

AMSA's Initial Entry Plan Findings

ED Goals Update

January 27, 2024



Goals Update

Goal

The ED will demonstrate modeling Integrity by seeking opportunities to demonstrate and uphold AMSA's core values.

Actions/Results

ED will explore with the administrative team a redesign of the DEI position to maximize its effectiveness and ensure that DEI is a priority for AMSA.

--Created a budget neutral position "Director of School Culture"

ED will participate in professional development through MPCSA and participation in the Executive Director Northeast & Central Regional Alliance meetings.

Goals Update

Goal

The ED will demonstrate commitment to excellence by meeting 90% of our charter expectations which are outlined in the current accountability plan, along with completing the following action steps:

Actions/Results

Completion of the AMSA Charter Renewal Application and preparation for the 24-25 site visit.

ED Entry plan will assess the school's needs in the areas of professional development, curriculum, and instruction.

Development of a 2-year professional development plan. (completed June 2024)

Goals Update

Goal

The ED will support administrators and staff to ensure our academic program is recognized as exemplary, as evidenced through the completion of the following action steps:

Actions/Results

ED will seek opportunities to showcase the work of AMSA staff and students.

- ED established an Instagram Account
- ED sent SMORES Newsletters to Families
- ED to work with Principal and Students on a new senior recognition opportunity

ED will work with administration, academic department chairs to ensure that excellence is available for all students, as evidenced by the development and incorporation of a DCAP. (District Curriculum Accommodation Plan)

- DCAP 90% complete.
- Strategic Objectives & Organizational Goals are proposed today as the foundation for AMSA

Goals Update

Goal

The Executive Director will develop Leadership Opportunities for AMSA Staff

Actions/Results

ED will provide coaching for staff interested in advancing their licensure. **–One staff member received their emergency initial license.**
–Meeting with 1 staff for Director Licence
–Direct Supervision of Building Administrators
–Invited staff to explore/apply for a fellowship in leadership (4 interested)

ED will work with the Directors Team to identify leadership opportunities for staff.
--Held several meeting with staff interested in building leadership capacity.

Integrated the CS department Head with the director of Community Engagement to foster a new partnership with Cloudwave.

Goals Update

Goal

All stakeholders within the AMSA community will have the opportunity to contribute to the AMSA Entry Evaluation that will be provided to the BoT by June 1, 2024, as evidenced by data included in the Entry Evaluation and the meeting of the following action steps:

Actions/Results

ED will host family engagement opportunities throughout the academic year. (minimum of 4 events) –**Two nights pre-open house with packed US cafeteria attendance. (9-21-23 & 9-27-23)**
–**CO-led Family information night. (12-13-23)**
–**Held one family forum sponsored by the PTO in the fall. (8-18-23)**

ED will host faculty drop-ins monthly from September 2023 through April 2024–**After completing one Quality of Life Whole group check-in, (turn-out- 10 staff) the was changed to do individual faculty check-in.**

ED will participate in a minimum of two principal council meetings.–**Completed Fall Principal Council meetings. (11-15-23 & 1-24-24)**

ED will participate in two student government meetings–**Completed Fall student government meeting.**

ED will host two open student forums–**Offered and sue to low attendance will shift to attending more principal councils.**

ED will meet with each BoT member individually or in a small group setting to gather their input. – **Met with almost all members either 1:1 or small group. Attended 99% of committee meetings.**

Goals Update

Goal

ED will demonstrate effective management of the construction project as evidenced by the following action steps:

Actions/Results

ED will prepare reports and information related to the construction project for the BoT

ED will work with the construction management team and Director of Finance and Operations to carry out the BoT-approved financial and construction decisions.

ED will work with the director of Development and the Director of Community Engagement to increase corporate relationships and capital support of AMSA's Imagine Campaign.

**–Created Soaring Eagles Board Job Description,
–Working on shared contact directory to catalog efforts and ensure follow up.**

**–Hosted all mayoral candidates for tours,
–Hosted two corporate tours that resulted in increased internship opportunities.**

–Met with Marlborough Rotary to present about AMSA and Charter funding.

AMSA's Greatest Strengths

- Unapologetic commitment to rigor with the belief that when students are supported they can meet all expectations.
- Teaching staff have the autonomy to gage what their students need in order to support students in meeting expectations.
- Teaching staff have the autonomy to teach creative courses that engage the students in real world situations.
- AMSA may be high pressure but with a down to earth approach–staff are supportive and approachable.
- AMSA has a welcoming environment supported by: Principal Councils, Spirit Weeks, Sports, Clubs, Arts and Science Night, Parent Nights, Annual Cultural Festival, Staff socials, teacher breakfasts.
- Balanced teacher schedules to ensure adequate preparation and work/life balance.

AMSA's Priorities

- Improve communication patterns so that all stakeholders feel connected and informed.
- Providing parents with more support with the college process and post-secondary planning.
- Transportation for extra-curriculars/athletics
- Align AMSA's newly developed DCAP with tiered interventions specific to each department.
- Teacher retention through compensation and continued autonomy.

Strategic Objectives & Organizational Goals

(Identified through initial entry plan research)

Governance: Develop Board capacity in governance and resource acquisition to advocate for the charter school movement at the local, state, and national levels.

Teaching & Learning: Support the academic, social-emotional, and physical growth of all students with high expectations for all, including exceeding accountability standards with “unapologetic rigor.”

Faculty & Staff Development: Be a school of choice for talented educators through competitive compensation and emphasizing employee well-being.

Parent & Community Partnerships: Strengthen AMSA’s partnerships with our families and engage the wider community to support our mission.

Development: Diversify funding streams, expand and strengthen funding infrastructure, and enhance resources for developing AMSA.

Facilities & Operations: Plan for and implement facilities and technology improvements promoting sustainability.

AMSA's Charter Renewal Preview

Component	Description
Application for Renewal August 1, 2024	AMSA will submit the Application for Renewal by the end of the fourth year of the charter term.
Application for Renewal Review	Department staff review the Application for Renewal for clarity and completeness and follow up with AMSA as needed.
Renewal Inspection Evidence Template Preparation	The Department develops a Renewal Inspection Evidence (RIE) template that includes the criteria to be addressed during the renewal inspection.
Renewal Inspection Fall 2024	The renewal inspection provides the Department with current information about the school's performance relative to the Criteria. Department staff may conduct the renewal inspection, or the Department may contract with an independent organization to conduct the renewal inspection. Following the renewal inspection, the renewal inspection team completes the RIE and submits it to the Department for review, along with copies of notes and other materials gathered during the renewal inspection.
SOR – Drafting Process Late Fall 2024	Department staff prepare a Summary of Review (SOR), which summarizes the school's performance over the five-year charter term for the commissioner and the board. The SOR incorporates the RIE's contents and evidence compiled throughout the charter term from sources such as annual reports, site visit reports, demographic data, state assessment results, AMSA Board of Trustees documents, and financial audits.
SOR – Factual Correction Response and Finalization December 2024	The Department sends a draft of the SOR to the school for review. The school is given approximately one week in which to make factual corrections to the SOR. The renewal inspection team assists Department staff as needed with corrections to evidence gathered during the renewal inspection.
Renewal decision January 2025	The SOR is presented to the commissioner, who makes a renewal recommendation or determination based on the evidence. The commissioner has been delegated the authority to grant charter renewals that do not involve probation or non-renewal. In these cases, the commissioner notifies the Board in advance of intended actions, and a Board member may ask that the commissioner bring the renewal to the full Board for discussion and a vote.

The Board of Elementary and Secondary Education is obligated to conduct ongoing performance reviews of each charter school. The charter renewal decision is based upon the school's performance over the charter term in three areas:

The school's faithfulness to the terms of its charter,
The success of the school's academic program, and
The viability of the school as an organization.



