



Centennial Academy

DRAFT Budget for the 2025 - 2026 School Year





Important Budget Dates

Date	Task
April 20, 2025	Legal notice posted in AJC
April 30, 2025	Legal notice posted in South Fulton Neighbor
May 5, 2025	Public Budget Hearing #1 (Virtual @ 5:00 PM)
May 19, 2025	Public Budget Hearing #2 (In-Person @ 10:00 AM)
April 2025	Centennial Academy receives FY25 Allocations Projections
April 21, 2025	Draft Budget Presentation to Budget, Finance, and Facilities Committee
April 28, 2025	Draft Budget Presentation to CA Governing Board for approval
May 2025	Any budget adjustments presented to Final Budget Presentation to Budget, Finance, and Facilities Committee and Centennial Governing Board

Centennial Academy

- Centennial Academy is a conversion charter school in Atlanta, GA, serving over 700 scholars in K-8.
- Centennial is deeply rooted in its local community, reflecting the legacy and promise of Atlanta's revitalization.
- As a community school, Centennial Academy **extends beyond its campus borders**, creating **strong partnerships** with institutions of early and higher learning, industry, and social service that support an **expansive STEAM curriculum** rooted in the EL Education Framework.



Guiding Principle, Mission, and Vision

Guiding Principle: To ensure that budget resources are allocated to strategic goals, which are aligned with the board approved mission and vision.

Our Mission: The mission of Centennial Academy is to provide all scholars access to a **rigorous STEAM curriculum** that inspires **curiosity**, fuels **achievement** and prepares them for **success**.

Our Vision: We envision Centennial Academy scholars and educators as **high achievers, critical thinkers, lifelong learners, and ethical leaders in a global society**.



Habits of Scholarship

Critical thinking

We tackle challenges by integrating knowledge from various subjects and disciplines, engaging deeply with content, reflecting on our learning, and applying our understanding to make thoughtful and informed decisions.

Collaboration

We work together to achieve a common goal by combining effort, talent, and expertise while sharing ideas, listening to different perspectives, and supporting one another.

Communication

We share ideas, thoughts, and solutions in clear, open, and honest ways by listening carefully, expressing ourselves confidently, and engaging in conversations that help solve problems and deepen understanding.

Creativity

We explore new ways to solve problems, take risks, and learn from our mistakes without fear of failure in order to generate innovation and invention.

Commitment

We show up every day with purpose, work hard, and maintain a positive attitude toward learning and growth. Even in the face of challenges, difficulties, or setbacks we persevere, stay focused, and remain motivated.

Compassion

We show kindness, understanding, and empathy toward each other by offering support, considering feelings, practicing patience, and encouraging others, to create a caring community where everyone feels valued and heard.

Habits of Character

Helpful

- Helps others with learning and contributes to academic conversations
- Encourages others to solve conflicts peacefully
- Helps others in need
- Supports others to be their best selves

Engaged

- Asks and answers appropriate questions at the appropriate time
- Volunteers to assist others in class
- Demonstrates the work ethic needed to achieve goals
- Displays attentive and positive body language

Responsible

- Follows Rules and expectations
- Is on time and prepared for class
- Completes and submits assignments on time
- Treats scholars and staff with respect

Open Minded

- Supports classmates who are different than themselves
- Seeks to understand others' unique perspectives
- Embraces new activities with a positive attitude
- Challenges self to learn new concepts that are difficult for them

5-Year Strategic Goals



Academic Excellence

Centennial Academy will achieve and sustain top tier academic results by outperforming the district and state average, ultimately achieving a score of 90 or above, as measured by the College and Career Readiness Performance Index (CCRPI)

School Culture

Centennial Academy will achieve high satisfaction among stakeholders by ensuring a safe, supportive, and inclusive environment for every scholar, educator, and parent as indicated by 4 out of 5 stars on the CCRPI School Climate Star Rating

Professional Capacity

Centennial Academy will achieve 90% retention among staff by fostering a positive and healthy working environment that retains, supports, rewards, and attracts talented educators

Community Partnerships

Centennial Academy will cultivate family and community partnerships to ensure success for every scholar and serve as the school of choice for families who value excellence in academics, applied STEAM integrated learning, and ethical leadership in an urban environment

Financial Sustainability

Centennial Academy will align resources to address scholar needs and manage funds to ensure revenue will equal or exceed expenditures annually while achieving all five financial performance standards as stated in charter contract

In order to achieve Centennial's intended impact, we will focus on the following strategic priorities over the next five years.



Academics

Delivering aligned instruction through clear vision, strong materials, and experiential learning ensures scholars meet/exceed expectations at Centennial and beyond.



Staff Investment & Alignment

A united team – deeply invested in scholar success, grounded in shared priorities, and operating with clear roles – makes the school's vision a daily reality.



School Culture

A strong school culture fosters safety, belonging, and leadership, empowering scholars to persevere, own their learning, and advocate for themselves and others.



Community Partnership

Building authentic, sustained partnerships connects scholars to real-world learning, mentorship, and community impact that reflect Atlanta's innovation.

Operating Conditions

Realizing our impact requires **financial sustainability**, **strong talent systems**, and an optimal physical environment.



Our Anchor

Anchored by EL Education's three dimensions of high achievement: Mastery of Knowledge & Skills, Character Building, and High-Quality Work, our educational programming is foundational, formative, holistic, and authentic, integrating academics, social-emotional learning, and leadership into a unique educational experience rooted in equity, exploration, and empowerment.



Mastery of Knowledge & Skills: scholars demonstrate proficiency and deeper understanding within each discipline and across content areas by applying their learning; transferring knowledge and skills to novel and meaningful tasks; thinking critically; analyzing, evaluating, and synthesizing complex ideas while considering multiple perspectives; and communicating clearly through writing, speaking, and presenting ideas effectively in a variety of media.

Character: scholars work to become effective learners by developing the growth mindsets and 21st-century skills necessary for success in college, career, and life. Through character development structures and lessons, scholars also learn how to use what they have learned to improve communities and contribute to a better world.

High-Quality Student Work: scholars demonstrate higher-order thinking skills by completing and creating complex work and sharing multiple perspectives, demonstrating craftsmanship in the conception and execution of authentic work products.



Core Practice 32: Fostering a Cohesive School Vision

In the EL Education model, leaders unite the staff, scholars, and broader community around an inspirational vision of scholar success rooted in EL Education's three dimensions. This vision transforms schools into places where scholars and adults engage in purposeful, challenging, and joyful learning. School Leaders align resources to support all domains of the school- Curriculum, Instruction, Culture and Charter, Student Engaged Assessment, and Leadership- to this vision.

E. Aligning the Budget to Fulfill the Vision

- 1. Leaders regularly analyze existing budget allocations and make decisions to redistribute, eliminate, and/or expand allocations based on the learning needs of scholars. Students with the greatest needs receive the most support.*
- 2. Leaders allocate money to support the curriculum, including books and materials that support deeper learning.*
- 3. Leaders allocate money to support intensive professional learning during school breaks and throughout the year.*

23-24/24-25 ACADEMIC YEAR

FOCUS: EL EDUCATION FRAMEWORK

CHARACTER



MASTERY OF KNOWLEDGE & SKILLS



HIGH QUALITY WORK



DATA INFORMED DECISION MAKING

- Expanding the Culture of Crew
- Consistent, Predictable, and Safe Community

- Leader and teacher development
- The lesson cycle and Tier 1 instruction

- STEAM & PBL aligned to EL Credentialing and DOE Certification
- Authentic and rigorous work

- Solidify the culture of Crew to create a sense of belonging
- Enhancing Systems for a Consistent, Predictable, & Safe Community

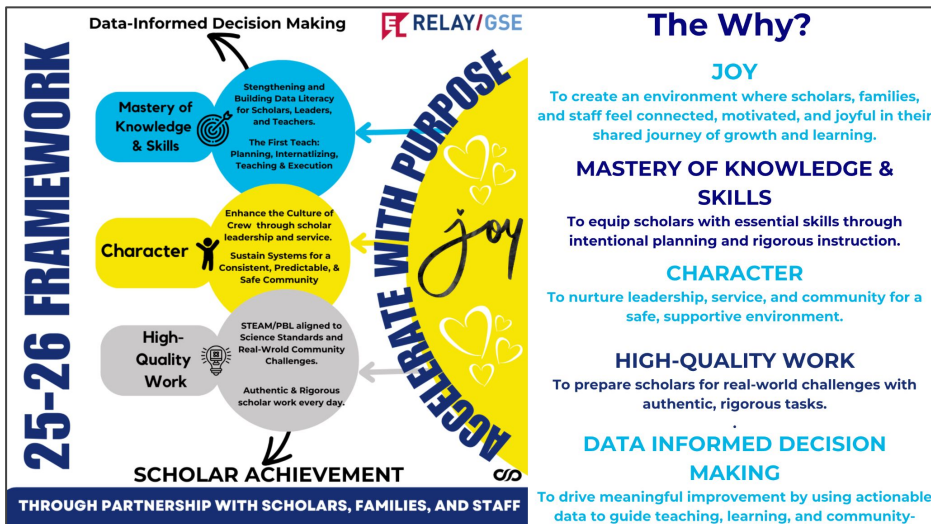
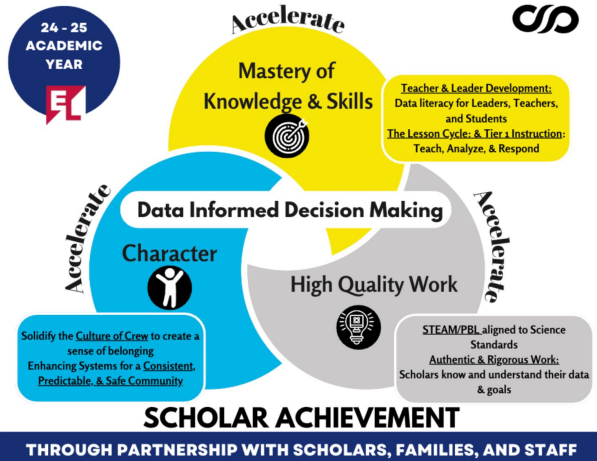
- Data Literacy for Leaders, Teachers, & Scholars
- Data Informed Practices
- Teach, Analyze, Respond to Data

- Clarifying & aligning STEAM/PBL to science standards
- Scholars know & understand their data & goals

SCHOLAR ACHIEVEMENT

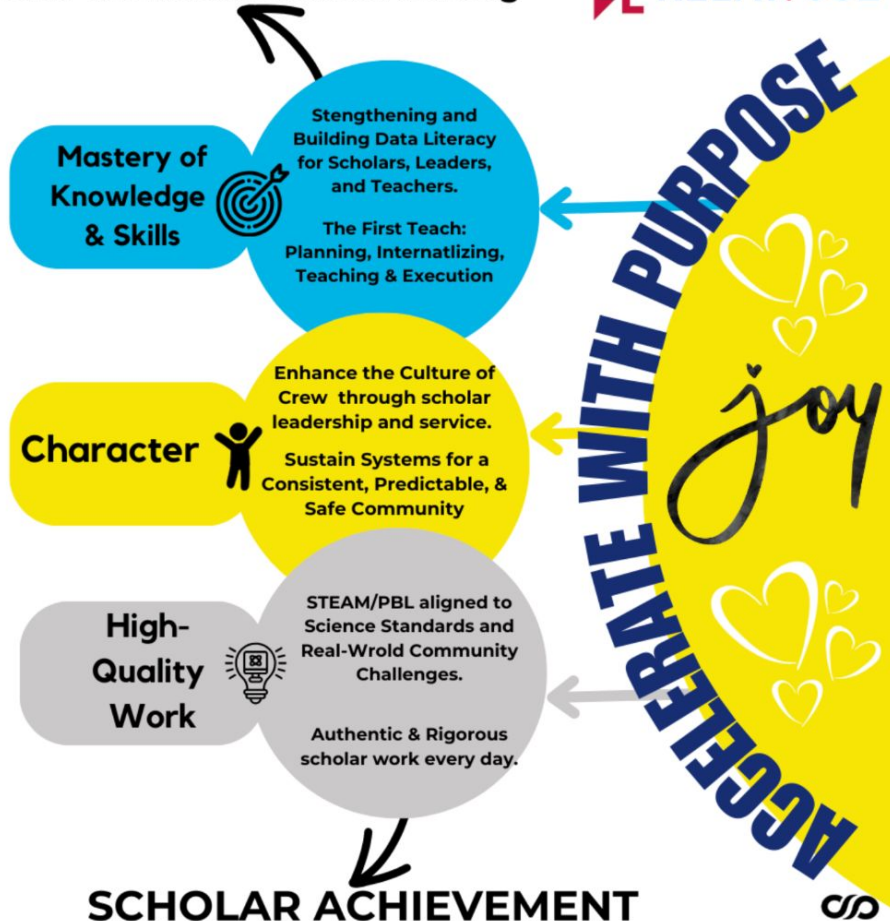
THROUGH PARTNERSHIP WITH SCHOLARS, FAMILIES, AND STAFF

Consistency



25-26 FRAMEWORK

Data-Informed Decision Making



SCHOLAR ACHIEVEMENT

THROUGH PARTNERSHIP WITH SCHOLARS, FAMILIES, AND STAFF

The Why?

JOY

To create an environment where scholars, families, and staff feel connected, motivated, and joyful in their shared journey of growth and learning.

MASTERY OF KNOWLEDGE & SKILLS

To equip scholars with essential skills through intentional planning and rigorous instruction.

CHARACTER

To nurture leadership, service, and community for a safe, supportive environment.

HIGH-QUALITY WORK

To prepare scholars for real-world challenges with authentic, rigorous tasks.

DATA INFORMED DECISION MAKING

To drive meaningful improvement by using actionable data to guide teaching, learning, and community-



**ACADEMIC
EXCELLENCE**





Academic Excellence

Strategic Goal: Centennial Academy will achieve and sustain top tier academic results by meeting all of the goals of the charter, and ultimately outperforming the district and state.

EL Framework: Mastery of Knowledge & Skills *Leader and Teacher Development*

- Strengthen and Build Data literacy for leaders, teachers, scholars, and families.

The Lesson Cycle and Tier 1 Instruction

- Planning, Internalizing, Teaching, and Execution





Leader & Teacher Development

- **CONTINUED** Relay Graduate School of Education

Professional Development

- Centennial will continue to invest in leader development with the Relay Framework as the school has seen a return on its initial investment. All new and existing leaders will continue training and development on the Relay model of observation, feedback and data meetings.
- **25-26:** Middle Management Development cohort to develop soft and human capital management skills.
- Every staff member that provides instruction to scholars will have an assigned leader that will provide bi-weekly observations and feedback cycles.



Scholars & Families Development

Data Literacy for ALL: Centennial will continue to invest in the Linkit! Platform/Data Warehouse. We are in year two of the strategic rollout of the use of this system, and will now expand the platform and the use of data aligned to our strategic goals to the following stakeholders:

25-26 Scholars: scholars know, track, and understand their own data (strengths, areas of growth, and goals).

25-26 Families: Centennial will increase the frequency of progress reports, report cards, and scholar achievement data available to parents, and will partner with them to improve and/or sustain scholar achievement.

(23-24) Leaders: leaders will continue to use data to inform strategic academic initiatives and to lead weekly data meetings.

(24-25) Teachers: teachers will build data literacy through weekly/bi-weekly data meeting led by coaches and APs. Teachers will use a data cycle of teaching, analyzing, and responding to data to improve scholar outcomes.



The Lesson Cycle and Tier 1 Instruction

- Additional support and accountability with Lesson Planning & Lesson Execution; lesson plans submitted and reviewed, bi-weekly lesson observations by assigned coach
- Increased Independent Practice & Productive Struggle during tier 1 instruction
- Increased focus on the Standards comprehension and mastery
- **25-26** New ELA Standards; Use aligned GaDOE resources and **adoption of supporting Curriculum**
- **ATSI EXIT YEAR** Department of Diverse Learners
 - DSE support model
 - Increased staffing to support more models of instruction for scholars.
 - Detailed data tracking for DSE scholars
 - Tutoring
 - Focused Assistant Principal support
 - Professional development on best practice of coaching models and Specially Designed Instruction (SDI) delivery



CONTINUED Strong Assessment/Data Cycles

- NWEA MAP
- Quarterly Cumulative Assessments aligned to GMAS
- Exit tickets
- Progress Learning

CONTINUED GaDOE STEAM Certification k-8

- Centennial will partner with CEISMC for support and consultation to be GaDOE Certified in STEAM by the end 25-26 school year
- **NEW** 8th grade apprenticeships will begin
- iCurate will return.
- **NEW** Investment in science materials for hands on experimentation aligned to the science standards.

SCHOOL CULTURE





School Culture

Strategic Goal: Centennial Academy will achieve high satisfaction among stakeholders by ensuring a safe, supportive, and inclusive environment for every scholar, educator, and parent as indicated by 4 out of 5 stars on the CCRPI School Climate Star Rating

EL Framework: Character

- Enhance the culture of crew through scholar leadership and service.
- Sustain systems for a consistent, predictable, and safe community.





- **NEW** Champion after school clubs
- **ENHANCED** Champion trauma-informed pedagogy that is focused on elevating scholars' self-esteem and self-worth - Scholar Culture Playbook that includes explicit teaching of HERO Traits, Scholarly Habits, and Centennial Values. Schoolwide alignment of the PBIS system through the Linkit! Platform.
- **CONTINUED** Apply school-wide classroom management techniques that create a respectful, active, collaborative, and growth-oriented culture - **EL Education Professional Development Annual Contract, LiveSchool PBIS System, Relay strong start first nine weeks intensive culture camp.**
- **CONTINUED** Implement a research-based tiered attendance plan that includes prevention and intervention strategies; **School-wide tiered attendance plan that engages scholars and caregivers, recognizes good and improved attendance, monitors attendance data, provides personalized early outreach, and develops programmatic responses to barriers**



- **CONTINUED** Continue to implement and prioritize school-wide social-emotional learning practices and character education programming - Maintain intensive social emotional staff support for scholars, full time social worker (LCSW), 3 full-time counselors (certified); continued partnership with EL Education Professional Development Annual Contract (CREW); Expanded partnership with Pathways to include quarterly professional development for staff on how to respond to trauma manifestations in the classroom.
- **CONTINUED** Build community by providing leadership, team-building, and social opportunities between scholars, educators and caregivers - Scholar Programs - Convocation, Leadership Day (monthly), Synergy Squads (after School Clubs, monthly), Quarterly Awards Ceremonies, Commencement, Field Day, Centennial to College Scholarship Breakfast; Athletics; and Mentoring Educator Programs -iNspire Educators Banquet, EAC First Fridays, Holiday Party, End of Year Celebration; Annual Staff Retreat; Teacher Leadership Cohort; Hero Huddle, New Teacher Cohort, and Staff Wellness Program,
- **NEW** Heroic Hands Resource Center(rebranded Parent Center and Parent University)- Classroom Parent, Career day, Volunteer Opportunities, enhanced resources available to families to support career development,
- **CONTINUED** Champion a data tracking process of school discipline and SEL development - LinkIt! Data Warehouse, Centennial Star Climate Survey, TNTP Cultural Insight Survey



PROFESSIONAL CAPACITY





Professional Capacity

Strategic Goal: Centennial Academy will achieve 90% retention among staff by fostering a positive and healthy working environment that retains, supports, rewards, and attracts talented educators





- **CONTINUED** Revisit organizational structure annually to address changing priorities while clarifying roles/responsibilities. Redefined roles and how they support the organization to
- **CONTINUED** Advance hiring and onboarding process to retain and attract staff who embrace our scholar-centered philosophy - Teacher Support Coordinator will implement 0-3 teacher cohort of professional development ; Teacher Leadership Cohort, HERO Huddle (New to Centennial), Summer Centennial Crew Reunion (pull in new teachers and stay connected to current staff members)



- **CONTINUED** Strengthen performance management process to include engaging all staff in annual goal setting, professional development, and consistent coaching - Human Resources Annual Agreement; Implement Relay and Get Better Faster Coaching Framework (bi-weekly coaching for ALL), **Performance Management and Accountability for non-teaching/ non-credentialed staff**
- **CONTINUED** Ensure a competitive compensation structure that rewards and attracts high-performing talent - Compensation @ 100% APS Pay Scale; 2%-3% Retention Bonus
- **CONTINUED** Maintain strategic partnerships with colleges and Universities in order to build a pipeline of talent GaTECH Student Internship Program; Spelman College/Kennesaw State University Cooperating Teachers

Professional Capacity: *Employee Benefits*

Strategies & FY26 Budget Alignment

Goal: Ensure a competitive compensation structure that rewards and attracts high-performing talent

Compensation @ 100% APS Pay

2% Salary Retention Bonus

Cigna Local Plus Option							
	Participants	ER Contribution	EE Contribution	BiWeekly	Total Monthly Premium	Current EE Contribution	EE Contribution + 5%
EE	30	\$498.43	\$148.27	\$68.43	\$646.70	\$141.21	\$148.27
EE + Dependent	2	\$1,047.18	\$311.45	\$143.75	\$1,358.63	\$296.62	\$311.45
Family	12	\$1,495.82	\$444.89	\$205.33	\$1,940.71	\$423.71	\$444.89
Annual Cost		\$419,965.36	\$124,916.00		\$544,881.36		

FY26 Employee Benefits

Centennial's overall renewal rate reflects a 8% increase which is well within the market rate renewal.

Contri	ER Contrib.	EE Contrib.
Local	\$419,965.36	\$124,916.00
Plan	\$94,201.96	\$38,859.20
Plan	\$208,439.65	\$89,964.47
HSA	\$92,968.37	\$33,963.43
Total	\$815,575.34	\$287,703.10

Cigna Plan 3							
	Participants	ER Contribution	EE Contribution	BiWeekly	Total Monthly Premium	Current EE Contribution	EE Contribution + 5%
EE	13	\$497.63	\$185.39	\$85.56	\$683.02	\$176.56	\$185.39
EE + Dependent	4	\$978.37	\$456.53	\$210.71	\$1,434.90	\$434.79	\$456.53
Family	5	\$1,397.46	\$652.17	\$301.00	\$2,049.63	\$621.12	\$652.17
Annual Cost		\$208,439.65	\$89,964.47		\$298,404.12		

Cigna HSA Plan							
	Participants	ER Contribution	EE Contribution	BiWeekly	Total Monthly Premium		
EE	6	\$403.42	\$147.37	\$68.02	\$550.79	80%	
EE + Dependent	2	\$847.51	\$309.61	\$142.90	\$1,157.12		
Family	3	\$1,210.62	\$442.27	\$204.12	\$1,652.89		
Annual Cost		\$92,968.37	\$33,963.43		\$126,931.80		



COMMUNITY PARTNERSHIPS





Community Partnerships

Strategic Goal: Centennial Academy will cultivate family and community partnerships to ensure success for every scholar and serve as the school of choice for families who value excellence in academics, applied STEAM integrated learning, and ethical leadership in an urban environment.





- **CONTINUED** Promote a philosophy of partnership with families and engage them actively in the life of the school - Family Engagement Specialist, Full-time Social Worker Position (Community resources, partnerships, and mental health partnerships); continued robust family engagement calendar focused on data literacy and the habits of scholarship
- **NEW** Involve the school community in various aspects of decision-making Parent Advisory Committee, Heroic Hands Resource Center, Hero Huddles with Families & Stakeholders
- **CONTINUED** Enhance a school-wide volunteer and service learning program for scholars, staff, parents, and community partners - STEAM Aquaponics, Captain Plant Garden, Monarch Waystation, Project; Better World Week (EL Network), Emerging Legends Days of Service
- **CONTINUED** Cultivate strategic partnerships with local universities, corporations, board members, and social service organizations - The Ascent Project, Cristo Rey, Morehouse, GaTech
- **NEW & CONTINUED** Strengthen collaborative relationships with Pre-K institutions (*Blank YMCA & Sheltering Arms*) and temporary housing facilities (*Atlanta Mission & Salvation Army*),
- **CONTINUED** Foster success for CA's most vulnerable scholars through intensive wraparound support and community engagement Pathways Mental Health Services (5 days a week and bi-annual teacher PD), Backpack Buddies, Hands Across Atlanta Annual Coat Drive



FINANCIAL SUSTAINABILITY





- **CONTINUED** Obtain an unqualified audit annually - **Warren Averett Annual Audit Engagement, CFO Annual Agreement**
- **CONTINUED** Grow community investment through fundraising activities including the successful launch of a Capital Campaign (*if applicable*)
- **CONTINUED** Foster relationships with grant-making organizations to maximize grant revenue while also advancing staff capacity by increasing knowledge of grant writing - **Annual Grant Contract to support sourcing and applying for grants aligned to Centennial's strategic initiatives.**
- **CONTINUED** Actively seek opportunities to increase revenue

Centennial Academy

FY 2025 vs. FY 2026 Budget Comparisons

Centennial is committed to continuous evaluative process that ensures that our budget reflects high quality programming and fiscal responsibility.

FY23 1,830,228

FY24 1,000,729

FY 25 1,501,991

FY 26 750,000

Centennial Place Academy Inc.				
	FY25 Approved Budget	FY26 Draft Budget	Change	
42000 - Atlanta Public Schools Revenue	\$ 15,195,256	\$ 17,992,890	2,797,634	Based on 718 student count at APS FY26 projections/Per student funding increasing from \$25,794.50 to \$22,140.62
Federal Grants	628,690	450,000	(178,690)	\$125,000 School improvement grant no longer offered by the State
State Grants	100,000	100,000	-	Facilities Grant
Interest Income	200,000	200,000	-	Projected interest income on investments at 2.5 to 3 percent
(1,578,946.08)	16,123,946	18,742,890	2,618,944	
Facilities	968,532	1,001,000	32,468	Increase due to water and sewer rates going up in Atlanta and full year lease of the Carnegie building
General and Administrative	592,440	595,436	2,996	
Instructional	836,004	1,110,000	273,996	\$50,000 tutorial, large push into Math, Science and Reading HMH, over all cost increase for
Insurance	1,270,000	1,363,553	93,553	Health insurance projected to increase 8%
Professional Services	502,224	500,000	(2,224)	
Salaries and Benefits	12,309,492	13,518,395	1,208,903	Projected 5 to 7% increase in overall salaries and benefits in line with the district
Retention Bonus	200,000	200,000	-	
Stipends	175,000	175,000	-	
GA Tech STEAM Certification	100,000	100,000	-	
Technology and Communication	119,600	110,000	(9,600)	
Professional Development	500,000	400,000	(100,000)	Focused professional development with less travel
Capital Expenditures	50,000	300,000	250,000	Technology and furniture and fixture upgrades, loft improvements
Total Expenses	17,623,292	19,373,384	1,750,092	
Request for used of Fund Balance	\$ (1,499,346)	\$ (630,494)	868,852	



FY26 Budget Highlights

- We are extremely conservative in our budgeting approach. We promote fiscal responsibility **without** compromising our programming.
- Our budget is based off an enrollment of **718 scholars**.
- APS per pupil funding is set to increase from 22,140.62 to 25,794.50.
- **APS is projecting a use of fund balance** to balance their budget. **Centennial will receive a percentage of that usage.** We are not including this predicted revenue in our FY 26 budget.
- Over the past three years we requested, but have not required the use of the fund balance.



FY26 Budget Highlights

FY26 Budget includes the following highlights:

- Increased **Healthcare** Costs - **FY26 of 8% increase (\$93,000)** CA will receive an **\$8,000.00 wellness reimbursement** and **\$2,500.00 tech reimbursement**.
- **Projected potential facilities cost**, maintenance and utilities increases to by **\$32,468**.
- APS **salary scale increase between 5%-7%** an estimated **\$1,208,903 increase to Centennial's budget** to match APS. Also a few new teaching positions to support Department of Special Education instructional model.
- **Instructional increase of \$273, 996** to support new curriculum for new ELA standards and our final push to exit ATSI.
- **Capital Expenditures also increased by \$250,000** due to loft improvements as recommended by the independent facilities condition assessment.




FY26 Budget Highlights

Summary:

Our goal, as always is fiscal responsibility and efficiency. Looking ahead to the next fiscal year's budget we anticipate a decrease in overall operating expenses as a result of the removal of some of the one time cost of this year. We also we critically examine our org chart to ensure maximum efficiency without compromising academic programmatic integrity.

Centennial Academy is requesting the use of \$750,000 of reserves to support 25-26 operating cost.

Fiscal Stewardship & Responsibility

 FY23 \$1,830,228
FY24 \$1,000,729
FY 25 \$1,500,000
FY 26 \$750,000



Criteria for the Expert Bird Riddle

- It ask a question at the end
- Full sentences with capitalization and ~~propositions~~ punctuation
- Clues that describe the bird
- lots of details
- It has to be fun and entertaining
- Words spelled correctly
- Neat handwriting
- adjectives birds
- Spacing



Questions & Answers



