jeff Barry, Karen Kagan, Larry Lodgen, Michael Condon, Nicole Guerin, Rob Whitman, Rudi Herve, William Sullivan, Xhazzie Kindle

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

Artie Sullivan called a meeting of the board of trustees of MCCPS Board of Trustees to order on Tuesday Oct 30, 2018 @ 7:03 PM at MCCPS, Room 8L.

C. Approve Minutes

Artie Sullivan made a motion to approve minutes from the Monthly Board Meeting on 09-25-18.

Fred Ferris seconded the motion.

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

II. Presentations

A. Student Presentation

8th Graders Charlie Smith & Alex Usanov presented an informative overview of the academics that the 8th grade are pursuing this year and the privileges that they enjoy at MCCPS.

B. PTO Liason

Nobody from the PTO Liaison Committee was present at the meeting.

III. Public Comment

A. Public Comment

There was no public comment at this time.

IV. Review of Previous Meeting Action Items

A. Review of Previous Meeting Action Items

Board Chair, Artie Sullivan, provided brief overview/recap of last meetings action items.

V. Other Business

A. Update on Board Goals for SY 19

Board Chair, Artie Sullivan, presented a brief recap of Board Goals for the year as noted/outlined per meeting packet.

B. SY 2017-2018 Audit Review and Adoption

Artie Sullivan made a motion to accept the audit report as drafted along with the representations of management and the expression of opinions made by Daniel Dennis & Co. LLP as embodied in the combined financial statements and independent auditors' reports for the year ended June 30, 2018 and submit the report to the appropriate regulatory body.

Karl Smith seconded the motion.

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

C. Head of School Vision Presentation

HOS presented her thoughts and visions for the future of MCCPS.

The presentation was both informative and wide ranging in scope. The presentation was particularly helpful to newer Board members, as well as guests, in that the HOS covered her teaching background prior to MCCPS as well as detailing her roles and accomplishments since the inception of the school.

Together with her visions, HOS provided an all encompassing picture of MCCPS, past, present and future.

D. Board Self Assessment Review

This topic will be discussed at next Board meeting.

E. Development of Board Policies

Board Chair, Artie Sullivan, reiterated the need for the Board to approve a "policy to approve policies" to enable policies past, present and future to be reviewed and approved by the Board of Trustees

F. Policy Adoption

Karl Smith made a motion to Accept the Policy Adoption Policy proposal as presented with the edit/deletion of the word "solely" from the first sentence. Fred Ferris seconded the motion. The board **VOTED** unanimously to approve the motion.

G. HOS Succession Plan

HOS succession plan was discussed. Plan received universal approval. Plan will be reworded, re-presented and discussed for vote at 11/13 Board meeting.

H. Strategic Planning Update

Strategic Plan Committee met on 10/10...Have a couple of vision statements that are being fine tuned.."Navigators Chart The Course"

I. Planning for SY 2020

This topic was briefly visited and will be further discussed at next meeting.

VI. Committee Updates

A. Governance Committee

Governance chair, Nichole Thompson, presented Board composition update, information on procedures and mechanics of HOS voting format at 11/13 Board meeting.

Nichole also presented Governance Committee member Paul Baker for the position of Vice Chair of Governance Committee.

Artie Sullivan proposed the motion to accept and the motion was seconded by Nina Cullen Hamzah.

The motion carried unanimously.

B. Finance Committee

Artie Sullivan presented Julie Santosus for official membership of Finance Committee.

Artie Sullivan proposed the motion to accept and the motion was seconded by Karl Smith

The motion carried unanimously.

C. Personnel Committee

Personnel Chair, Artie Sullivan noted that committee had not met during October.

At previous meeting the committee fine tuned and approved the HOS Succession Plan that was presented to the Board at this meeting. (See Agenda packet).

D. Academic Excellence

In Sean Killeen's absence, Artie Sullivan presented Academic Excellence Committee member Matt Cronin for the position of Vice Chair of Academic Excellence.

Artie Sullivan proposed the motion to accept and the motion was seconded by Karl Smith

The motion carried unanimously.

The Academic Committee will be meeting 11/7/18.

To date the committee has come up with the following:

1.Academic Excellence Committee draft:

MCCPS cultivates a learning environment rich in character and culture that nurtures community, project based and service learning. All students will grow in their ability and determination to be self-directed and contributory members of society who routinely demonstrate the essential habits of perseverance, leadership, initiative, and problem-solving.

2. Instructional Leadership Team draft:

MCCPS creates an environment that promotes community and project based / service learning. MCCPS students will generate questions for learning, be self-directed in the inquiry process, and be able to defend their findings. All students will be knowledgeable and contributory members of society who demonstrate perseverance, leadership, initiative, integrity, and problem-solving.

E. Development

Development Chair, Ellen Lodgen, presented Development Committee member Nick Santoro, for the position of Vice Chair of Development Committee.

Artie Sullivan proposed the motion to accept and the motion was seconded by Paul Baker.

The motion carried unanimously.

Ellen also stated that the three fund raising events so far have brought in \$6,000. Unsure whether this is gross or net.

F. Strategic Plan Committee

Please see H above re Strategic planning update.

G. Communications, and Community Relations Committee

Communications Committee (Ian & Ellen) has not met..planning on doing so during the 1st week of November.

VII. HOS Report

A. Monthly Report

HOS presented a brief overview of her monthly report.

Enrollment is at 229.

Please see attached packet for details.

VIII. Public Comment

A. Public Comment

Khazzie Kindle noted that, at a previous informational gathering meeting, parents had overwhelmingly indicated that they were in favor of enhancing MCCPS with the current 230 enrollment and NOT growing school size and enrollment.

Wanted to know why HOS & Board were discussing plans directly opposite to the parents wishes.

Expressed the need to take care of the present and not just the future.

Eric Larson asked for clarification regarding board comments made about the sustainability of the school and its funding.

IX. Board Member Comments and Resolutions

A. Board Member Comments and Resolutions

No further comments were made.

X. Closing Items

A. Recap Action Items

Thank you note to SuperFine for providing the space for the Board/Staff/Faculty mixer.

Rewording of succession plan re; leave of absence.

Collect payment from Board members for the Volunteer Award (Clock).

Rewording of Board Goals.

B. Meeting Evaluation

Meeting was productive and a lot of business was covered..meeting ran till 9.40pm

C. Adjourn Meeting

Artie Sullivan made a motion to adjourn the meeting.

Karl Smith 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 9:35 PM.

Respectfully Submitted,
Paul Baker

Cover Sheet

Update on Board Goals for SY 19

Section: V. Other Business
Item: A. Update on Board Goals for SY 19
Purpose: Discuss
Submitted by:
Related Material: BOARD GOALS - REVISED.docx

A little last minute. However, below a reworked series of goals for consideration. I took the early version and condensed into 4x thematic goals. As discussed at previous board meetings, I fear listing board responsibilities and expectations to create a mega list is going to distract us from the major tasks @ hand. Rather, we should tacitly agree these are core principles towards creating a strong and effective board.

Curious to hear peoples thoughts.

Goal-1 (Strategic Plan Implementation):

- Define and adopt a 5-year strategy plan that is fully aligned with the mission of MCCPS. To include full implementation of year-1 objectives as defined in the plan.

Goal-2 (Board Health & Sustainability)

- Continue to build and develop a strong and diverse board to ensure the long-term health and sustainability of MCCPS, through creative mentorship and training programs (in collaboration with governance committee). To include identification of 2-3 new board members by SY-2019.

Goal-3 (Communication and Community Development)

- Strengthen the engagement with key stakeholders (e.g. Head of School, Parents, Students, Educators, PTO and Community) to support the growth and development of MCCPs role within the community. To include fostering a strong working relationship between the Board of Trustees and HOS to drive implementation of the 2018 strategic plan and ensure the long-term success of MCCPS.

Goal-4 (Board Operational Excellence)

- Review and refine key policy documentation to ensure the long- term health and sustainability of MCCPS, including the adoption of a “board policy adoption policy. Stretch goal – to review XX-XX policies for board review.
- Formalize a succession plan for Executive Team and Committee Chairs including the identification and approval of Vice Chairs for each subcommittee; a succession plan for board members and board officers and a succession plan for head of school and other key employees.

Cover Sheet

Policy Adoption

Section: V. Other Business
Item: D. Policy Adoption
Purpose: Vote
Submitted by:
Related Material: Emergency Succession Policy.docx

Marblehead Community Charter Public School
Emergency Succession Plan
-----, 2018

Emergency Succession Policy

Marblehead Community Charter Public School believes that in order for essential school functions to continue, the school will maintain an Emergency Succession Plan for all key Administrative Roles.

The Board of Trustees will review the Emergency Succession Plan on an annual basis.

Cover Sheet

Academic Excellence

Section: VI. Committee Updates
Item: D. Academic Excellence
Purpose: Discuss
Submitted by:
Related Material: Academic Excellence Committee Members.docx
Definition of Academic Excellence, 11-7-18.docx

Academic Excellence Committee Members

Ellen Lodgen

Emily Westhoven

Kim Sullivan

Matt Cronin, vice-chair

Michael Condon

Nina Cullen-Hamzeh

Pam Ferris

Sean Killeen

Bill Sullivan

Academic Excellence

Approved by the committee on 11-7-18

MCCPS is designed to support each student's maximum individual growth in order to continue successfully on their educational path, in particular preparing them for high school and beyond.

MCCPS creates an environment that promotes community, project-based learning, and service learning. MCCPS students will generate questions for learning, be self-directed in the inquiry process, and be able to defend their findings. All students will be knowledgeable and contributory members of society who demonstrate integrity, perseverance, leadership, initiative, and problem-solving.

Cover Sheet

Strategic Plan Committee

Section: VI. Committee Updates
Item: F. Strategic Plan Committee
Purpose: Discuss
Submitted by:
Related Material: Strategic Plan 2018-23, Draft.docx

Marblehead Community Charter Public School Strategic Plan 2018-2023

The MCCPS Strategic Plan is designed to ensure that the human, financial, and capital resources of the organization are efficiently and effectively allocated in accordance with the priorities established by the MCCPS Board of Trustees. As a charter school in Massachusetts, MCCPS is mandated to fulfill three promises. They are:

1. to be faithful to the School's Charter;
2. to provide a learning environment that fosters academic success; and
3. to be a viable organization.

This strategic plan is intended to ensure that these promises are met and that the school's mission is honored.

Navigators chart the course.

Mission

MCCPS fosters a community that empowers children to become capable, self-determining, fully engaged individuals who are critical and creative thinkers committed to achieving their highest intellectual, artistic, social, emotional, and physical potential.

We are dedicated to involving, learning from, participating in, and serving our school community and the community at large.

Vision

The Charter Experience enables students to embody a strong sense of community, global responsibility, intellectual curiosity, interpersonal skills, and entrepreneurial dexterity. Via the school's rigorous, integrated, student-centered, project-based and service learning curriculum, student learning is personalized, reflective, and infused with the arts, technology, and student voice and choice. Through a committed partnership amongst all community members, including parents, faculty, students, alumni, and local community and business leaders, we strive to provide an engaging, innovative, and progressive learning environment that will enable all students to excel.

Student Success Goal

The learning experiences for students will be innovative, highly-engaging, and appropriately challenging so that each student will be empowered to reach his/her highest potential.

Continue to:

- Offer a robust and rigorous learning environment for all students.

- Provide an integrated, student-centered, and project-based learning experience that incorporates the 21st century skills of critical thinking, collaboration, communication, and creativity.
- Develop a portfolio system that enables students to document their learning, reflect upon their growth and achievement, and set goals for future progress.
- Provide a technology rich learning landscape that includes a one-to-one platform for all students.
- Provide opportunities for the students to demonstrate their learning within the context of public Exhibitions of student work.
- Foster leadership development for the 7th and 8th graders via cross-grade mentoring and teaching Enrichment and/or after school classes.
- Align grade level efforts and expectations within and across the grades in order to prepare students for high school and beyond.
- Engage parents and community members in the educational experience of the children via teaching Enrichment/after school classes, volunteering in the classroom, and/or serving on committees.
- Monitor trends in student retention in order to address those that are within the school's control.

In 1-3 years:

1. Enhance the support for new students at all grade levels in order to ensure a smooth and successful transition to MCCPS and the development of vital connections and friendships.
2. Expand the service learning opportunities within each grade level to include robust, meaningful, and integrated service learning experiences for all three terms.
3. Review the curriculum at all grade levels and in all areas to ensure alignment with changes to the state's curriculum frameworks, including social emotional learning.
4. Review student performance indicators to inform curriculum decisions, instructional practices, and professional development offerings.
5. Enhance the elements of student voice and student choice within the curriculum
6. Provide additional options for accelerated learning, including online high school courses for the 7th and 8th graders
7. Create additional leadership opportunities for the 7th and 8th graders, including externships with local professionals and business owners
8. Increase volunteer and community involvement in the school.
9. Acquire a bus or van to allow off-site learning, Enrichment, and service learning experiences.

In 3-5 years:

10. Create partnerships with higher ed and local businesses in order to expand the opportunities for accelerated and entrepreneurial learning.
11. Research and report data relative the preparedness for, and success in, high school of MCCPS graduates.

Educator Success Goal

The professional experiences for faculty, staff, and administrators will honor their expertise,, support their continual growth, and recognize their contributions to achievement of the school's mission.

Continue to:

- Employ highly-skilled faculty, staff, and administrators who are committed to the success of all students.
- Ensure common planning and consult time for grade level teams and department members in order to foster collaboration, curricular alignment, and calibration of practices and expectations.
- Provide access to specialized personnel including a nurse, guidance counselor, and physical, occupational, and speech therapists.
- Reduce teacher attrition by providing a supportive, affirming, and highly collaborative working environment.
- Provide job-embedded professional development, targeted mentoring, and ongoing instructional feedback that support the delivery of an integrated, challenging, and personalized educational experience that enables all students to meet or exceed the expectations of the state's curriculum frameworks.
- Implement a school calendar that includes early release time on alternate Friday afternoons throughout the year to allow for longer blocks of time for professional development.
- Foster a kind, safe, and collaborative school culture that incorporates consistent behavioral expectations and appropriate incentives and consequences for student choices.

In 1 - 3 Years:

1. Define academic excellence at MCCPS.
2. Enhance the implementation of the social-emotional
3. Develop and implement comprehensive curriculums for technology and study skills.
4. Implement Universal Design for Learning practices in order to provide learning experiences that allow all students to access the curriculum in an equitable, unbiased manner.
5. Strengthen the application of Depth of Knowledge in the development of units and assessments.
6. Annually review and revise curriculum maps and identify anchor projects for each grade level.
7. Expand the dissemination of MCCPS best practices to include regular presentations at educational workshops, publication in educational literature, and visits to the school by interested educators from other schools and higher ed.
8. Identify the measures and deliverables that are particular to communicating student and academic excellence at MCCPS.
9. Conduct a salary study in order to inform levels and types of teacher compensation.
10. Incrementally and to the degree possible, increase salaries and benefits for teachers, staff, and administrators.

11. Develop a comprehensive retention strategy to ensure that highly qualified employees choose to stay at MCCPS.

In 3-5 Years

12. Explore the benefits and liabilities of replicating the school at another location in order to serve to students in another community.
13. Enhance classroom and Enrichment STEAM programming to include coding, robotics, and expanded use of technology.

Parent and Community Success Goal

Continue to:

- Value the involvement of parents and community in the life of the school.
- Enhance family and community engagement by fostering current opportunities for parents and the community to visit the school, get to know each other, and work together in the service of the school.
- Foster positive relationships between and among the students and adults of the MCCPS community.
- Communicate regularly with the parents and the community.
- Continue to employ an alumni liaison.
- Encourage alums of all ages to be knowledgeable of and involved in the school.

In 1 - 3 Years:

1. Conduct a feasibility study that includes at least three models to inform the Board's decision relative to expansion and/or replication.
2. Revise the school's Communication Plan to include the optimization of social media, online, print, and in-person resources.
3. Expand the celebration of student, family, and community contributions.
4. Develop meaningful ways to recognize and celebrate student and teacher success.
5. Create opportunities for the teachers, staff, and administrators to visit community and youth organizations in order to communicate the benefits of an MCCPS education.
6. Recruit additional parent and community volunteers in order to reduce the cost of Enrichment classes
7. Grow the number of alums who attend events sponsored by the MCCPS Alumni Association.
8. Host at least 2 years per year for alums.
9. Identify additional revenue generating opportunities.

In 3 - 5 Years:

10. Enhance the dissemination of MCCPS best practices to include regular presentations to the local business community.
11. Maximizing state and local resources to improve the condition of the present facilities.
12. Create a facilities plan and timeline for renovating the building including improved classroom spaces, science lab, a regulation-compliant gym, larger art

- and music rooms, expanded Community Room, better equipped Nurse's Station, language labs, a woodshop, makerspace, theater, and multi-purpose spaces.
13. Enhance sustainability of the organization by establishing policies and procedures for key areas.
 14. Grow the organizations fundraising capacity via events, grants, planned giving, estate planning.

Cover Sheet

Monthly Report

Section: VII. HOS Report
Item: A. Monthly Report
Purpose: FYI
Submitted by:
Related Material: HOS Report November 2018.docx



HOS Report to the Board of Trustees
Submitted by Nina Cullen-Hamzeh
November 13, 2018

Thank You

- Ellen Lodgen and the Student Council hosted a wonderful Veterans' Day Celebration on Friday, November 9th. Local vets attended.
- The students created a successful production of *The Nightmare Before Christmas*. This partnership with the North Shore Children's Theater has enabled the students to grow in their capacity as actors and crew.
- The PTO Leadership Team continues to excel in their determination to foster fun and community. Their next project is a celebration of Literacy Week, November 27th -30th. Poetry readings and a book swap are just two of the planned activities. If you would like to contribute to these great efforts by donating books or your time, please email the group via PTO@marbleheadcharter.com.

Giving Tuesday

A family who wishes to remain anonymous has arranged to provide every MCCPS student and faculty/staff member with a \$10 *Charity on Top Gift Card* to donate to the charity of their choice from the 1.8 million US charities listed on www.charityontop.org. Giving Tuesday is celebrated on the Tuesday after Thanksgiving (following the Black Friday and Cyber Monday shopping days). Since its inaugural year in 2012, #GivingTuesday has become a movement that celebrates and supports giving and philanthropy throughout the year. For more information about Giving Tuesday go to <https://www.givingtuesday.org/>. We are very grateful to the MCCPS family for supporting this kind and generous effort.

Over 21 Alum Meet-Up

The MCCPS Alumnae Association led by Nick Santoro, Class of 2004, and Patricia Rietti, Instructional Support and parent of three alums, will host the first ever Alum Meet-up for our adult alums. On December 20th at 6:00PM at Wick's in Marblehead, appetizers and a first drink will be provided. Faculty, staff, administrators, and board members are encouraged to attend. RSVP to nsantoro@marbleheadcharter.com.

Corrective Action Plan

Many thanks to Bill Sullivan, Assistant Head of School, and Michael Condon, Director of Student Services, for their extensive work relative to the completion of the Coordinated Program Review and the accompanying Corrective Action Report. The CAP was submitted to the DESE's Office of Quality Performance Assurance (QPA). When it is approved it will be shared with the parents, faculty, and board.

Personnel Update

The search continues for two talented and caring individuals to join our team: 1) a one-on-one; and 2) a teaching assistant. The job descriptions can be found on the school’s website at <https://marbleheadcharter.org/about-us/employment/>. Please encourage interested and qualified candidates to apply online.

Enrollment

Currently 228 students are enrolled. About one hundred community/youth leaders were contacted recently via a letter in the mail that included information about the school, our upcoming open houses, and how to apply for this year and next. Lawn signs will be placed around town soon. We do have students on the waiting lists for 4th, 5th, and 6th grades, but we are reluctant to add more students to these grades. The search for two more 7th or 8th graders continues, so please tell interested parents to contact the school ASAP.

Advertise w/MCCPS

As a new method of fundraising, ads will be sold to local business for the Exhibition, musical, and Music Extravaganza programs AND on the website. An email was sent to all stakeholders, and a mailing will be sent to area businesses who have supported the school in the past. The first paid ad came in today.

As requested an update of progress relative to the HOS annual goals will be presented monthly.

HOS Goals 2018-2019 <i>Approved September 25, 2018</i>	
1. School Improvement Goal	
Objective: In order to ensure the school's financial viability, alternative sources of income will be explored and non-PPE funds will be generated.	
Measures: a) A feasibility study will be completed by May 1, 2019 to evaluate the revenue generating capacity of a new gym and auditorium. b) Three scenarios for expanding the student body will be completed by April 1, 2019. c) At least \$55,000 will be raised by June 30, 2019 via events, grants, and other initiatives.	a) b) c) To date, the school's fundraising efforts have included: the Student Success Fund, Karaoke Night, an Electronics Recycling Drive. Also, the PTO hosted a yard sale and Halloween Dance Party. As of November 13th, the revenue to date includes: - Student Success Fund: \$13,487 - Electronics Recycling Drive: \$1,500 est - Karaoke Night: \$2,424 (including alum donation of \$1000 for athletics) - 1st Play: \$2,991 - 2 mth Rental of the Gym: \$1,200 est - Total to date: \$21,602
Evidence: 1) The studies will be presented at the board meeting following their completion. 2) The HOS report to the Board and/or the Development Committee report will communicate progress monthly.	1) 2) A fundraising plan was developed with the PTO and the Development Committee. The plan was presented to the board at the September meeting. 11-18: An online auction, annual appeal, and

	redeemables collection will be launched soon.
Objective: In order to improve teacher retention, the factors that positively influence teacher retention will be identified and optimized.	
Measures: a) A study of the factors that influence teachers' employment decisions will be completed prior to April 1, 2019. The factors that positively influence teacher retention will be instituted as soon as practicable. b) A salary study will be conducted by February 1, 2019 in order to compare MCCPS teachers' salaries with the local district salaries for teachers. c) Observations of classroom teachers will provide timely and relevant feedback. All new teachers will be observed formally at least once per term; experienced teachers will be observed formally at least once per year.	a) b) The salary schedules from area districts are being collected. c) Formal and informal observations are ongoing.
Evidence: 1) The studies will be presented at the board meeting following their completion. 2) Documentation of classroom observations will be provided at the monthly board meetings.	1) 2) 10-18: The Teach Point subscription has been terminated in favor of an electronic Google portfolio. About \$600 per year will be saved by replacing Teach Point with the online portfolio. Also, the teachers will enjoy greater flexibility with the portfolio, especially regarding music and video elements.
2. Student Growth Goal:	
Objective: In order to positively influence student retention, the school's commitment to infusing project-based learning and serve learning with opportunities for student voice and choice will be enhanced at all grade levels.	
Measures: a) Each trimester at least 90% of teachers will collaborate with their colleagues to create project-based and service-learning units that include opportunities for student voice and choice. b) Each term, at least 80% of students will include in their portfolios documentation of their application of student voice and choice in a project-based or service-learning project. c) For terms one and two, at least 75% of students will meet or exceed teacher	a) 1st Term: 100% of full-time teachers have collaborated with their colleagues to create PBL and SL units that include student voice and choice. Common planning time is built into the weekly schedule, and additional PD time is documented on the school's calendar and staff meeting notes. b) 11-18: All students are preparing to present their current application of student voice and choice via their Exhibition projects and individual portfolio. The fourth graders are just beginning their reflective process, and the 8th graders are more experienced with the process.

<p>expectations on project-based or service-learning assessments.</p>	<p>Wherever they are in the process, the students are preparing to present at Exhibition on November 19, 2018. c) Data for the 1st term will be provided at the December board meeting.</p>
<p>Evidence: 1) Project-based and service learning project descriptions will be posted to the grade-level webpages by the middle of each trimester. Teacher names will be included in the project descriptions. 2) Student reflections will document the degree to which student voice and choice influenced growth and achievement within a project-based and/or service learning unit. 3) Teachers will provide grade reports to the HOS at the end of first and second trimester.</p>	<p>1) Exhibition project descriptions are on the school's website. 2) Students are working with their peers and teachers to reflect. Some of these reflections will be included as part of the students' portfolios.</p>
<p>3. Professional Practice Goal:</p>	
<p>Objective: In order to positively influence student retention, the successes and accomplishments of students (current and alums) will be celebrated regularly.</p>	
<p>Measures:</p> <ul style="list-style-type: none"> a) Students achieving the equivalent of all A's (high honors) all A's and B's (honors) on their report cards will be publicly recognized each trimester. b) High school acceptances and admissions will be tracked and publicized in the aggregate. c) The percentage of freshmen accepted into honors classes will be reported in the aggregate. d) At least fifteen testimonials from alums/parents of alums will be collected and published by May 15, 2019. e) The school will host at least two events for alums (under 21 and over 21) before May 15, 2019. f) At least three high school students and three adult alums will speak to the students about their experiences and how MCCPS prepared them for success in high school and beyond. 	<ul style="list-style-type: none"> a) A commendation template is being created and a press release is being drafted. b) c) d) Several parents and alums have offered to write testimonials. e) A 21+ Alumni event has been scheduled for Dec 20th. As of 11-18 facebook and instagram have been utilized to publicize the event. f)
<p>Evidence: Posts will be made to the school's website,</p>	<p>Posts have been made to the school's website and facebook frequently. A log is being</p>

social media, or local newspapers at least twice per month.	developed to track the postings.
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