

CELEBRATE
BLACK
HISTORY MONTH
2023

Superintendent's Report for MPTCS

February 22, 2023

Superintendent Angela Mincy



Shirley Chisholm became the first African American congresswoman in 1968. Four years later, she became the first major-party Black candidate to make a bid for the U.S. presidency.



“You don't make progress by standing on the sidelines, whimpering and complaining. You make progress by implementing ideas.”



Agenda for Today

Key Areas of Focus



- Intro & Overview
- Village Highlights & Recognitions
- Renewal Status & Notification
- Key Levers for Success
- NJSLA Data Dive
 - Framing the Conversation
 - Comparative Data Dashboard Analysis (i.e. neighboring schools)
 - Now What? Using the data to move the needle forward!
- Questions & Answers

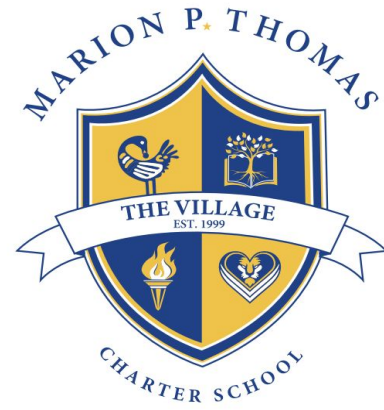


Village

Highlights & Recognitions



Kean University Scholarship Recipient



Congratulations to Kiana Becca Nunez for receiving a full scholarship (over \$50K) to Kean University.



JANUARY ALL STAR READERS

Village-Wide Reading Initiative



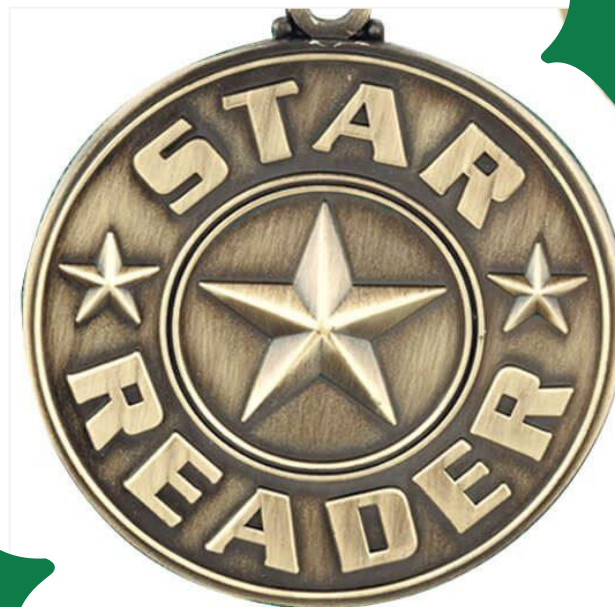
Excite Reading

Congratulations to Sy'mla Borum
STEAM - Grade 2 most minutes read
(878 minutes read during 2nd Marking Cycle)



Learning Ally

Congratulations to Nimat Gamlyu
STEAM - Grade 8 most minutes read
(2,653 minutes read during 2nd Marking Cycle)

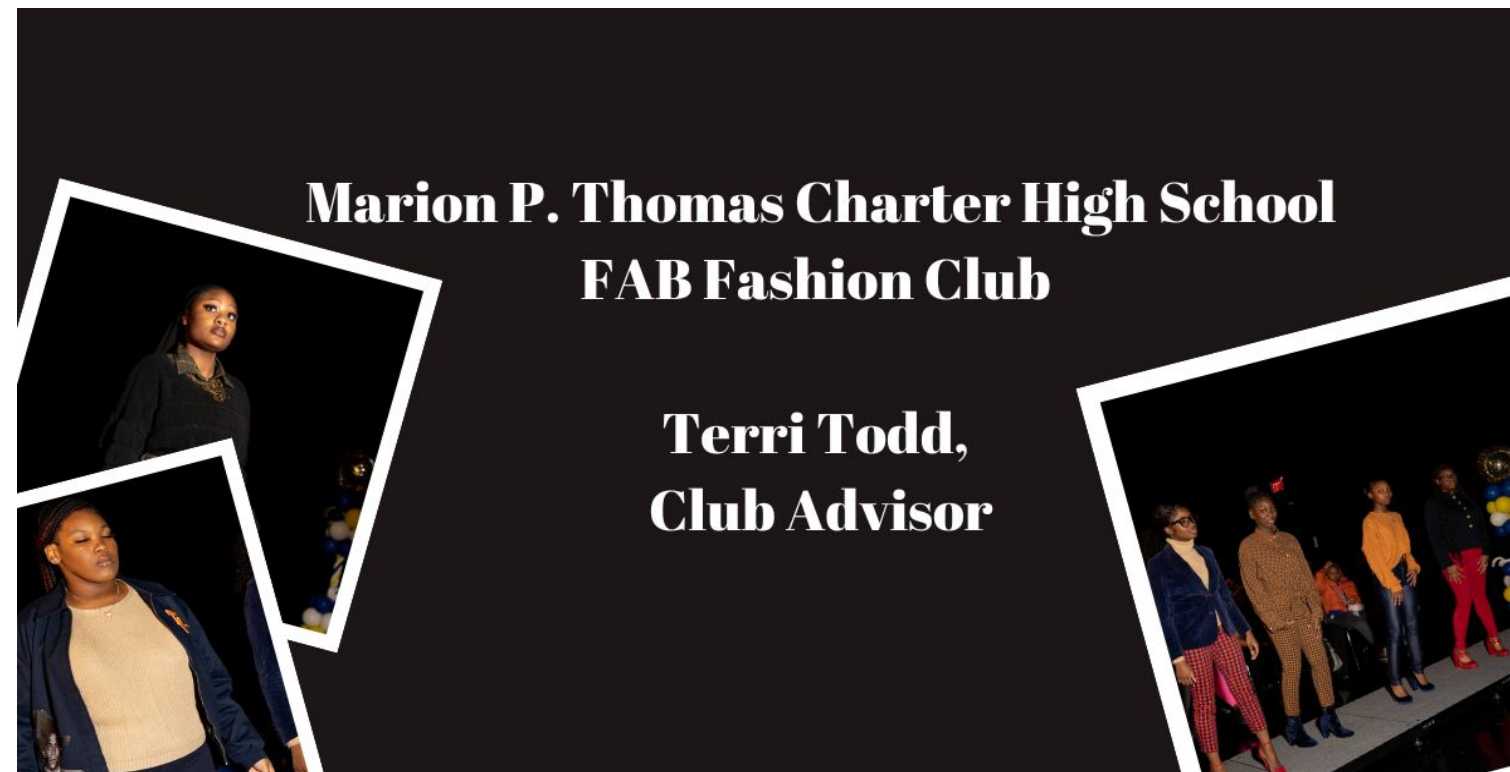




Fashion Against Bullying (F.A.B)



Fashion Show Competition: "It's hard to bully **CONFIDENCE!**"



Students participated in a runway competition showcasing their styling and presentation skills.

Judges included:

- Celebrity designers, Marco Hall & Willie Hall
- Instagram influencer, Anthony Eastwick
- Up-and-coming designer, William Jackson

Students were offered the chance to attend and participate in New York Fashion Week.

The FAB Fashion Club meets on Saturday mornings from 9am-12pm.



January



Javaeha Bridges
PreK 4, PAC Academy



STUDENT
spotlight



Jedidah Wilson
Grade 8, PAC Academy



STUDENT
spotlight



Daniela Quezada
8th Grade, STEAM Academy



STUDENT
spotlight



Najiyyah Lindsay
10th Grade, High School



STUDENT
spotlight

Student Spotlight

January Employee Spotlight



Phalasadé Porter (Pre-K)
PAC Academy



EMPLOYEE
spotlight



Meghan Byrne (Pre-K)
STEAM Academy



EMPLOYEE
spotlight



Max Valcourt
High School



EMPLOYEE
spotlight



Renae Riley-Charles
Teacher (PAC) ✨
Kindergarten Teacher

Anniversary Date: 2/7/23

Thank you for your 22 years of service!

January Parent Spotlight

Tashonda Daniels
High School

Jayne Oliver
PAC Academy

Ana Nolasco
STEAM Academy



MPTCS Renewal Status

Decision Day - February 1, 2023



- Great News! On February 1, 2023, we received notification from the Commissioner of Education that MPTCS has been renewed through June 2028.
- However, our renewal is contingent upon a series of conditions that we are required to meet in accordance with the NJDOE's Performance Framework for Charter and Renaissance Schools.
- One of those conditions included developing and submitting a Remedial Plan to the NJDOE within 15 days receipt of the notification letter. We submitted our plan to the NJDOE on February 16, 2023.
- The leadership team has fully digested the contents of the decision letter and we created an authentic remedial plan to govern our work ahead. Much of that work aligns closely with the priority areas that we have addressed at nearly every board meeting. They also closely align with our board approved 5-year strategic plan.



MPTCS Renewal Status

Key Areas of Focus



Based on the contents of the letter, we created an action plan which focuses on the areas that are outlined below. Again we are pleased to know that MPTCS is headed in the right direction, as our areas of focus align to a number of those highlighted in the letter from the Commissioner's office.

- Initial Focus: ***Stakeholder Notification and Remedial Planning***
- Focus Area 1: ***Academic Improvement***
- Focus Area 2: ***Attendance***
- Focus Area 3: ***Suspensions***
- Focus Area 4: ***Organizational Capacity***
- Focus Area 5: ***Financial Viability***

Initial Focus: Stakeholder Notification & Remedial Planning

Task	Notes	Status
Letter to the MPTCS Board	The Board Chair notified the MPTCS Board of Trustees of our probationary status.	Email sent on 2.1.23
Leadership Team Meeting	The Superintendent assembled all MPTCS leaders for an initial meeting to review the renewal letter and areas of concern. Conducted an in depth discussion to review what it means, where we are, and next steps.	Meeting conducted on 2.2.23
Letter to the Village Staff	All MPTCS staff members were notified of our renewal status.	Emailed on 2.2.23 (Link)
Letter to the Village Families	All MPTCS families were notified of our renewal status.	Sent on 2.2.23 (Link)
Village Staff Meeting	The Superintendent conducted an in-person meeting with all staff to further clarify our renewal status and next steps.	Meeting conducted on 2.3.23
Prepare the Remedial Plan for the state	Follow-up with the leadership team to analyze the NJDOE's guidance and areas of improvement.	Leadership team meetings held between 2.2.23 and 2.16.23
Executive Committee Meeting	The MPTCS Board of Trustees Executive Committee met in person to review and discuss the remedial plan draft.	Meeting conducted on 2.13.23
Remedial Plan Submission to the NJDOE	Emailed the plan to Allie Cobb and uploaded it into NJ Homeroom.	Submitted on 2.16.23
Board Meeting It is imperative that the Board conduct this meeting in accordance with the Open Public Meetings Act pursuant to P.L. 1975, c.231 (C:10:4-5 et. Seq.)	Ensure that stakeholders are fully apprised of our current status. Present Phase 2 of the NJSLA data, unveil our MPTCS comparative data dashboard, and discuss the components of the Remedial Plan. Hardcopies of the NJDOE letter will be shared with families and trustees at the next board meeting.	Meeting will take place during our next board meeting.
Board Minutes will be submitted to OCRS via Homeroom.	As per NJDOE guidance, MPTCS will upload the description of the procedures used, and copies of related correspondence sent to inform teachers and parents of the school's status (see timeline and links above).	Agenda will be uploaded to NJHR on 2.24.23 and minutes following approval

Here is the format for the Remedial Plan that we submitted to the state. The NJDOE does not provide a format. Schools are allowed discretion in this area. This is the approach that we have taken for each of the areas that were targeted. Each area has specific action steps with corresponding notes and timelines.

These are the initial action items that MPTCS was required to fulfill in accordance with guidance from the NJDOE.





MPTCS Renewal Status

Key Areas of Focus



We just covered:

- Initial Focus: ***Stakeholder Notification and Remedial Planning***

Mr. Abbaleo & Mr. Shankar will circle back to cover Focus Area 1 after I quickly review areas 2-5.

- Focus Area 1: ***Academic Improvement (Mr. Abbaleo & Mr. Shankar)***

Brief review of the following:

- Focus Area 2: ***Attendance*** (standard monthly overview)
- Focus Area 3: ***Suspensions***
- Focus Area 4: ***Organizational Capacity***
- Focus Area 5: ***Financial Viability***



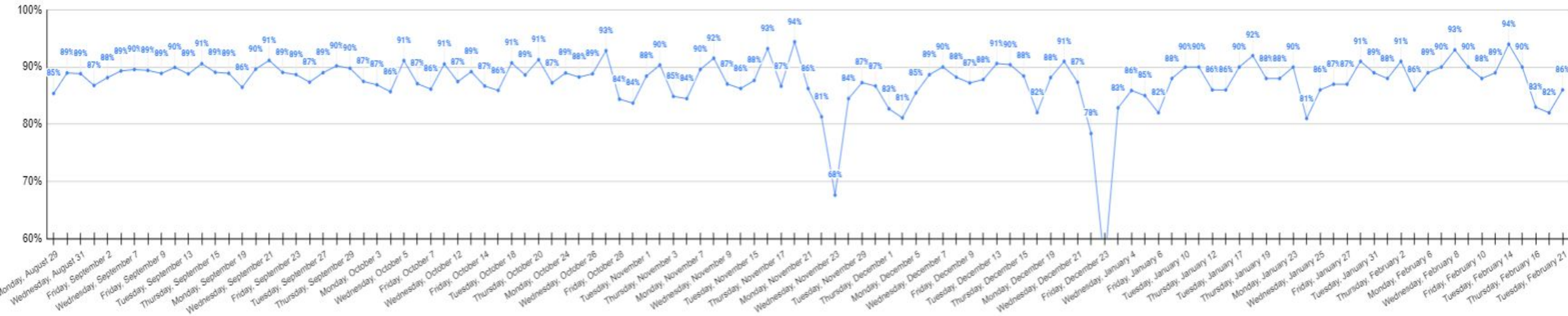
Attendance, Academics, & Attitude

Keep it 100%



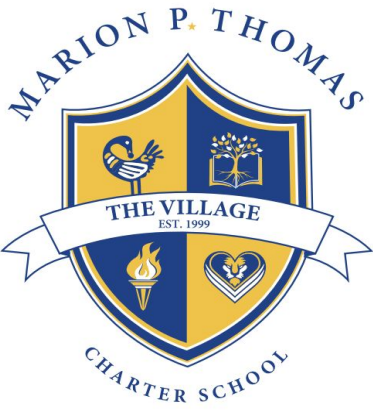
High School - Strategic Goal = 93%

High School - Average Daily Attendance



ADA Year-to-Date: 89.14% 2.21%

High School ADA - 86.93%(Feb 2022)

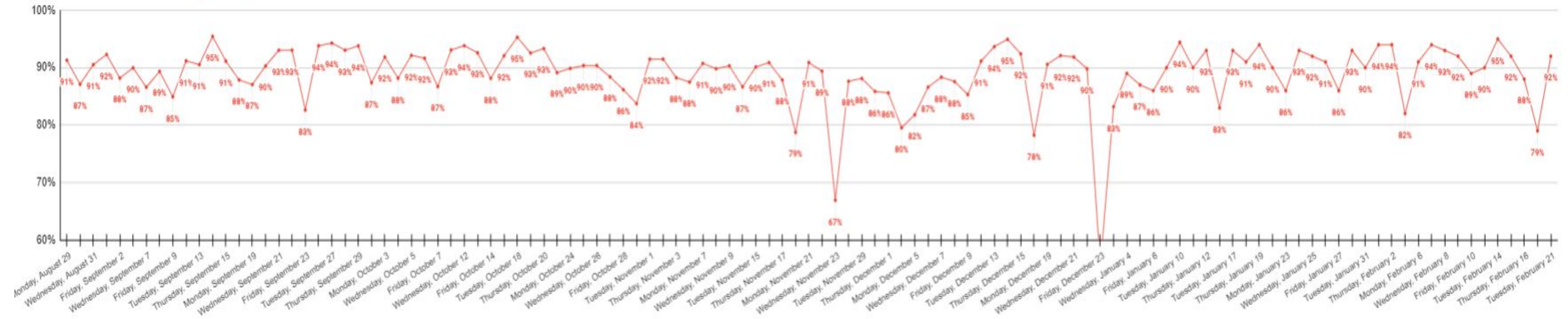


Attendance, Academics, & Attitude

Keep it 100%

PAC - Strategic Goal = 93%

PAC ACADEMY - Average Daily Attendance



ADA Year-to-Date: 90.15%

PAC ADA - 84.66% (Feb 2022)

5.49%



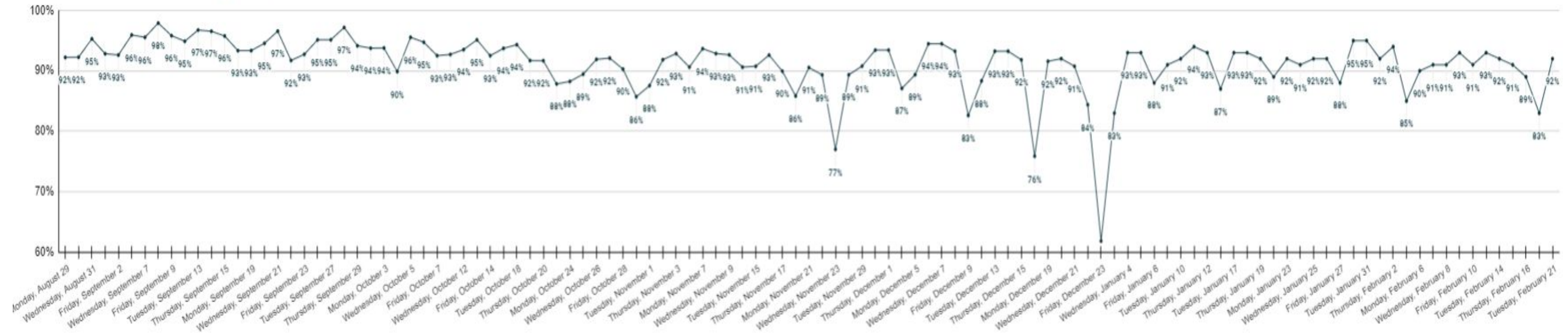


Attendance, Academics, & Attitude

Keep it 100%

STEAM* - Strategic Goal = 98%

STEAM ACADEMY - Average Daily Attendance



*Highest ADA Year-to-Date: 91.63%

STEAM ADA - 90.01% (Feb 2022)

1.62%

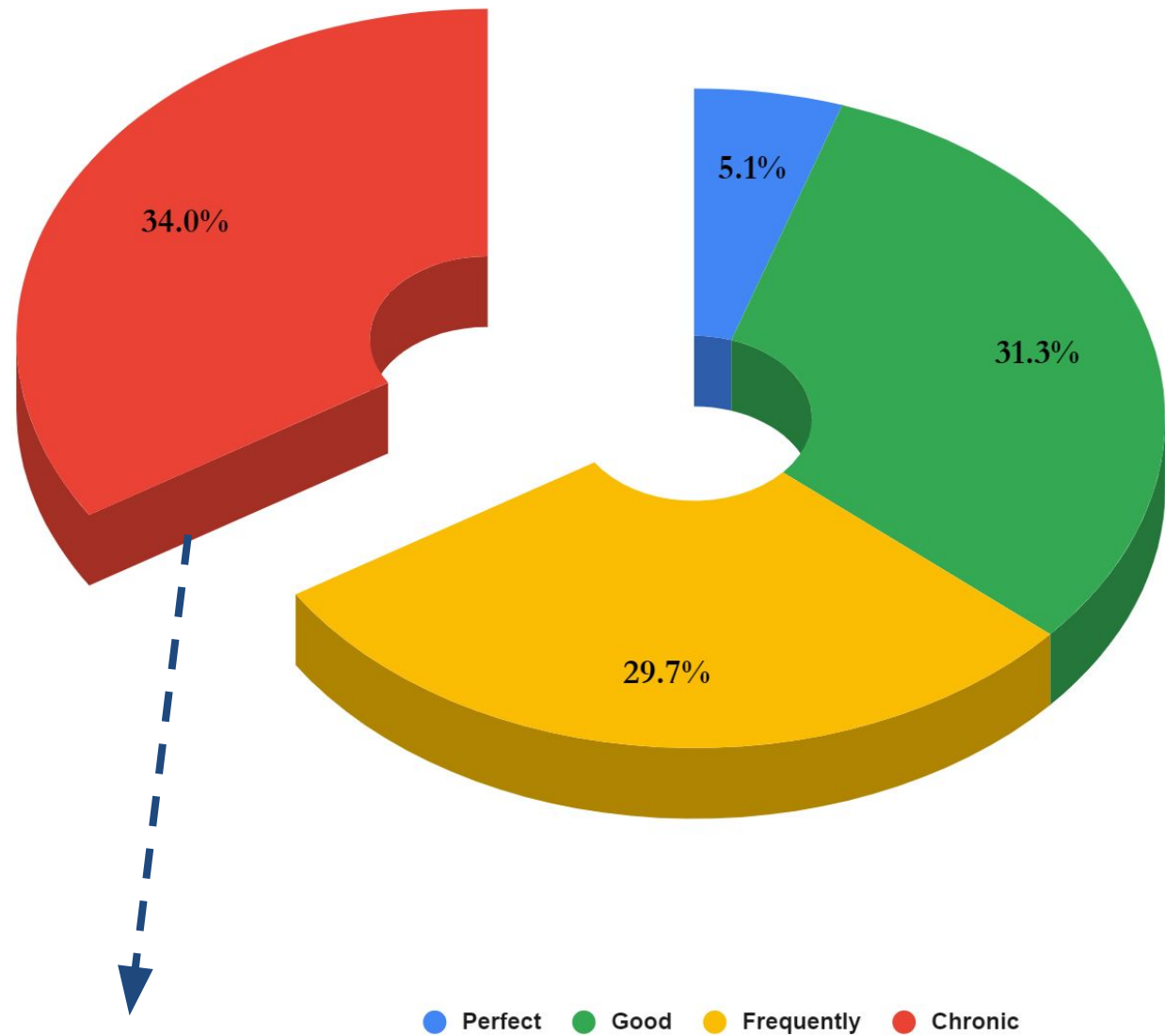




Attendance, Academics, & Attitude

Keep it 100%

Chronic Absenteeism - District Percentages (As of 2/21/23)



District Totals:

- Chronic Absenteeism Rates
 - **22-23 SY = 34%**
 - 21-22 SY = 49.5% (6/30/22)
 - 20-21 SY = 72.4% (6/30/21)

- Average Daily Attendance (ADA)
 - **22-23 SY = 90.31% (current)**
 - 21-22 SY = 87.10%
 - 20-21 SY = 81.06%

FEBRUARY 2022 was 47%.

We have reduced the number to 34.0%



MPTCS Renewal Status

Key Areas of Focus Continued



Focus Area 3

- ***Focus Area 3 (Suspensions):*** As per the NJDOE's letter we have reduced this number from 271 in 2018-2019 to 119 for the 2021-2022 school year. We will continue to work toward lowering it further in a multifaceted way that includes the following strategies:
 - Strengthening and streamlining suspension protocols
 - Professional Development for all staff to learn strategies to help them support students in a restorative manner
 - Continuing with climate and culture-based initiatives that boost school connectedness and self-reflection in our scholars



MPTCS Renewal Status

Key Areas of Focus Continued



Focus Area 4

- **Focus Area 4: Organizational Capacity**

- High senior leadership turnover rates were highlighted in the NJDOE's letter. Since July 1, 2021, MPTCS has stabilized. The Board of Trustees, Superintendent and her team have great synergy and the balance of power is solid.
- The staffing shortage has affected the talent pool for all industries, with education being one of the most heavily impacted. However, the NJDOE's letter highlights a positive trend. During the charter term, MPTCS had an average teacher retention rate of 75.3%. The retention rate in 2021-2022 was 81.5%, "which furthers the Department's confidence toward improvement."
- Moving forward, we will remain aggressive in our recruitment and retention efforts to retain effective staff. Further, while schools are always a work in progress, we pledge to avoid major changes that will destabilize and undermine the confidence of our stakeholders.



MPTCS Renewal Status

Key Areas of Focus Continued



Focus Areas 5

- **Focus Area 5 (*Financial Viability*):** In accordance with the key priorities outlined in our strategic plan, MPTCS is committed to satisfying 100% of our financial compliance obligations. We are already well on track to improve the areas that were highlighted in the NJDOE's letter as follows:
 - *Unrestricted Cash on Hand* - MPTCS failed to meet the standard for fiscal year 2019, but has done so every year since.
 - *Enrollment Variance* - The NJDOE considers a rate below 85% as falling far below the standard. While there were inconsistencies over the last 5 years, the variance was never lower than 85%. The current variance is 99% and **Meets the Standard**.
 - *Instructional Cost Percentage (60/40 split)* - This area is nuanced. The letter reflects 51% of funds being allocated toward instruction. The actual allocation is much higher when we look at how grants (i.e. Pre-K, ESSER) have been expended. That said, we have made modifications and will continue to do so over the next charter term.



MPTCS Renewal Status

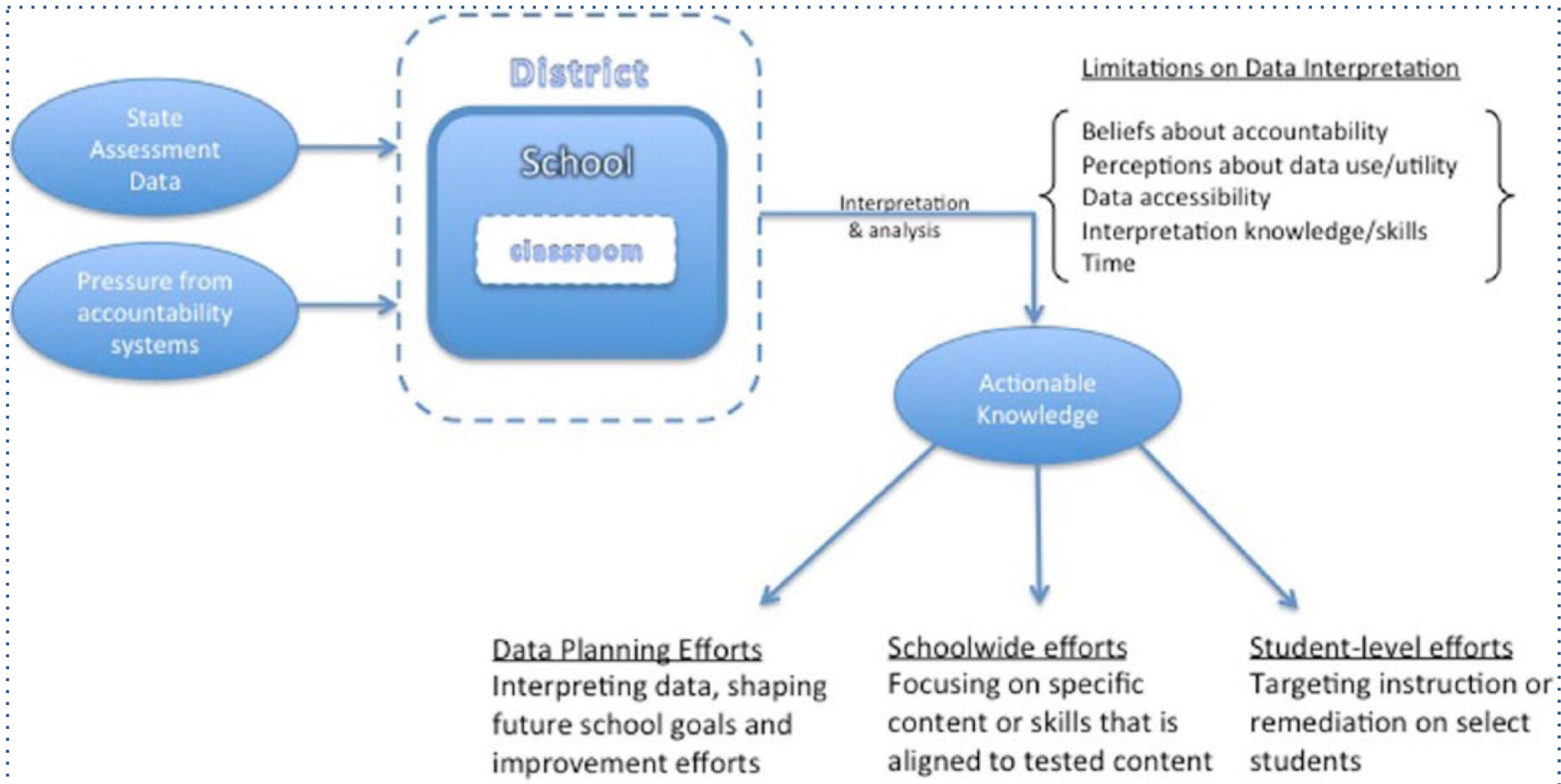
Key Areas of Focus Continued



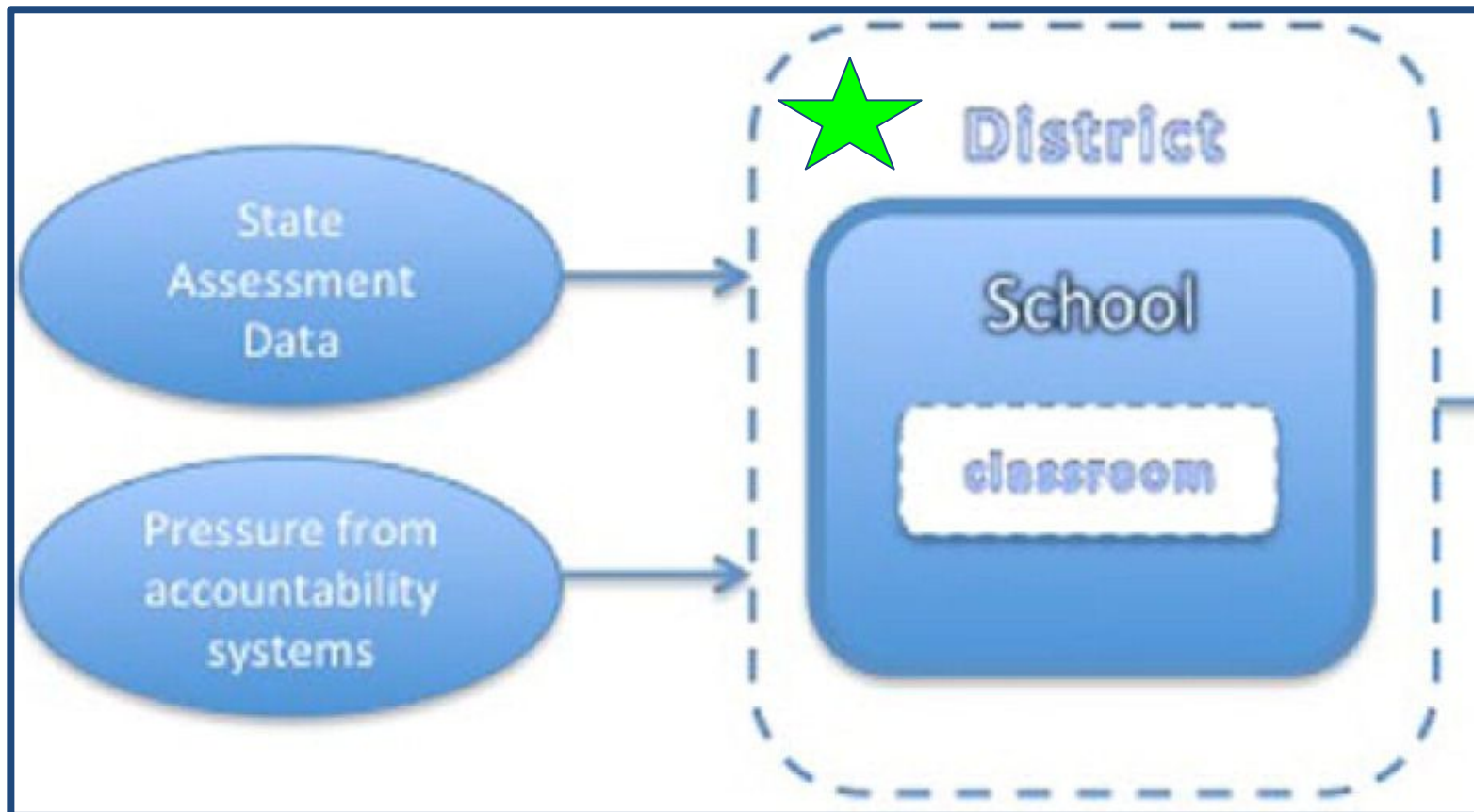
Focus Area #1: **Academic Improvement**

At this time, Mr. Abbaleo and Mr. Shankar will present the data and strategy that is underway for Focus Area #1.

Data Analysis Flowchart



District Level Analysis



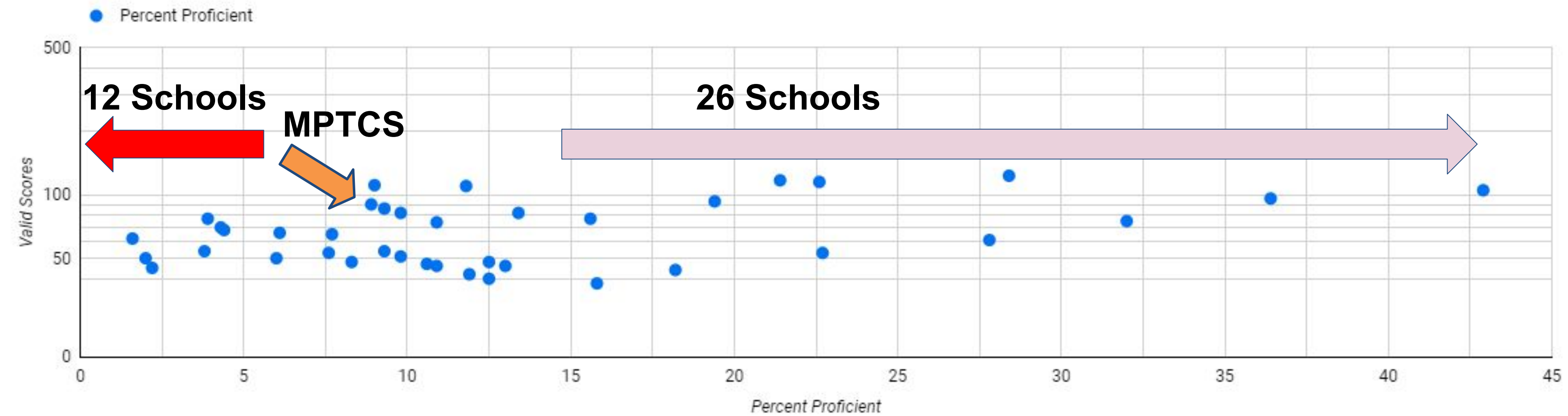
18A:36A-2. Findings, declarations relative to establishment of charter schools

“The Legislature finds and declares that the **establishment of charter schools** as part of this State's program of public education can assist in promoting comprehensive educational reform by providing a mechanism for the implementation of a variety of educational approaches which **may not be available in the traditional public school classroom. Specifically, charter schools offer the potential to improve pupil learning.....**”

https://lookerstudio.google.com/reporting/6e484c32-d11a-4b1a-9c86-191aee5c1338/page/p_yeur6jc41c



NJSLA - MPTCS and Newark Public Schools 3rd Grade Math Results



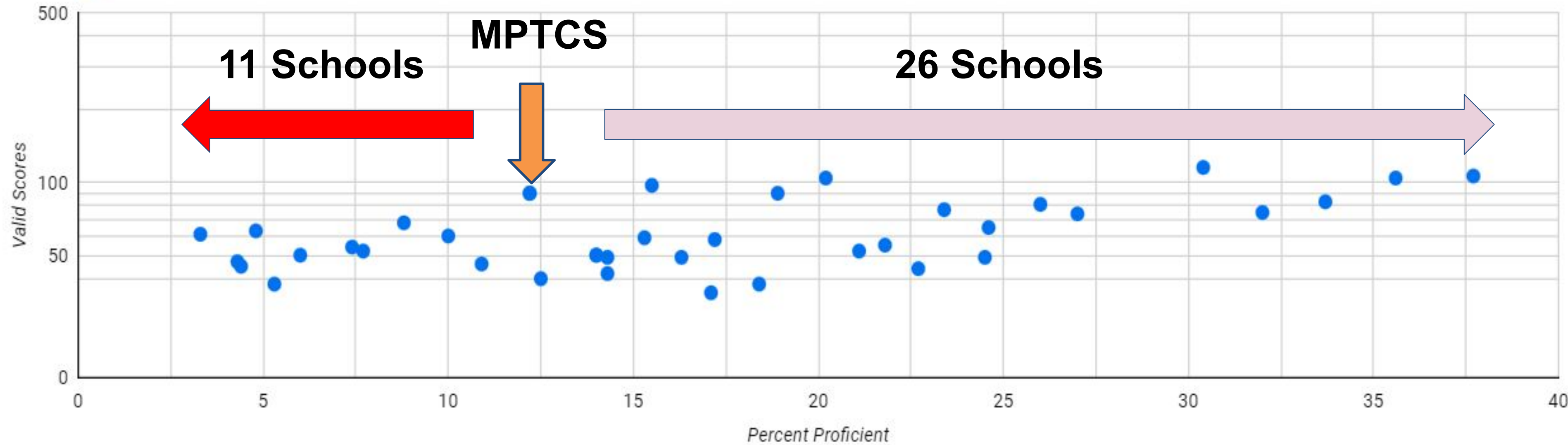
Proficiency Range: 1.6% to 42.9%
MPTCS Overall: 8.9%



NJSLA - MPTCS and Newark Public Schools 3rd Grade ELA Results



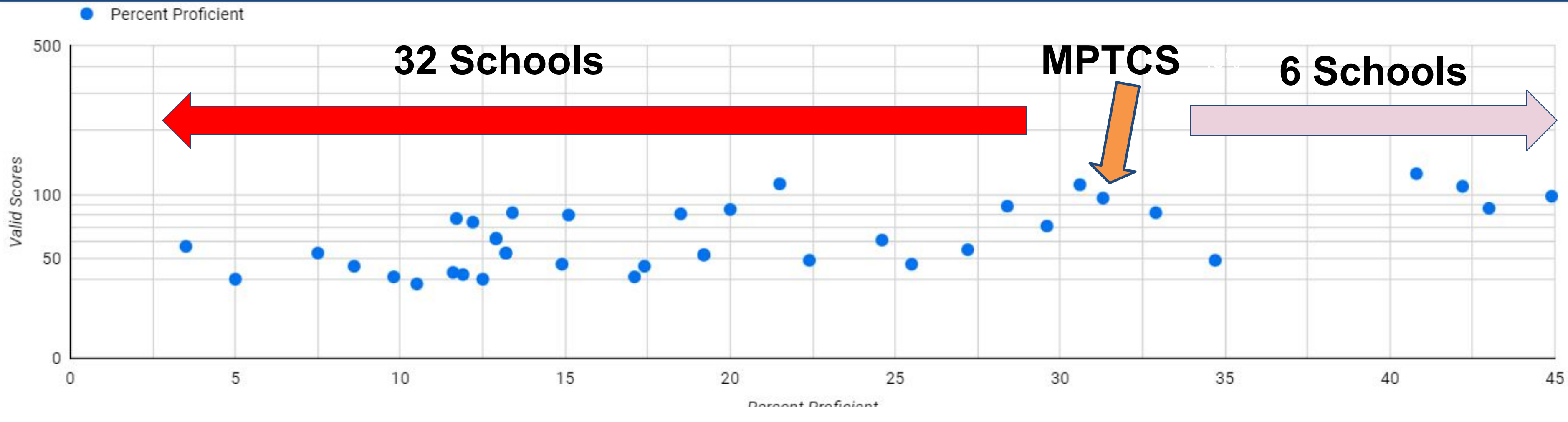
● Percent Proficient



Proficiency Range: 3.3% to 37.7%
MPTCS Overall: 12.2%



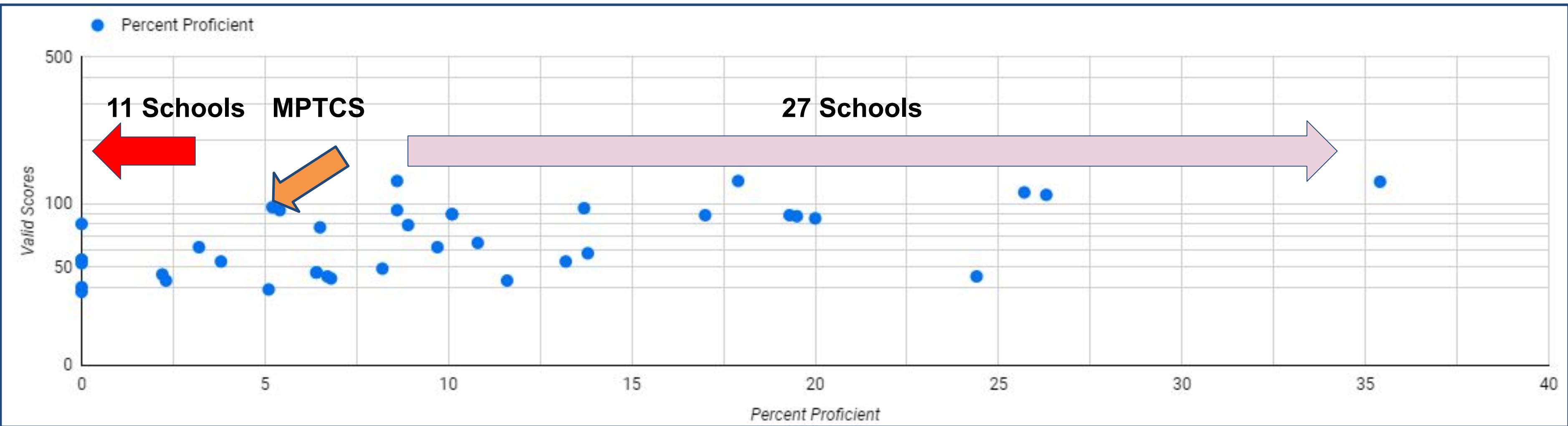
NJSLA - MPTCS and Newark Public Schools 4th Grade ELA Results



Proficiency Range: 3.5% to 44.9%
MPTCS Overall: 31.3%



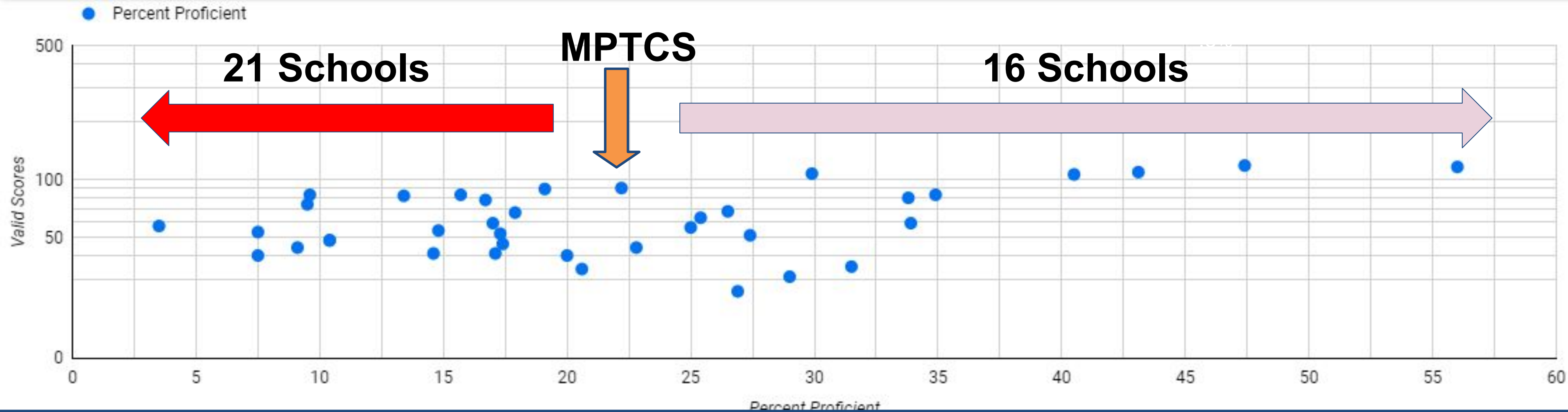
NJSLA - MPTCS and Newark Public Schools 4th Grade Math Results



Proficiency Range: 0% to 35.4%
MPTCS Overall: 5.2%



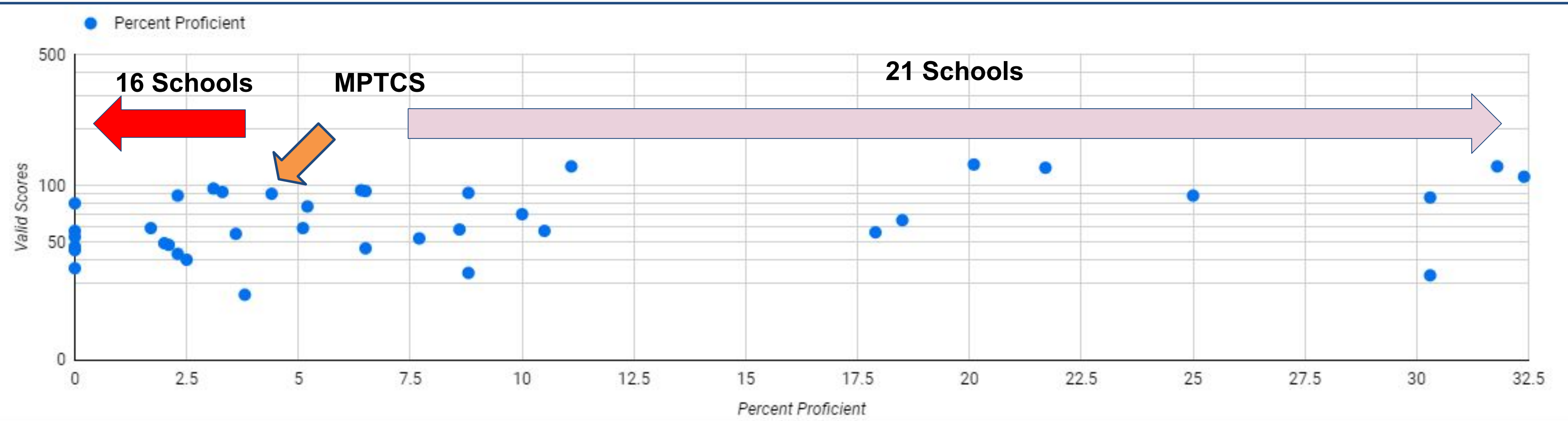
NJSLA - MPTCS and Newark Public Schools 5th Grade ELA Results



Proficiency Range: 3.5% to 56.0%
MPTCS Overall: 22.2%



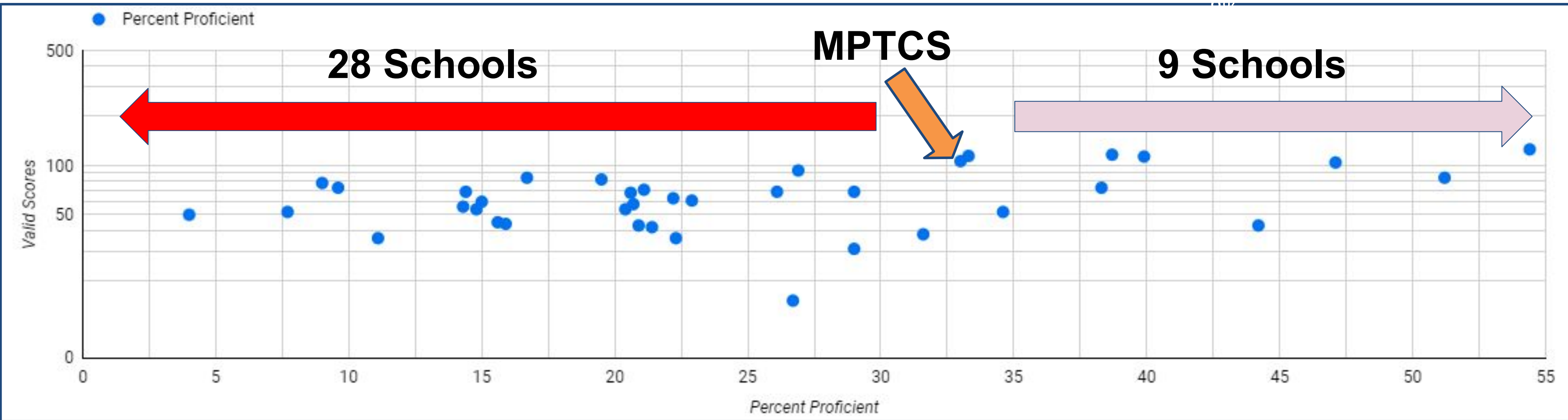
NJSLA - MPTCS and Newark Public Schools 5th Grade Math Results



Proficiency Range: 0% to 32.4%
MPTCS Overall: 5.2%



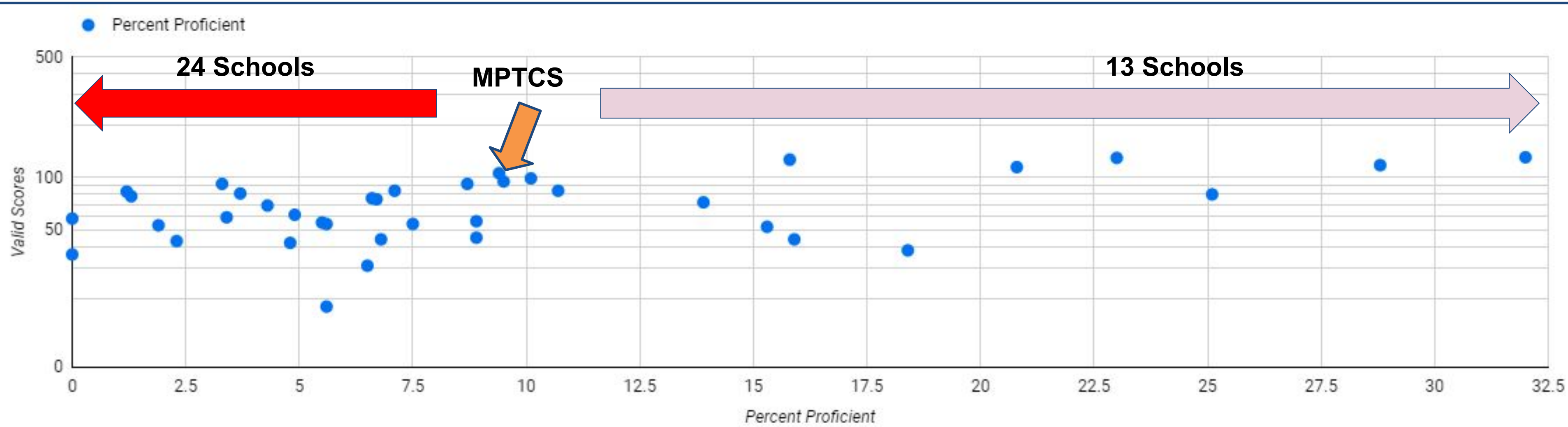
NJSLA - MPTCS and Newark Public Schools 6th Grade ELA Results



Proficiency Range: 4.0% to 54.4%
MPTCS Overall: 33.0%



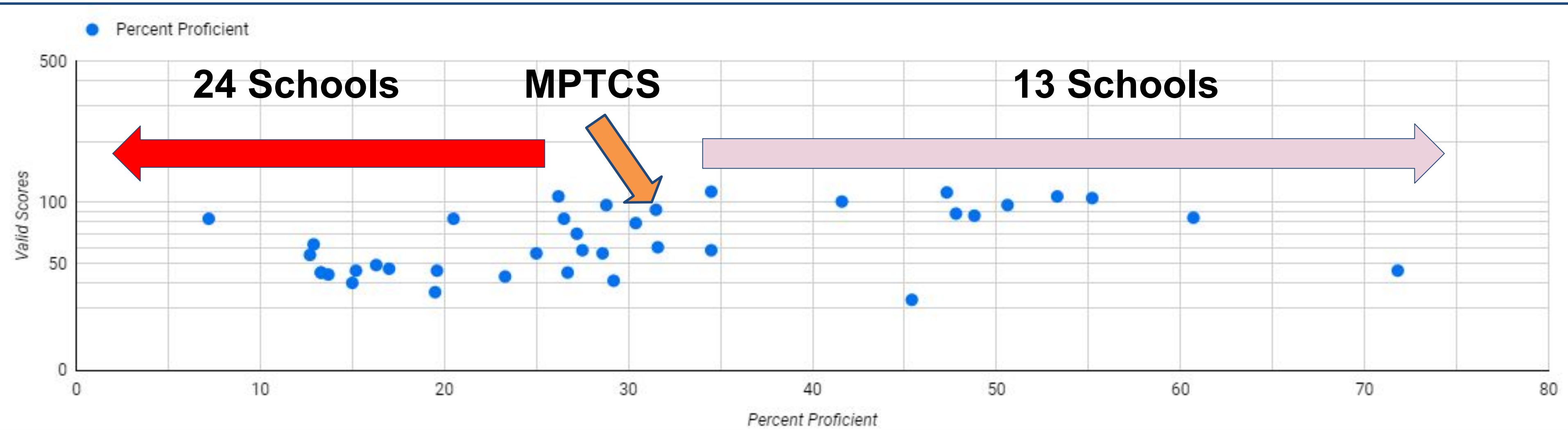
NJSLA - MPTCS and Newark Public Schools 6th Grade Math Results



Proficiency Range: 0% to 32.0%
MPTCS Overall: 9.4%



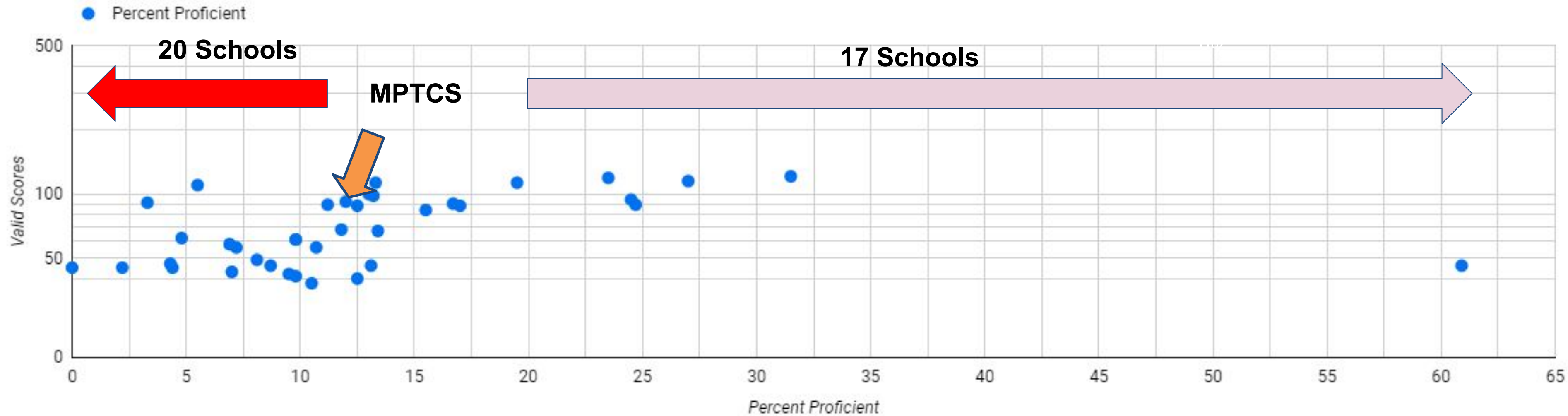
NJSLA - MPTCS and Newark Public Schools 7th Grade ELA Results



Proficiency Range: 7.2% to 71.8%
MPTCS Overall: 31.5%



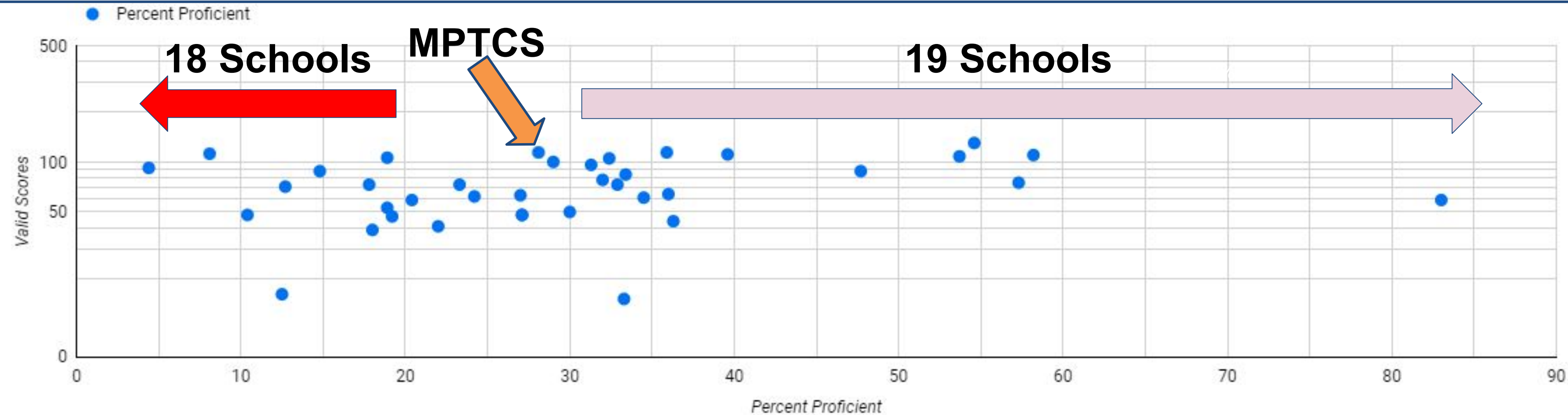
NJSLA - MPTCS and Newark Public Schools 7th Grade Math Results



Proficiency Range: 0% to 60.9%
MPTCS Overall: 12.0%



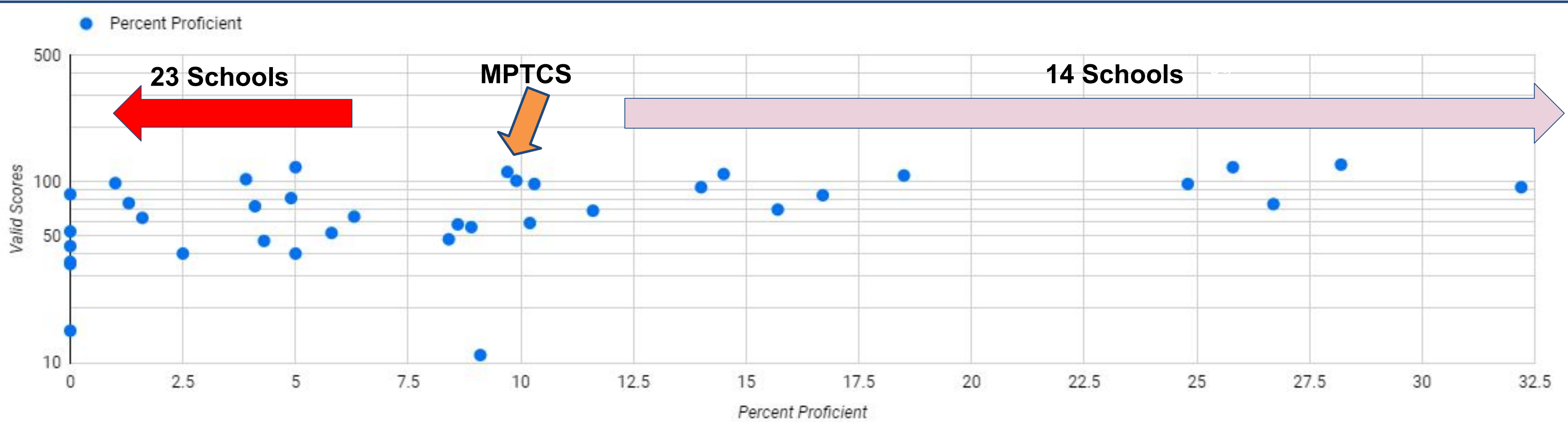
NJSLA - MPTCS and Newark Public Schools 8th Grade ELA Results



Proficiency Range: 4.4% to 83.0%
MPTCS Overall: 28.1%



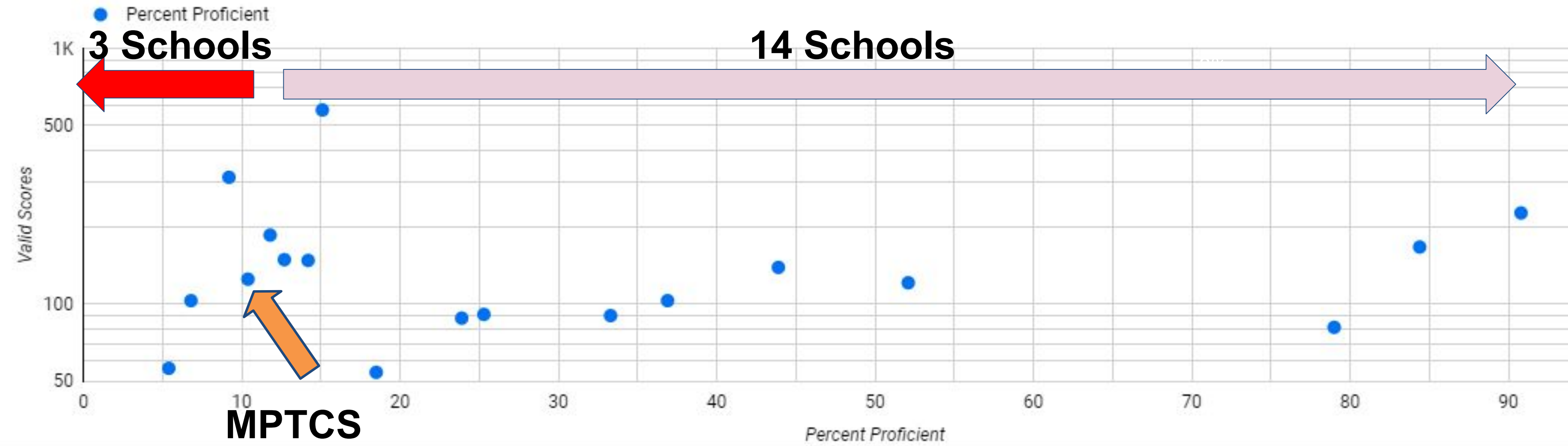
NJSLA - MPTCS and Newark Public Schools 8th Grade Math Results



Proficiency Range: 0% to 32.0%
MPTCS Overall: 9.7%



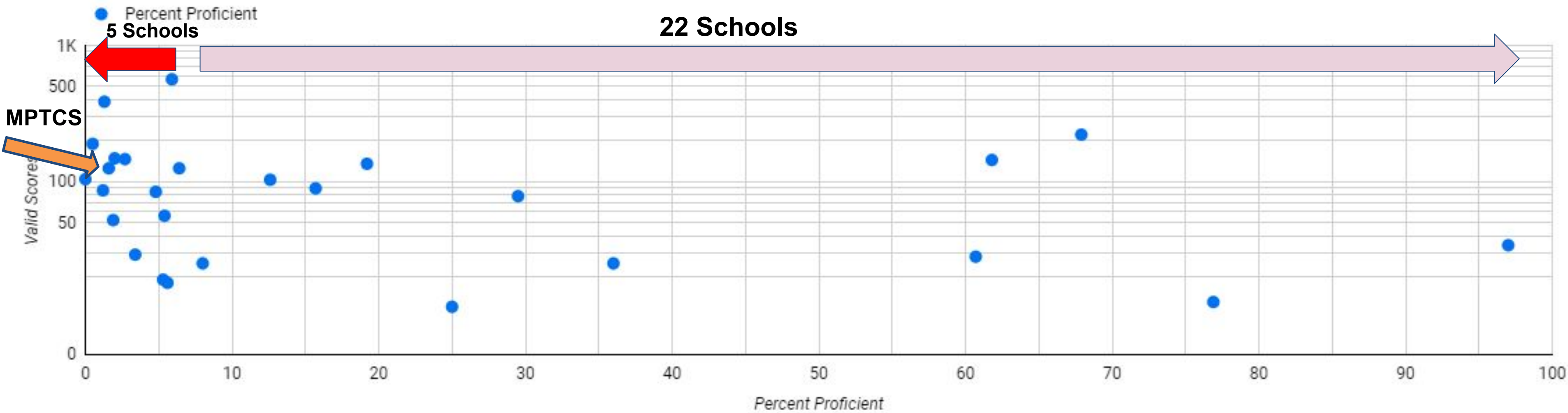
NJSLA - MPTCS and Newark Public Schools 9th Grade ELA Results



Proficiency Range: 5.4% to 90.8%
MPTCS Overall: 10.4%



NJSLA - MPTCS and Newark Public Schools Algebra I Results



Proficiency Range: 0% to 97.0%
MPTCS Overall: 1.6%



NJSLA - MPTCS and Newark Public Schools Next Steps



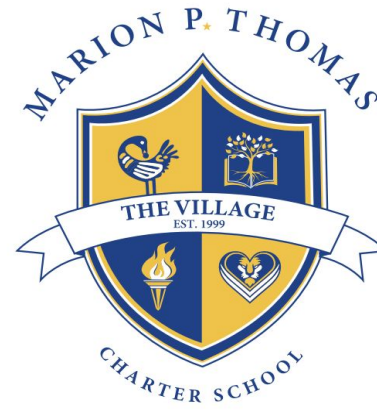
MPTCS Remedial Plan

Focus Area 1: Academic Improvement

- Subtopic Area #1: Data Collection and Analysis
- Subtopic Area #2: Professional Learning
- Subtopic Area #3: Student Learning
- Subtopic Area #4: Increasing Student and Parental Involvement



Academic Partnerships



CLI/MPTCS Leadership Team Meetings (February 7-8, 2023)

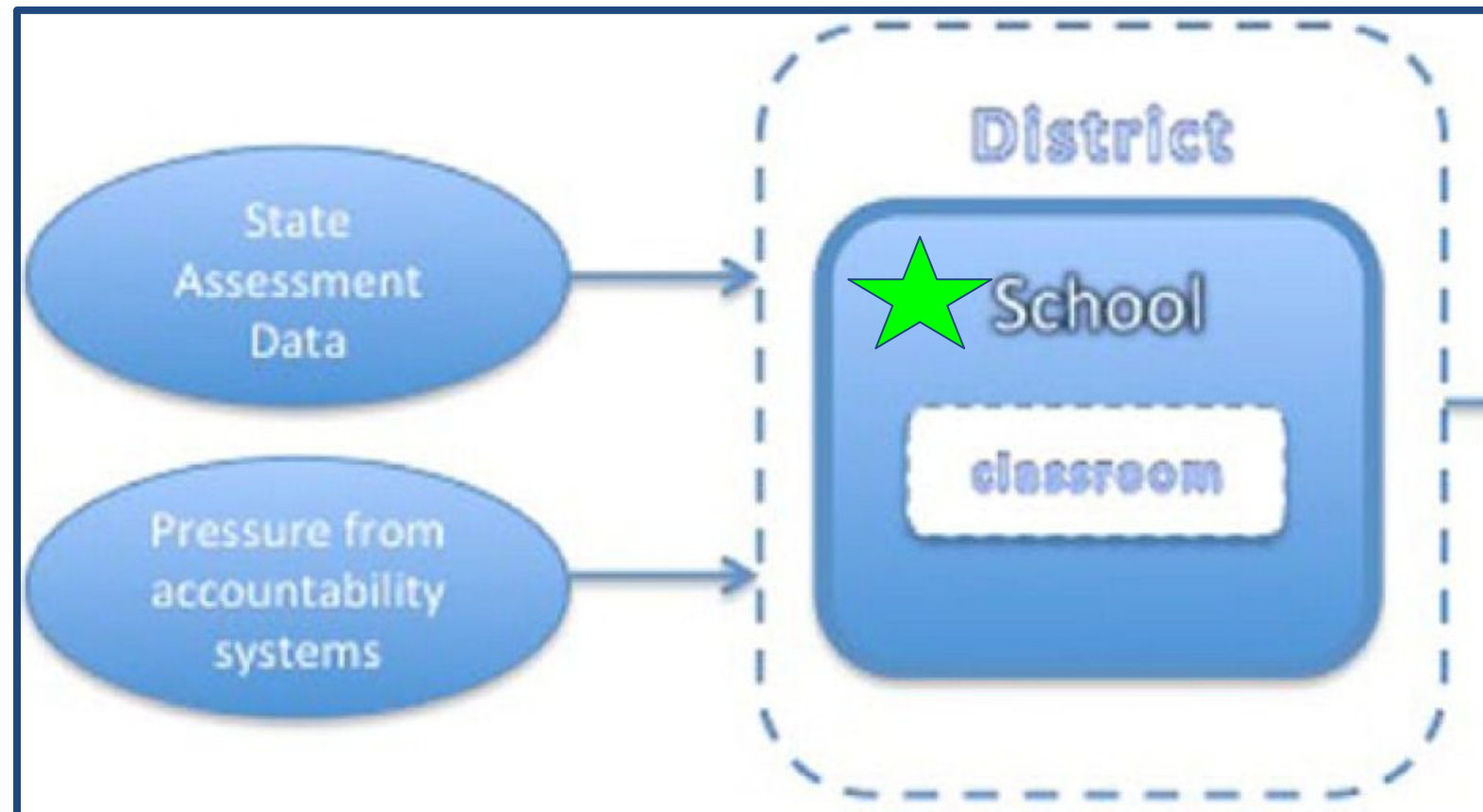
- CLI team members, Central Office, and School Administrators conducted classroom visits at STEAM and PAC Academy.
- During classroom visits and subsequent debriefing, CLI and MPTCS were able to recognize the growth of our K-3 team and determine the next steps for our partnerships.

CLI/ STEAM Listen and Learn Tour (February 14, 2023)

- STEAM Academy was selected to participate as a Northern New Jersey regional partner in the CLI Listen and Learn Tour.
- Several CLI team members including Erica Holmes-Ware, Chief Academic Officer, and Caryn Henning, Managing Director of Content and Coaching were in attendance.
- The goal of the learning tour was to understand the need to support teacher instructional practices with differentiated and foundational skill instruction.
- The tour included classroom walkthroughs, teacher focus groups and/or interviews, leader focus groups and/or interviews, student interviews, and artifact collection.

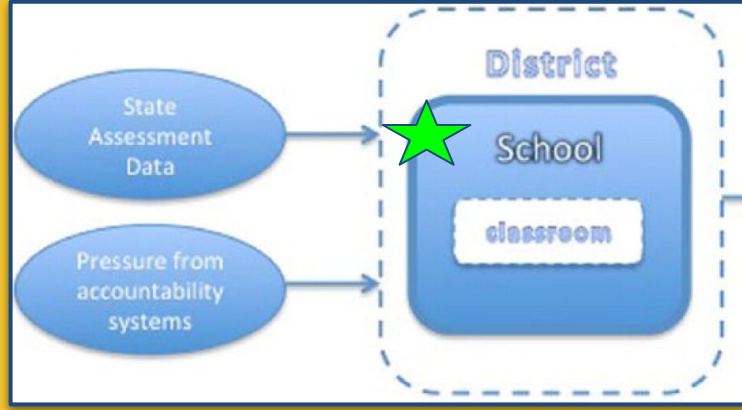


School Level Analysis Plan



School Level

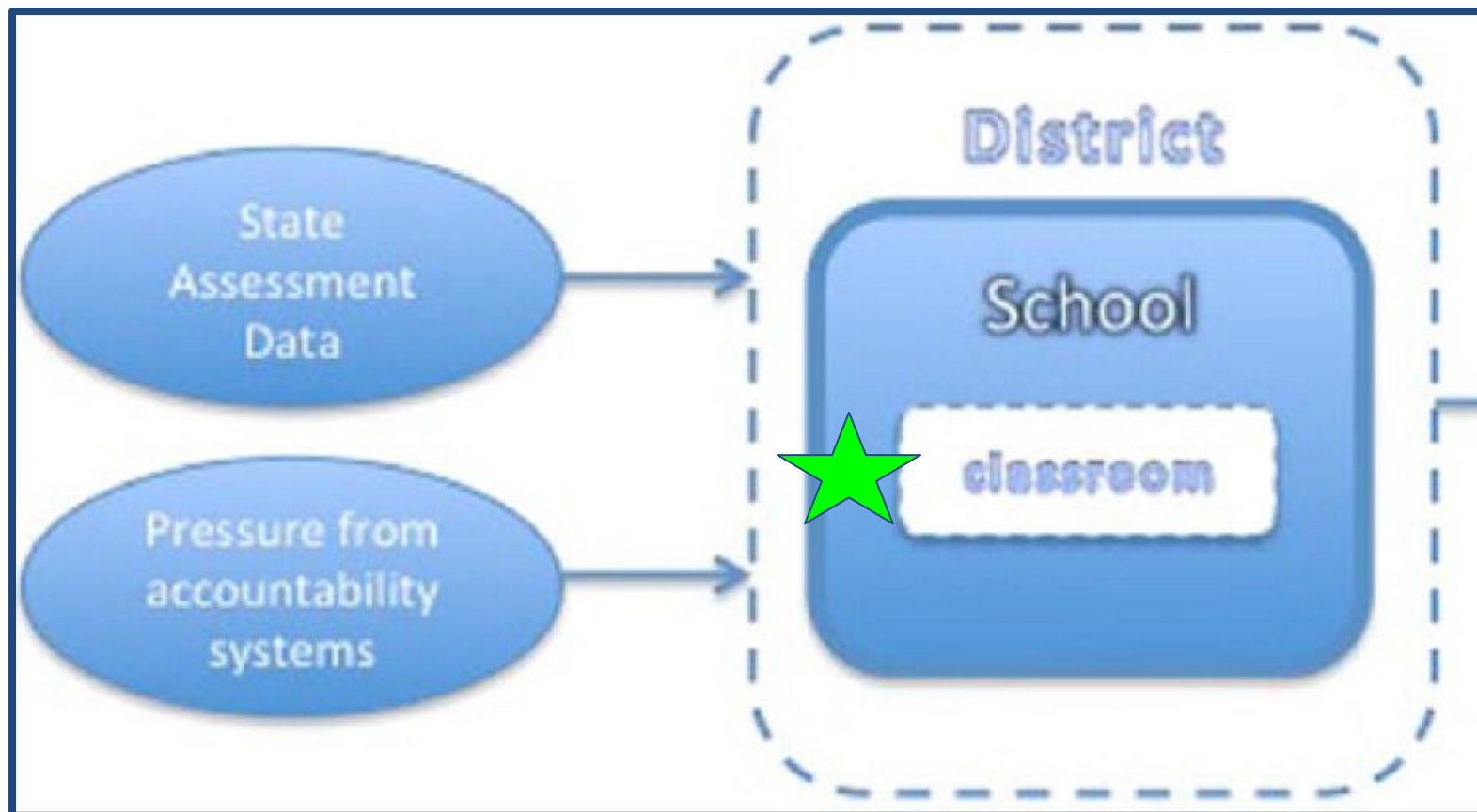
- Identify “bubble” students
 - ◆ Identifying "bubble" students when looking at student data is important because these students often fall into a category that can be overlooked or misrepresented in data analysis.
 - ◆ Bubble students are typically those who are near proficiency levels on state assessments, but are not quite meeting the proficiency threshold
- Shaping campus specific goals by grade level
- Analyzing projected growth (compare to district & state)



School Level - Implementation

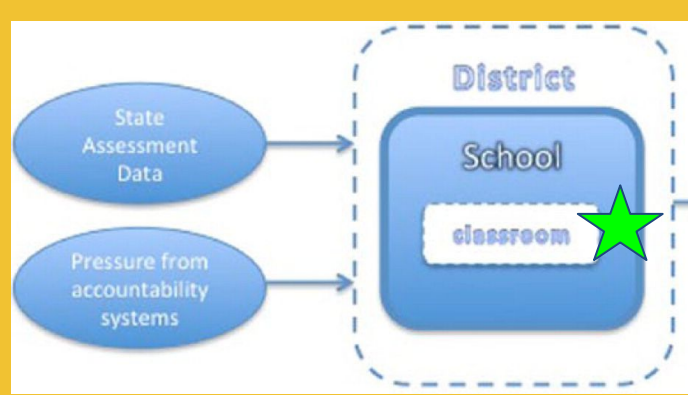
TestCode 21-22	Level 1	Level 2	Level 3	Level 4	Level 5	Grand Total	Current Enrollment	# Newly Enrolled	# Students Meeting or Exceeding 21-22 SY	# of Students to Reach Goal (22-23)	GOAL 22-23 SY	Met or Exceeded 21-22	% Projected Campus Growth	NEWARK AVERAGE PROFICIENCY 21-22SY	NJ STATE AVERAGE Proficiency 21-22SY
ELA03	13	8	7	6	0	34	51	17	6	13	25.49%	18.60%	6.89%	17.2% (12.2%)	42.00%
ELA04	9	8	12	16	3	48	58	10	19	31	53.45%	38.60%	14.85%	17.2% (30.9%)	49.00%
ELA05	11	11	15	9	0	46	58	12	9	24	41.38%	18.20%	23.18%	22.2% (22.2%)	49.00%
ELA06	2	11	27	15	0	55	75	20	15	42	56.00%	27.40%	28.60%	24.6% (32.4%)	47.00%
ELA07	6	10	10	10	4	40	46	6	14	24	52.17%	38.80%	13.37%	30.2% (32.3%)	52.00%
MAT03	11	13	7	3	0	34	51	17	3	10	19.61%	9.30%	10.31%	13.6% (8.9%)	46.00%
MAT04	11	20	16	1	0	48	58	10	1	17	29.31%	1.80%	27.51%	10.2% (5.3%)	39.00%
MAT05	16	21	6	3	0	46	58	12	3	9	15.52%	5.50%	10.02%	9.5% (4.4%)	36.00%
MAT06	14	17	18	6	0	55	75	20	6	24	32.00%	9.70%	22.30%	9.6% (9.3%)	31.00%
MAT07	11	10	15	4	0	40	46	6	4	19	41.30%	12.80%	28.50%	13.2% (12.1%)	34.00%

Classroom Level Analysis



Classroom Level

- Focusing on specific standards/skills that are aligned to testing data
- Differentiating instruction based on individual needs
- Monitor student progress using formative assessments and other measures to ensure that instructional strategies are effective
- Adjust instruction as needed based on ongoing monitoring and data analysis
- Repeat this process on a regular basis to continuously improve instruction and student learning.



Classroom Level - Implementation

STEAM ELA NJSLA						NWEA Winter Data & Absences					Tutoring Status	ELA Intervention				Literably			Writing T		
ID	G.L	Last	Test Name	Score	Performance Level	TestRITScore	TestPercentile	Achievement Quintile	FallToWinterProjected Growth	FallToWinterObserved Growth	Absences	Tutoring Status	iReady 2/17 Cycle I	iReady 3/3 Cycle I	iReady 3/17 Cycle II	iReady 3/31 Cycle II	1/13	3/1	4/3	RC 2/10	
	4		ELA	650	Did Not Yet Meet Expectations	161	1	Low	9	4	1	No Parent Contact	No Data	No Data	No Data	No Data	A				
	4		ELA	701	Partially Met Expectations	180	10	Low	7	5	5	Awaiting Response	46%	No Data	No Data	No Data	P				0
	4		ELA	DNT	Met Expectations	211	72	HiAvg	5	8	0	No Parent Contact	No Data	No Data	No Data	No Data					
	4		ELA	716	Partially Met Expectations	No Data	No Data	No Data	No Data	No Data	20	No Parent Contact	68%	No Data	No Data	No Data	S				0
	4		ELA	749	Approached Expectations	213	76	HiAvg	5	9	14	No Parent Contact	80%	No Data	No Data	No Data	W				1
	4		ELA	DNT	Did Not Yet Meet Expectations	169	2	Low	8	2	15	No Parent Contact	No Data	No Data	No Data	No Data					
	4		ELA	716	Partially Met Expectations	184	14	Low	8	19	2	Attending Tutoring Consistently	26%	No Data	No Data	No Data	J				0
	4		ELA	761	Met Expectations	215	80	HiAvg	4	5	1	No Parent Contact	100%	No Data	No Data	No Data	Z				2
	4		ELA	681	Did Not Yet Meet Expectations	184	14	Low	7	-1	1	No Parent Contact	23%	No Data	No Data	No Data	K				
	4		ELA	DNT	Exceeded Expectations	232	97	High	3	9	4	No Parent Contact	No Data	No Data	No Data	No Data					
	4		ELA	732	Approached Expectations	184	14	Low	6	-7	1	Attending Tutoring Consistently	26%	No Data	No Data	No Data	L				1
	4		ELA	768	Met Expectations	205	59	Avg	4	-6	7	No Parent Contact	63%	No Data	No Data	No Data	T				1
	4		ELA	DNT	No Data	No Data	No Data	No Data	No Data	No Data	6	No Parent Contact	No Data	No Data	No Data	No Data					
	4		ELA	687	Did Not Yet Meet Expectations	183	13	Low	7	8	5	Awaiting Response	6%	No Data	No Data	No Data	O				
	4		ELA	DNT	No Data	No Data	No Data	No Data	No Data	No Data	0	No Parent Contact	No Data	No Data	No Data	No Data					
	4		ELA	732	Approached Expectations	203	54	Avg	5	1	1	No Parent Contact	100%	No Data	No Data	No Data	S				0
	4		ELA	DNT	No Data	No Data	No Data	No Data	No Data	No Data	21	No Parent Contact	No Data	No Data	No Data	No Data					
	4		ELA	745	Approached Expectations	186	17	Low	5	-19	7	No Parent Contact	18%	No Data	No Data	No Data	P				0
	4		ELA	DNT	Did Not Yet Meet Expectations	176	6	Low	8	4	16	No Parent Contact	No Data	No Data	No Data	No Data					
	4		ELA	756	Met Expectations	206	61	HiAvg	5	4	1	Attending Tutoring Consistently	71%	No Data	No Data	No Data	S				0
	4		ELA	753	Met Expectations	208	66	HiAvg	5	11	2	No Parent Contact	51%	No Data	No Data	No Data	R				1
	4		ELA	719	Partially Met Expectations	195	35	LoAvg	7	12	1	Attending Tutoring Consistently	31%	No Data	No Data	No Data	Q				2
	4		ELA	682	Did Not Yet Meet Expectations	186	17	Low	7	4	3	Denied Tutoring	56%	No Data	No Data	No Data	E				0
	4		ELA	DNT	Partially Met Expectations	196	37	LoAvg	5	-1	23	No Parent Contact	No Data	No Data	No Data	No Data					



Thank you for listening!