

2022-2023 Annual Report



To inspire passion for lifelong learning one student at a time.



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Administrators & Principals

Board Members

Dwayne Degler, President
Stacy Barno, Vice President
Michelle McCrea, Secretary
Deji Akintoye, Treasurer
Jason Chubb, Member
Brian Ladman, Member
Charity Longenecker, Member
Blase Maitland, Member
Colleen Preston, Member

Administrators

- **Kristen Bishop**, Head of School &, Chief Executive Officer
- **Tosha Bowers**, Director of Human Resources & Chief Personnel Officer
- **Donna Archer**, Business Administrator & Chief Financial Officer
- **Bryan Brutto**, Director of Administration & Chief Academic Officer
- **Gerri Kingery**, Director of Information Technology
- **Jen Weaver**, Director of Teaching and Learning
- **Ryan Taylor**, Director of Student Services
- **Caitlin Leonard**, Director of Special Education

Principals

- **Matthew Messick**, Principal, High School (9-12)
- **GerriAnn Lambert**, Principal, Middle School (7-8)
- **Sharon Ray**, Principal, Elementary School (4-6)
- **Mark Miller**, Assistant Principal, Upper School
- **Maggie Johnson**, Principal, Early Learning Center (K-3)
- **Kelly Hendrickson**, Vice Principal, Early Learning Center (K-3)



MESSAGE FROM THE HEAD OF SCHOOL



Dear Avon Grove Charter School Community,

This year's annual report will highlight this past school year's remarkable achievements and successes. As the head of Avon Grove Charter School, I couldn't be prouder of what we have accomplished together. Our theme, Rising Strong, promoted resilience, courage, and a growth mindset. With that theme, I saw our school community take risks, persevere through setbacks, and develop the skills necessary to learn from experiences.

Over the course of this academic year, we have witnessed exceptional growth and development among our students, both academically and personally. Our dedicated educators have worked tirelessly to create a nurturing and challenging learning environment, fostering a love for knowledge and exploration. I sincerely thank our teachers for their unwavering commitment to our student's growth and well-being.

Our commitment to fostering a safe and inclusive environment remains steadfast. We have implemented comprehensive initiatives to promote social-emotional learning, emphasizing our pack values, positivity, accountability, confidence, and kindness in our community. Our dedicated counselors and support staff have been instrumental in creating a supportive network that ensures every student feels valued and accepted.

Community engagement has played a vital role in our success. We have forged meaningful partnerships, especially with Avon Grove School District and the other surrounding districts as well.

I want to sincerely thank the parents who entrusted us with their children's education. Your support, involvement, and open communication will always make a difference in your child's school experience.

As we reflect on this successful school year, we must also acknowledge the challenges we have overcome together. Every situation can be a learning experience that builds our resilience and adaptability.

I extend my heartfelt appreciation to our entire school community for their extraordinary efforts.

Looking ahead, we remain committed to continuous improvement and innovation. We are making great strides in our new academic building planning and hope to break ground next school year. We will build upon this year's successes, further enhancing our curriculum and fostering a culture of lifelong learning. Together, we will ensure that our students have the skills, knowledge, space, and character necessary to thrive in an ever-changing world.

In partnership,

Kristen Bishop

FINANCIAL HIGHLIGHTS

The business office team serves the Avon Grove Charter School community through the management of the school's finances and operations, including accounting, long-term financial planning, purchasing, payroll, risk management, and facilities management.

This year the team implemented new financial accounting and procurement platforms that will bring increased automation and efficiencies to the school community.

The business team worked with multiple entities for our annual financial audits and grant monitoring. We are thrilled to share that there were no findings reported and AGCS has successfully met all federal, state, local, and fiscal compliance mandates.

The business team, along with our financial advisor, worked with the U.S. Department of Agriculture to apply to secure funding for a new academic building that has been in due diligence for the last few years.

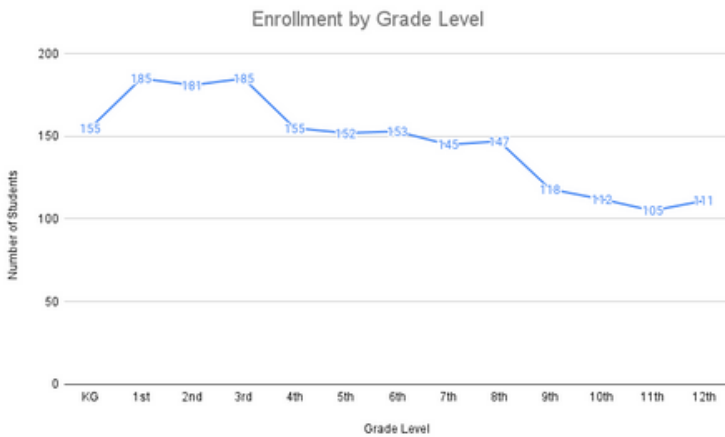
The business office also contributed to the outstanding management of fiscal resources while supporting the comprehensive educational program for all students. Looking forward to the upcoming fiscal year, our projected revenues totaling \$36,994,330.00 increased by \$3,204,441.08 from the prior year primarily due to increases in students, student retention, demographic shifts in the schools' student membership, increased tuition charges as well as remaining ESSER funding still available to serve all learners kindergarten through 12th grade.

Projected expenditures for the next academic year totaled \$35,733,979.00, an increase of \$2,210,120.51 from the prior year primarily due to an increase in instructional and student support services, staff retention, and recruitment, instructional technology resources, as well as facility capital improvements and campus security measures for both sites.

Administration, with the support of the business office team, will continue to maintain a balanced budget while supporting academic excellence and expanding resources for students and staff while continuing to focus strategically on our long-term financial planning to achieve our long-standing facility goals.

ENROLLMENT

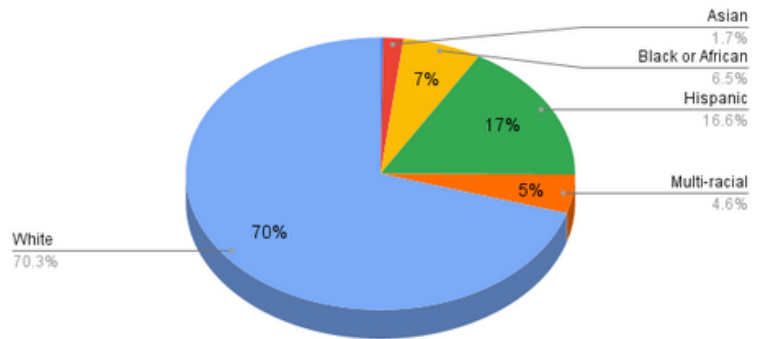
Avon Grove Charter School continues to see high demand through its enrollment, application, and registration data post-pandemic. We continue to plan for the expansion of our State Road facilities in anticipation of expanding our enrollment targets.



AGCS has moved to a fully digital enrollment and registration process to increase efficiency and transparency and provide parents with an easier process to navigate.

Interested families should visit the school's admission's website to complete their application for the 2023-2024 school year.

Demographics Race/Ethnicity



AVON GROVE CHARTER SCHOOL
...more than an outstanding education



Now Enrolling for the 2023-2024 School Year!

ag charter.org/admissions

EMPLOYEES

Total Staff

235

Faculty

138

Teachers

130

School Counselors

5

Nurses

2.5

Social Workers

1

59%

of the faculty and staff hold advanced degrees

24%

of the faculty have been employed with Avon Grove Charter for more than 10 years.

17%

of the faculty have been employed with Avon Grove Charter for more than 15 years.





GRADUATES

- Alvernia University
- Arcadia University
- Automotive Training Center
- Cecil College
- Cheyney University of PA
- Chrome Institute of Cosmetology
- Commonwealth Bloomsburg University
- Cortiva Institute
- Delaware County Community College
- Elizabethtown College
- Embry-Riddle Aeronautical University - Prescott
- Empire Beauty School (Lancaster)
- Gap semester
- Goldey Beacom College
- Immaculata University
- Indiana University of PA
- Kutztown University
- Liberty University
- PA College of Health Sciences
- Parsons School of Design
- Pellissippi State Community College
- Penn State Erie-Behrend
- Penn State - Brandywine
- Penn State - Mont Alto
- Penn State - University Park
- PennWest Edinboro University
- Salisbury University
- Savannah College of Art & Design
- Schilling-Douglas School of Hair Design
- Shippensburg University of PA
- Spelman College
- St. Joseph's University
- SUNY College at Oswego
- Temple University
- Texas State University
- Thaddeus Stevens College of Technology
- Thomas Jefferson University
- Tulane University
- University at Buffalo
- University of Delaware
- University of New Haven
- University of Pittsburgh
- University of Pittsburgh - Bradford
- University of Rhode Island
- U.S. Marines
- Virginia Tech
- West Chester University
- West Virginia University
- Workforce
- York College of PA

COLLEGE & CAREER READINESS

Avon Grove Charter School's high school is dedicated to providing its students with comprehensive preparation for college and careers. Through a range of initiatives and personalized support, the school ensures that students are equipped with the necessary tools and knowledge to make informed decisions about their future.



One of the key components of Avon Grove Charter School's approach is the monthly advisory sessions. These sessions serve as a platform for students to delve into various aspects of college and career readiness. During these gatherings, students are exposed to valuable lessons on career searching and matching, college exploration, scholarships, financial aid, interviewing skills, personal essay writing for college applications, and crafting cover letters for those who plan to enter the workforce. Moreover, students are encouraged to embark on a journey of self-discovery, enabling them to better understand their own strengths and interests.

In their senior year, students benefit from one-on-one meetings with their dedicated school counselor for post-secondary planning. These meetings commence in the fall and provide seniors with individualized guidance on navigating the college application process, securing scholarships, and applying for financial aid or completing the FAFSA. The school counselor also extends support to those students interested in military careers, offering information on the ASVAB and guiding them through the career planning process for the workplace.



Juniors, on the other hand, begin their post-secondary and course-planning journey in January with a school counselor specializing in this area. The school counselor meets with juniors to discuss important aspects of college planning, including creating a timeline for college applications, emphasizing the significance of standardized tests like the SATs and AP Exams, organizing college visits, researching potential colleges, and identifying scholarship opportunities. In addition, the school counselor provides guidance to students considering workforce or military paths, offering valuable insights on interviewing skills, resume writing, cover letters, and work-based learning projects. The school counselor also helps juniors navigate the Keystone requirements and develop personalized pathway plans.

Avon Grove Charter School actively facilitates college visits by admissions representatives each fall. This allows students in 10th to 12th grade to engage directly with college representatives, gaining valuable insights into various institutions, their programs, and their campus environments.

To further enhance college and career readiness, the school hosts an annual College and Career Fair in February. This fair brings together students from 9th to 12th grade, providing them with the opportunity to explore diverse college options and career paths. The fair showcases a wide range of colleges, local businesses, and professionals, offering students the chance to engage in meaningful conversations and make connections that can shape their future endeavors.

In order to gauge students' readiness and progress, Avon Grove Charter School conducts the PSAT for all 10th and 11th-grade students in October. This assessment serves as valuable practice for the SAT, which is administered to 11th-grade students in March 2023, helping them prepare for college admissions.

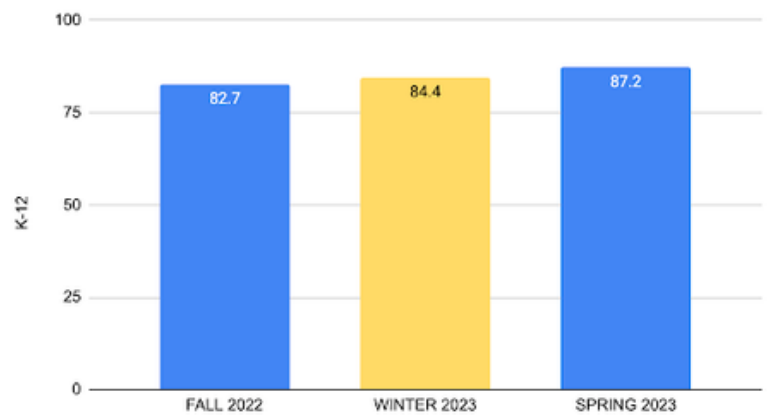
The school also emphasizes the importance of Advanced Placement (AP) exams, which are held in May 2023. By encouraging students to take AP courses and sit for these exams, Avon Grove Charter School prepares them for the rigor and academic expectations of college-level courses while also providing opportunities to earn college credit.

Avon Grove Charter School's high school is committed to empowering its students with the skills, knowledge, and resources necessary for successful transitions to college and careers. Through personalized counseling, targeted programs, college visits, and comprehensive assessments, the school ensures that students are well-prepared to pursue their goals and aspirations beyond high school.

STUDENT WELLNESS

Our mission is that 100% of students will have an adult at school they can count on. This mission of building trusting and supportive relationships is the foundation of everything that we do. This year, we have made steady growth toward this mission. Our Student Wellness goals this year included meeting schoolwide PBIS state fidelity at Tier 2 (small group behavioral and social-emotional interventions with a specific focus on Check-In, Check-Out). 88% of students responded to the Check-In, Check-Out intervention, which is higher than the average response rate.

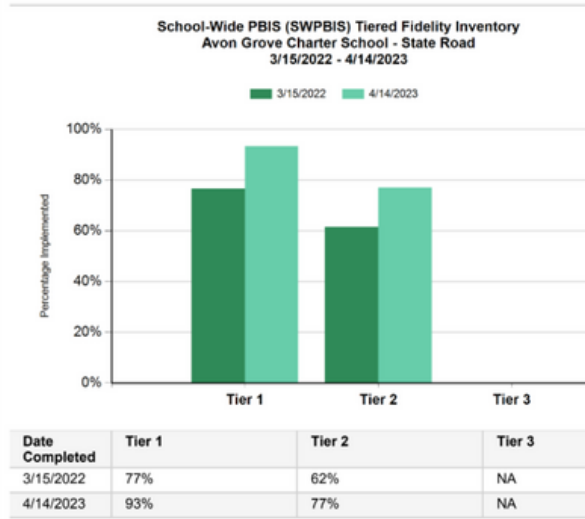
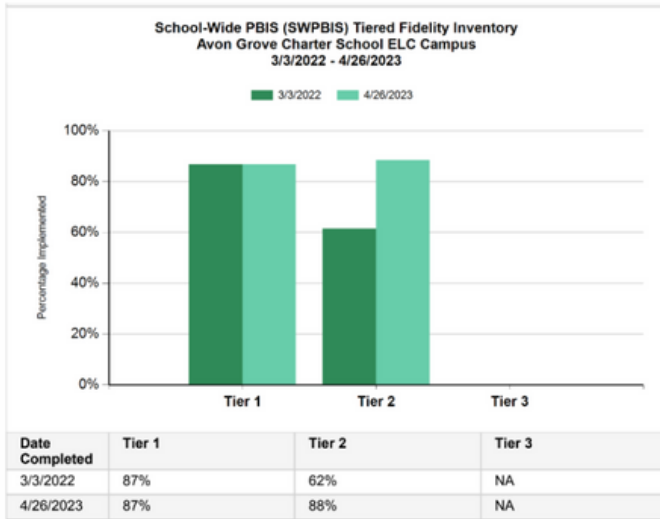
Schoolwide 100% Mission



We are pleased to say we accomplished the goal of fidelity at Tier 2 for the interventions in place. Next year, we plan on expanding the Tier 2 offerings for group interventions and maintaining fidelity with multiple interventions before moving to state fidelity at Tier 3.

Our second Student Services goal this year was the implementation of half days for the purpose of instructing and integrating the five SEL competencies (self-awareness, self-management, social awareness, relationship skills, and responsible decision making). These days were highly successful, and we look forward to taking feedback from students and continuing this next year.



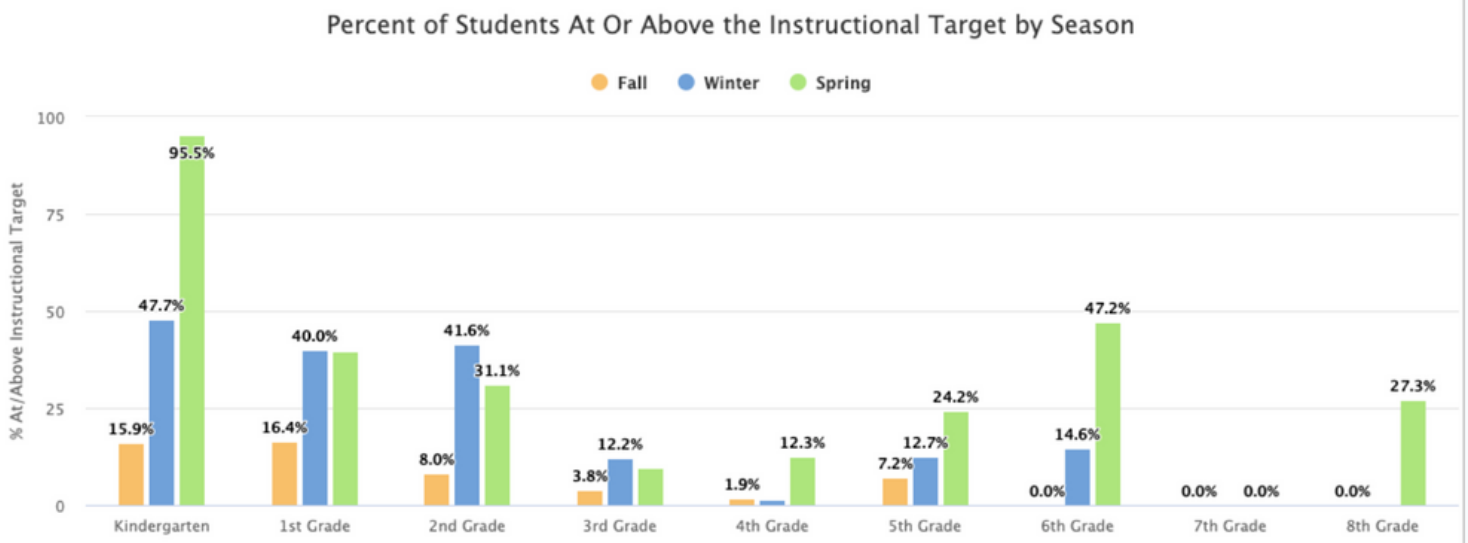


As PBIS is a component under the larger SEL umbrella, next year, our focus will be on integrating our PBIS and SEL initiatives. This will include combining our committees, integrating SEL into our existing PBIS PACK matrix, and embedding our PBIS lessons into SEL instruction. We are developing our own scope and sequence of SEL instruction for grades K-6 to meet the needs of our students based on our PACK values and CASEL core competencies. We will also be focusing on integrating SEL and PBIS into Middle School Advisory and High School Lunch and Learns. Half days for all students will continue to focus on integrating SEL into activities that promote 21st-century skills and include student voice and choice in a fun and engaging way. These days are an opportunity to focus on relationship building among students and staff.



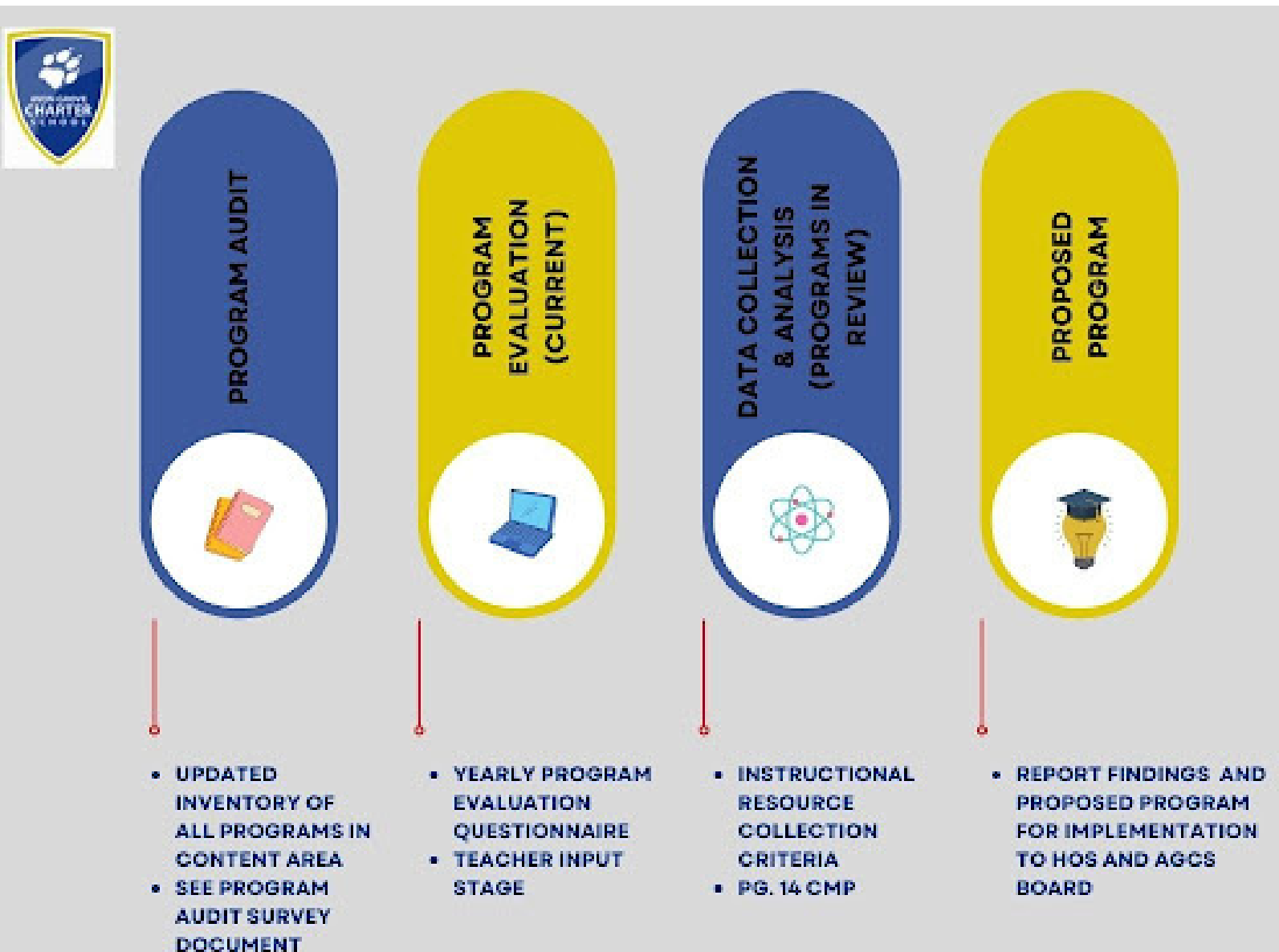
TEACHING & LEARNING

We were excited to continue with the use of SpringMath as our math classwide intervention in grades K-6, as well as with math labs in middle school and high school. We saw even more growth in the program throughout this year. Fifteen of the classrooms completed the entire series of lessons in the classwide intervention, and as of the last week in May, five classrooms were on their last skill! Growth within the program can be seen in the graph below:



- 22-23SY Curriculum Review: 6th-12th Grade English Language Arts
 - The Department of Teaching and Learning spent a good portion of the school year reviewing the 6th-12th grade English Language Arts (ELA) programs, as our current license (HMH Collections) was set to expire. Per our Curriculum Management Plan, we followed the below process that led us to our recommendation and, ultimately, Board approval:

- AGCS initiated an ELA inventory and evaluation of our current program, along with the exploration of new programs. This process included:
 - A deep data analysis of student performance since the adoption of the schools current secondary ELA program.
 - Extensive literature review of research based ELA programs to align to our specific needs.
 - A culturally responsive review of literature in current programs and potential replacement programs to ensure we select a program that was robust and diverse.
- Three programs were reviewed with the ELA Committee comprised of teachers and administrators. The diverse stakeholder group allowed for a broader insight into perspectives of the current and prospective programs. The ELA Committee analyzed the programs using a vetted evaluation tool, and the team supported the following recommendations:
 - 6th-10th grade: HMH Into Literature
 - 11th-12th grade: SpringBoard
- The recommendations were presented to the AGCS Board and approved in Spring 2023, with implementation starting in the 2023-2024 school year.
- The Department of Teaching and Learning is currently working on a professional development plan to help with the transition to the new programs to ensure staff and students are set up for success!





FACILITIES

Projects completed in 2022-2023:

Schoolwide:

- Building secure & automated access entry systems
- Increased and enhanced security camera surveillance system
- Main entrance facade updates

Kemblesville Campus:

- New staff parking lot
- Unit ventilator control automation
- Automated water filtration system control & monitoring

State Road Campus:

- Unit ventilator replacement project
- Fire Door Replacements
- Electrical Upgrades and Lighting Replacements

Long-term Facilities Planning:

Academic Building Project Team:

- Building planning, development & schematic designs
- Construction documents and specifications
- Township land development plan: Approved
- USDA Pre-application & application loan activities:
 - Environmental studies and testing
 - Archeological survey

Providing a safe, healthy, and functional learning environment for the students, staff, and families of Avon Grove Charter School is the Facilities Management Department's primary goal.

While there have been many challenges through the last few years, department restructuring along with the implementation of new strategies, programs, and procedures for planning, implementing, and evaluating the efficiencies of the schools' preventative maintenance programs and best practices has helped to solidify the team while strengthening the department's systems and plan for future growth.

The department is responsible for maintaining campus buildings, grounds, landscaping, environmental compliance, campus security, and custodial services, facilitating school events, as well as supporting administration for all school capital improvement projects and long-term campus facilities planning and construction.



ATHLETICS

What a successful year for AGCS athletics. There has been so much to celebrate this past year with the addition of the middle school girls' volleyball team to the AGCS athletics offerings. Many AGCS varsity teams had their strongest seasons yet, such as girls' volleyball, boys' basketball, and girls' soccer. We experienced our first 1,000-point scorer in basketball program history in senior and MIL League MVP Josh London. Camryn Anzalone became the first varsity athlete from an AGCS athletics program to sign an athletics scholarship to play at the next level; she will be playing volleyball for Cecil College in the fall.



Monica McGinley won an athletics scholarship from AGCS Sports Boosters.



Josh London became the first 1000-point scorer in AGCS history.

We have a tremendous coaching staff at AGCS. AGCS coaches are full of passion, knowledge, and experience and have given so much to our AGCS students. Our Sports Boosters are dedicated to strengthening the athletics experience for our student-athletes, and they do an amazing job making our athletes feel valued. Our Sports Boosters have purchased an AED, hosted our first-ever End-of-Year Banquet, and offered two athletic scholarships (Monica McGinley and Paul Lacour).





Our longtime athletic trainer, Ms. Denise Heavener, has resigned from her position. We want to thank her for her many hours, her passion, her knowledge, and her excitement for AGCS athletics. She has been a rock in our program, and she will be deeply missed. We also want to thank Mr. Jay Reyher for his years of service coaching our boys' soccer team. Mr. Reyher is retiring this year, and we want to make sure he knows how much he is valued. He has done an amazing job leading our boys these last few years. There is so much to look forward to. Our middle school teams continue to add talent to our varsity teams. Next year we are adding a varsity girls' basketball program. Go Wolves!

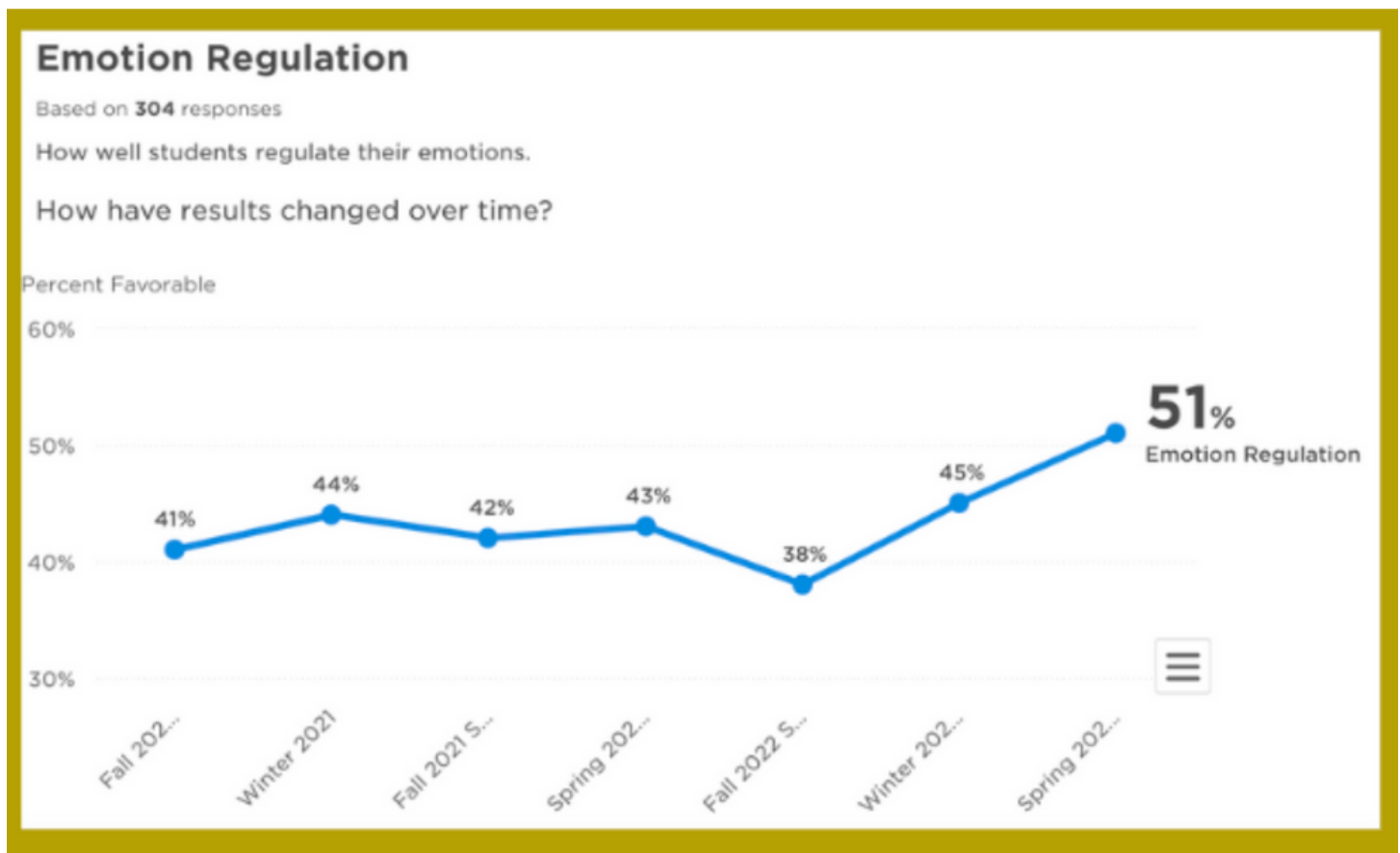


Paul Lacour won an athletics scholarship from AGCS Sports Boosters.



SOCIAL EMOTIONAL LEARNING

This year the AGCS initiative was to utilize the half days to focus on Social Emotional Learning (SEL) and the PA Career Ready Skills. Specifically, we provided instruction on the five competencies and then practiced utilizing these skills through engaging activities. The goal of this time is to problem-solve, collaborate and build relationships with peers, adults, and the community. The focus was on teaching emotional regulation or how to stay calm when experiencing emotions that put us in a heightened zone. As we know, when we are in a deregulated zone (sometimes known as flight, fight or freeze), we are unable to access the part of the brain (cortex) that is necessary for thinking and reasoning. When practicing the integration of these skills on half days is paired with direct instruction, students made significant gains. Students enjoyed choosing activities that aligned with their interests or areas they wanted to explore, and staff enjoyed showcasing their personal interests, forming great connections. Feedback was collected after each half day so that we can continue to tailor these days to the needs of students as well as utilize our school-wide data to drive the focus.



CAPITAL CAMPAIGN

Contribute to the Future of Avon Grove Charter School

As demand for our school has grown throughout the county and surrounding areas, we outgrew the current State Road building. We also have modular classroom units that exceeded their life cycle and need to be replaced. Our vision is that a new academic building will allow us to replace our modular units and provide the required classroom space to meet enrollment demand and offer an outstanding educational experience. We also want to partner with generous donors.

By partnering with Avon Grove Charter School and making a tax-deductible contribution, you'll directly contribute to the future of Avon Grove Charter School students and your community. We'll be looking to recognize you for your generosity as a capital supporter and will have tiers representing your commitment. When a donor provides substantially to this project, we are looking to name the building or parts of the building in recognition of financial support.

If you are interested in being a substantial donor to this project, we would like to consult with you to explore the schedule for naming opportunities and the donation level required at each. Donors may be individuals, families, organizations, or corporations.

Please visit our website to learn more about our academic building project or pledge your support. Your contribution, no matter the amount, will be put to good use and provide financial assistance to this much-needed building for our students.



How Can I Help?

1. I would like to donate to the capital campaign tree. Learn more at agcharter.org.
2. I'm considering being a significant donor and would like more information. Please email coconnor@agcharter.org.
3. I know a donor willing to make a significant contribution. Please email coconnor@agcharter.org with the donor's contact information.

Contact Us



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www.agcharter.org



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