

Executive Summary: Voices College-Bound Language Academy Charter Renewal 2025-30

The Voices College-Bound Language Academy charter has been updated to reflect several improvements and adjustments aimed at enhancing academic programs, strengthening school culture, supporting educators, and addressing the evolving needs of students post-pandemic. Below is a detailed overview of the key updates made to the charter:

1. **Reading Program Enhancement: Science of Reading** In alignment with the latest educational research, the charter has been updated to incorporate the *Science of Reading* approach in our literacy instruction. This shift ensures that students are taught through the most evidence-based methods for reading acquisition, including structured literacy programs and explicit instruction in foundational skills. The addition aims to improve student literacy outcomes by addressing gaps in early reading skills and ensuring a robust, research-backed approach.
2. **Culture and School Climate Adjustments** In response to the ongoing adjustments needed post-pandemic, additional clarity has been added to the cultural and social-emotional learning (SEL) components within the charter. This includes strategies to rebuild and maintain a positive school culture, foster strong relationships among students and staff, and support students' social-emotional needs. These measures are designed to ensure that students continue to thrive in a nurturing, safe, and inclusive learning environment.
3. **Teacher Recruitment Strategy** Recognizing the importance of having a fully staffed school at all times, the charter now includes a dedicated *Teacher Recruitment Component*. This component outlines strategies for maintaining a strong teacher pipeline, including developing partnerships with local teacher preparation programs, staffing agencies, and visa exchange programs. Additionally, we will focus on supporting non-teaching staff interested in pursuing teaching credentials, ensuring that we can grow and recruit talent from within the community.
4. **Support for Educators' Credentialing Programs** A key update to the charter is the inclusion of a comprehensive plan to support educators through their credentialing process. Each teacher will receive an individualized *Credential Pathway Plan*, with regular check-ins every 4-8 weeks, as needed, to monitor progress. The support includes:
 - Assistance in connecting with credentialing programs and navigating the process
 - Access to potential scholarships, grants, and financial support
 - Coverage of costs for application fees, testing, and induction programs. This initiative aims to ensure all educators are fully credentialed and supported, contributing to both teacher retention and the overall success of our academics.
5. **Updated Reading Intervention Program** To address learning gaps exacerbated by the pandemic, we have updated the *Reading Intervention Program* to better meet the needs of struggling students. This includes more targeted, research-based interventions designed to accelerate progress for students who have fallen behind, with a specific focus on foundational literacy skills and differentiated instruction for students at various proficiency levels.

6. **Data and Performance Metrics Update** All data components within the charter have been revised to reflect current performance metrics, including updated student achievement data, NWEA scores, and growth indicators. These updates ensure that our progress and goals are measured accurately and align with the latest available information, enabling us to make data-driven decisions to improve student outcomes.
7. **Compliance with Updated Laws and Regulations** The charter has been thoroughly reviewed and updated to ensure full compliance with all applicable local, state, and federal laws and regulations. This includes any recent changes to education codes and policies to ensure that Voices operates in accordance with the most current legal requirements.
8. **Voices Board Composition Update** The composition of the Voices College-Bound Language Academy Board has been updated to include two new parent representatives and two new at-large members. This replenishment aims to ensure a diversity of perspectives and a strong connection between the Board and the Voices community. Including parent board members reinforces our commitment to family engagement and provides a direct voice for parents in school governance.

These updates reflect our ongoing commitment to providing a high-quality, equitable education for all students, supporting our educators, and fostering a strong and inclusive school culture. The enhancements made in this charter renewal are aligned with our mission to ensure academic excellence and community engagement, and they provide a solid foundation for continued growth and success at Voices College-Bound Language Academy.