

Centennial Academy



07.25.2020

Board Retreat Presentation

20-21 Academic Year ~ The Pursuit of Excellence!

Presenters

Tequila Lamar, Head of School

Steven Pressas, CFO

Shaun Heckstall, Principal

Renarta Freeman, Director of HR

Erica Ware, Sr. HR Manager



Agenda

- General Overview
- Finance/Operations
- Academics/Culture
- Human Resources
- Strategic Initiatives
- Questions & Answers

Contributors

School Reopening Task Force

Kathy Banks, YMCA Sr. Program Director

Karesia Davis, School Nurse

Cory Gilmore, Facilities Manager

Shaun Heckstall, Principal

Andrea Humphries, Business Ops. Manager

Tequila Lamar, Head of School

Greg LeePow, Technology Manager

Toshia Meadows, Family Liaison

Steven Pressas, CFO

Robert Reynolds, SRO

Paul Skowronski, Director of Athletics/Wellness

Erica Ware, Sr. HR Manager

Teacher Advisory Task Force

Senior Instructional Leadership Team

Georgia Charter School Reopening Task Force

APS Charter School Leaders



20-21 Academic Year: Our Timeline



Designation <i>**Level of Community Spread as determined by state and local health officials</i>	Timeframe	Instructional Delivery	Scholars
Substantial Spread	Quarter 1 (1st Nine Weeks) August 24, 2020 - October 9, 2020	Remote Learning	All Scholars (K - 8th grade)
Mild/Moderate Spread <input type="checkbox"/>	Quarter 2 (2nd Nine Weeks) October 19, 2020 - December 18, 2020	Face-to-Face A/B Days	Targeted Grade Band only: Lower Academy (K - 2nd grade)
		Remote Learning	Middle Academy (3rd - 5th grade) Upper Academy (6th - 8th grade)
	Quarter 3 (3rd Nine Weeks) January 6, 2021 - March 12, 2021	Face-to-Face A/B Days	All Scholars (K - 8th grade)
Low/No Spread	Quarter 4 (4th Nine Weeks) March 15, 2021 - May 28, 2021	Face-to-Face	All Scholars (K- 8th grade)

20-21 Academic Year: Our Focus

Health, Safety, and Social-Emotional Wellbeing
of Scholars and Staff

Facilities &
Operations

Academics &
Culture

Human Resources

Strategic Initiatives





Finance/Operations

- 20-21 Budget Updates/Revisions
- Preliminary FY20 Year End Results
- Technology Purchases/Updates
 - Devices & Hotspots
- Facility Updates
 - HVAC Project
 - Restroom Renovations



Finance/Operations

20-21 Budget Updates / Revisions

- Initial QBE funding allocation received from Atlanta Public Schools noting an additional \$800,000 in funding vs. previously approved FY21 estimate
- Received \$326,000 allocation for personal protection equipment, technology and professional development from the CARES Act fund
- Title One hold back released by Atlanta Public Schools resulting in \$55,000 in additional revenues
- Increase in Technology budget of \$100,000 for replenishment of laptops, tablets, hotspots and chromebooks



Finance/Operations

20-21 Budget Updates / Revisions

- Donation received from Atlanta Housing Authority of \$15,000 - Thank you Dr. Grant!
- Misc. budget line added in the amount of \$500,000 - Communities in School, Other possible unknowns
- Based on current projections, the cash position going into FY22 appears to be healthy - see FY21 budget revision #1
- FY22 will be a fluid budgeting year as no CARES Act funds nor Program Protection Plan monies are expected to re-occur. advising saving \$2,000,000 now



Finance/Operations

FY21 Preliminary Results

- FY21 preliminary results reflect a profit of approximately \$375,000 vs a budget of \$40,000
- The main drivers of the increase in profits are a reduction/elimination in facilities expenses (utilities, cleaning), transportation and substitute teachers' costs due to the COVID-19 shut down

Finance/Operations

Technology Updates

- Centennial has replaced 50 Macbook computers and 600 Chromebooks/Tablets since the start of FY21. Technology help desk
- The Teachers Macbooks will be distributed before the start of the school year and Chromebooks will be distributed shortly thereafter. (Delivery expected Sept 2020)
- The Technology Department Manager has issued assurances that there will be enough Chromebooks to start the new school year
- Hotspots will be made available to all scholars who are in need of internet access





Finance/Operations

Facility Update

- The HVAC project is almost complete and Centennial expects to start cleaning the building and preparing it for the next stage of reopening
- The Restroom renovations are complete



Academics/Culture

- Remote Learning Model
- Assessment Strategy
- STEAM Curriculum
- Social-Emotional Learning
- Instructional Performance Management and Accountability

Academics/Culture

Remote Learning Model

Our ultimate goal is to ensure our scholars' learning continues even though school buildings are closed. Our plan is derived from national and international educational research in order to ensure our educational professionals are conducting themselves according to the ever evolving best practices amid the COVID-19 crisis.

Academics/Culture

Remote Learning Model Key Features Part 1

- Daily and consistent whole school schedule
- Daily and consistent standard driven lesson progressions
- Synchronous 8:00 am whole school start of the school day
- Synchronous and Asynchronous classes everyday

Academics/Culture

Remote Learning Model Sample of Daily School Schedule

SAMPLE LOWER ACADEMY SCHEDULE					
Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:00 - 8:25	WEEKLY ANNOUNCEMENTS/ CREW	SEL/ MORNING MEETING/HOMEROOM	SEL/ MORNING MEETING/HOMEROOM	SEL/ MORNING MEETING/HOMEROOM	CREW
8:30 - 9:10	ELA/READING SPANISH (Once a week per HR)	ELA/READING SPANISH (Once a week per HR)	ELA/READING SPANISH (Once a week per HR)	ELA/READING SPANISH (Once a week per HR)	ELA/READING SPANISH (Once a week per HR)
9:20 - 10:00	CONNECTIONS ROTATION VISUAL ARTS PERFORMING ARTS MUSIC COMPUTER SCIENCE	CONNECTIONS ROTATION VISUAL ARTS PERFORMING ARTS MUSIC COMPUTER SCIENCE	CONNECTIONS ROTATION VISUAL ARTS PERFORMING ARTS MUSIC COMPUTER SCIENCE	CONNECTIONS ROTATION VISUAL ARTS PERFORMING ARTS MUSIC COMPUTER SCIENCE	CONNECTIONS ROTATION VISUAL ARTS PERFORMING ARTS MUSIC COMPUTER SCIENCE
10:10 - 10:50	MATH	MATH	MATH	MATH	MATH
11:00 - 11:40	SCI	SS	SCI	SS	SCI
11:50 - 12:30	LUNCH				
12:40 - 1:10	SMALL GROUP CONTENT CONFERENCES (Group 1)	SMALL GROUP CONTENT CONFERENCES (Group 1)	SMALL GROUP CONTENT CONFERENCES (Group 1)	SMALL GROUP CONTENT CONFERENCES (Group 1)	STAFF CREW AFTERNOON PLANNING FOR TEACHERS ASYNCHRONOUS LEARNING / CATCH-UP FOR SCHOLARS
1:20 - 1:50	SMALL GROUP CONTENT CONFERENCES (Group 2)	SMALL GROUP CONTENT CONFERENCES (Group 2)	SMALL GROUP CONTENT CONFERENCES (Group 2)	SMALL GROUP CONTENT CONFERENCES (Group 2)	
2:00 - 2:30	SMALL GROUP CONTENT CONFERENCES (Group 3)	SMALL GROUP CONTENT CONFERENCES (Group 3)	SMALL GROUP CONTENT CONFERENCES (Group 3)	SMALL GROUP CONTENT CONFERENCES (Group 3)	

Academics/Culture

Remote Learning Model Key Features Part 2

- Small breakout sessions for student **remediation** to include special needs and gifted students.
- Saturday remediation classes
- Call Center
- Weekly Wednesday Night Parent University
- Special attention to professional development that supports observed deficiencies within the teaching force
- Special remote learning parent task force

Academics/Culture

Assessment Strategy

- A proactive model of gap identification and minimization
- Calendar driven testing windows including *pre* and *post* assessments in order to generate the data necessary to inform instructional adjustments
- The iReady Assessments and STAR Assessments (STAR Early Literacy, STAR Reading, and STAR Math) are the assessment tools used to generate quality data towards intervention and acceleration

Academics/Culture

STEAM Curriculum

- The Centennial Academy instructional staff is committed to meeting the challenge of offering a highly competitive STEAM education during the COVID-19 pandemic and beyond
- Centennial's Remote Plan has adopted effective curriculum i.e. *Stemscopes*, *Eureka* and has partnered with vendors to ensure efficient and equitable use during the remote environment
- A full time *STEAM* Specialist will assist in guiding the instructional team in continuous adjustments in order to ensure Centennial continues the path towards Georgia *STEAM* certification

Academics/Culture

Social and Emotional

It should be noted, the Centennial Academy instructional team is aware of the research that warns some of the greatest needs of students as they emerge from the COVID-19 will be witnessed as social and emotional deficits.

- The introduction of new skills as well as the practicing of those skills will occur during our SEL block in the morning. We will utilize the *EL Education framework*, the Empowering Education curriculum and the Leader in Me framework to guide the lessons used during our SEL block.
- The daily school wide schedule allows for time during the SEL block for scholars to learn and discuss current events happening around the world.

Academics/Culture

Instructional Performance Management and Accountability

In collaboration with the Centennial Academy Human Resource team and under the guidance of the Atlanta Public Schools Office of Innovation , we will lead and support the instructional staff's professional growth using the Georgia TKES and LKES platform.

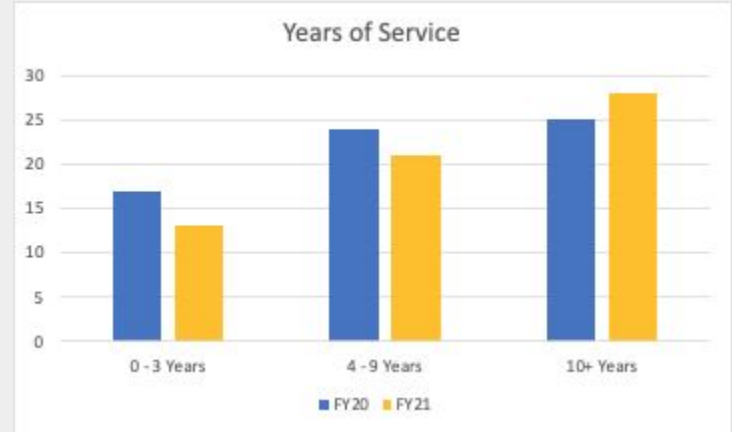
- The evaluation process is calendar driven
- All evaluators will be trained and remain current on best practices associated with the process
- The evaluation process will include a proactive and informal *Fast Feedback* evaluation cycle. The informal process will assist all instructional stakeholders in identifying immediate instructional gaps. In collaboration with instructional coaches, teachers will have the opportunity to make real-time, instructional adjustments leading to greater and faster student gains.

Human Resources

- 20-21 Teaching Staff
- Performance Management
- Current Vacancies/Overall Attrition

Years of Experience

FY20 vs FY21



FY20 Teacher Qualifications

FY20 CPI Overview					
Years of Service	T4	T5	T6	Not Certified	Totals
0	2				2
1	1	2		1	4
2	2			3	5
3	1				1
4	2	2			4
5	2				2
6	3	6	2		11
7	1	2		1	4
8		1			1
9		2			2
10		2			2
11	1				1
12	2	2			4
13	1				1
14		4			4
15		2			2
16		1			1
17	1				1
18	1				1
19	1	1			2
20		2	1		3
23		1			1
27	1				1
30			1		1
Totals	22	30	4	5	61

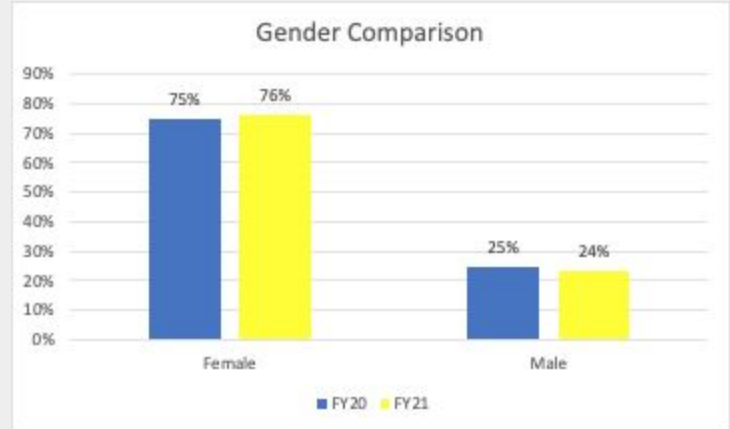
FY21 Teacher Qualifications

FY21 CPI Overview						
Years of Service	T4	T5	T6	T7	Not Certified	Totals
0	1					1
1	2				1	3
2	3	2			1	6
3	2				1	3
4	1	3				4
5		1				1
6	1					1
7	4	3	1		1	9
8	3	1				4
9		2				2
10		2				2
11	1	3	2			6
12	1		1			2
13		2				2
14	1					1
15		4				4
16		1				1
18	1		1			2
19	1					1
20		1				1
21		1	1			2
23				1		1
25		1				1
28	1					1
31			1			1
Totals	23	27	7	1	4	62

**2 Teachers are pending reciprocity from GAPSC, 1 teacher pending a waiver, 1 teacher in-process of completing program

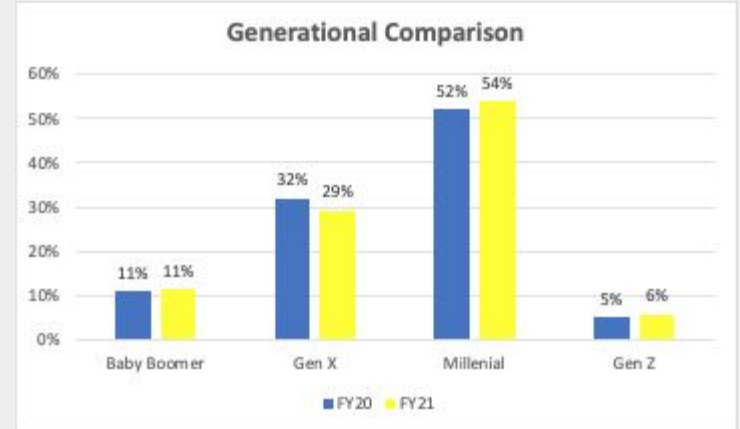
Diversity

Gender



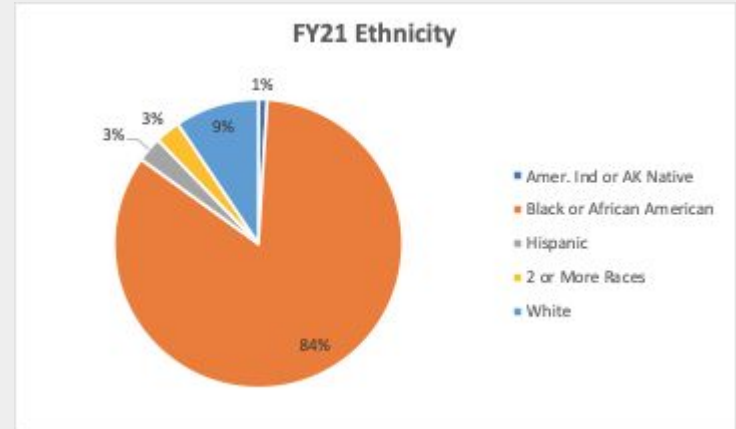
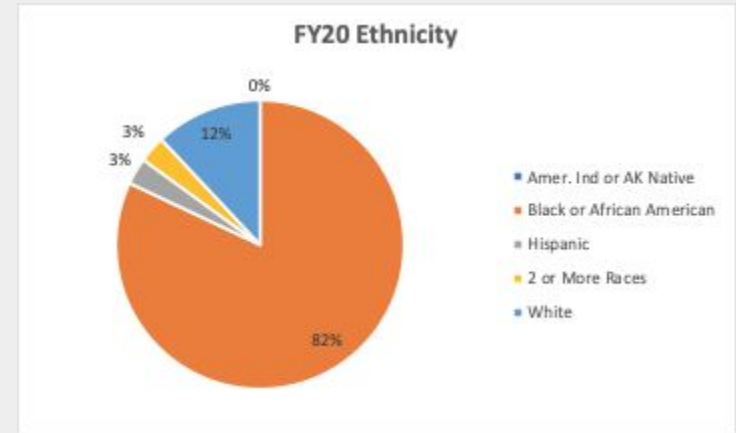
Diversity

Generations



Diversity

Ethnicity



Performance Management

Overview

- Goal Setting
- TKES/LKES
- Internal Performance Management Process

Performance Management

Core Values

- Core Values
 - **Commitment to Excellence**
 - Critical Thinking
 - Collaboration
 - Communication
 - Creativity

Performance Management

Proposed Calendar

<u>Target Date</u>	<u>Action</u>
August	HR will train full staff on the performance review/coaching process in collaboration with Instructional Team. Pre-Conference: All employees will establish goals in collaboration with their manager.
Late October	An initial check-in will occur.
Early January	Mid-Year Conferences will occur.
February	1st Round of Contracts issued
Mid-March	Year-End Review
April 1	Final Round of Contracts issued

Turnover Comparison

	Jul 2018	Aug 2018	Sep 2018	Oct 2018	Nov 2018	Dec 2018	Jan 2019	Feb 2019	Mar 2019	Apr 2019	May 2019	Jun 2019	Average:
Start	106	128	126	128	122	120	119	115	115	114	114	113	
Hires	28	1	4	2	2	2	2	4	1	0	0	2	
Terms	6	3	2	8	4	3	6	4	2	0	1	29	
End	128	126	128	122	120	119	115	115	114	114	113	86	
Avg Employees	117	127	127	125	121	120	117	115	115	114	114	100	
Turnover	5%	2%	2%	6%	3%	3%	5%	3%	2%	0%	1%	29%	5%

	Jul 2019	Aug 2019	Sep 2019	Oct 2019	Nov 2019	Dec 2019	Jan 2020	Feb 2020	Mar 2020	Apr 2020	May 2020	Jun 2020	Average:
Start	86	109	110	109	107	109	108	107	105	105	104	104	
Hires	23	3	0	4	4	2	2	2	2	0	0	0	
Terms	0	2	1	6	2	3	3	4	2	1	0	28	
End	109	110	109	107	109	108	107	105	105	104	104	76	
Avg Employees	98	110	110	108	108	109	108	106	105	105	104	90	
Turnover	0%	2%	1%	6%	2%	3%	3%	4%	2%	1%	0%	31%	4%

Retention: 2018-2019 71% compared to 2019-2020 69%

Improvements to Retention

- Mentor Program
- Onboarding
- Teacher Support Coordinator
- Coaching
- Professional Development
- Contract Changes

Current Vacancies

- 6th Grade Math
 - Offer Pending
- Visual Arts 6-8

2020 - 2021 Staff Roster					
Kindergarten		First Grade	Second Grade	Third Grade	
Yolanda Davis (Rumph)		Jennifer Rich - Accelerated?	Kelli McDowell	Kieara Reed - Accelerated	
Chassidy Mitchell (Browner)		Ashley Epps	Tawanna Glaze	Anesha James	
NEW HIRE, Adina Wade - Accelerated? (Watson)		Kiyanna Turner	Ashley Monroe	Andrea Caine, NEW HIRE	
NEW HIRE, Kristal Rutherford (Browner)		NEW HIRE, Rodna Dieujuste - Accelerated ?	NEW HIRE, Kristen McNeil- Accelerated?	Nikki Bodie, NEW HIRE	
NEW HIRE, Emily Spear (Appling)		New HIRE, Erika Carter	NEW HIRE, Erika Smith	Jeffrey Monroe, NEW HIRE	
Fourth Grade		5th Grade	6th Grade	7th Grade	
Jasmine Hall, NEW HIRE - Accelerated		Tommy DeCarlo, Social Studies	NEW HIRE	Keith Jackson, ELA	
Betsy Stuart - ELA/Social Studies		Tyree Andrews, Math - Accelerated	Allan Henderson, Social Studies	Courtney Morgan, Social Studies	
Jolanda Gilbert, NEW HIRE - Math/Science		NEW HIRE Q-Tasha Williams, ELA	Robert Waller, ELA	Lajuana Blackshear, Math	
LaDeandra Scott - Math/Science		NEW HIRE, Kenda Davis, Science	NEW HIRE, Christopher Sanders, Science	Adele Pollard, Science - Accelerated?	
Mario Luque - ELA/Social Studies					
Gifted Coordinator		Connections	Department of Special Education (DSE)		
NEW HIRE, Kyesha McCrary		NEW HIRE, Nick Viviano - Lower Academy Music	Erika Hall, DSE Lead Teacher	NEW HIRE Brandon Hewitt, Math	
Media		Erik Herndon - Upper Academy Music	NEW HIRE, Traci Jackson, DSE	NEW HIRE, Tamara Gordon, Social Studies	
Jennifer Burke, Media Specialist		NEW HIRE, Camille Hayes - Lower Academy Performing Arts	NEW HIRE Rebecca Kutz, DSE (ELA)	NEW HIRE, Tahiti Mitchell, ELA	
Joni Chandler, Media Support		NEW HIRE - Gabrielle Johnson - Upper Academy Performing Arts	Kim Smith, DSE (5-8)	Brooke Rose, Science - Accelerated	
Nurse		NEW HIRE - Paris Everheart Chapelle - Lower Academy Art	Associate Teachers		
Karesia Davis		NEW HIRE - Upper Academy Art	NEW HIRE (DSE) Cymone Shorty	Academic Coaches & Dean	
			Felecial Gail Wilkerson (DSE)	Ashley Gladden, Science/Social Studies	Kortney Lewis, Math
ESOL		Paul Skowronski - Lower Academy PE/Health, Athletic & Wellness Director	Michael Willis, DSE	Yasmeen Shahid, ELA	
April Rhodes		Jocelyn Storey - Upper Academy PE/Health	Sheila Appling (K)	Summer Blackmon, STEAM Specialist	
Counselors		Monica Taylor - Lower Academy Computer Science	Jasmine Browner (K)	Jenitra Zachery, Teacher Support Coordinator	
NEW HIRE, Jessica Whitfield, LA & MA (K-5)		Brent Johnson - Upper Academy Computer Science	Tiffany Watson (K)	Angel Hendricks, Dean of Culture	
NEW HIRE, Brian Lloyd, Upper Academy (6-8)		Karina Figueroa - Lower Academy Spanish	Shavonne Rumph (K)	Grace Pniewski, Social Emotional Learning (SEL) Coach	
Social Worker		Nieves Corrales - Upper Academy Spanish	Tawanna Jefferson (K)	Human Resources	
Shava Cureton-Clark				Renarta Freeman, Director of Human Resources	
Support Professionals				Erica Ware, Senior Human Resources Manager	
Jazmine Mose, HERO Desk Receptionist		Howard Slaton, Custodian	Intervention		
NEW HIRE, Gloria Hodges, Records Clerk		Gloria Bettis, Custodian	Terion Woods, EIP, K-2, ELA	Takima Wimbley, EIP, K-2, Math	
LaToshia Meadows, Family Liaison		Irenda Gaston, Custodian	NEW HIRE, Merron Negusse, EIP, 3-5, ELA	Catherine Ellis, EIP, 3-5, MATH	
Jeremy McClary, Student Life Assistant		Willie Saliard, Custodian	NEW HIRE, Hallie Lane, REP, 6-8, ELA	Ashley Langford, REP, 6-8, MATH	
Tatiana Naylor, Student Life Assistant		Temekia Jefferies, Custodian	Eric Wiggins, RTI/SST Coordinator		
NEW HIRE, Justina Parker, School Advancement Coordinator		Lance Thompson, Custodian	Senior Leadership		
			Tequila Davis Lamar, Head of School		
			NEW HIRE, Shaun Heckstall, Principal		
			Steven Pressas, CFO		
			Ereco Maddox, Assistant Principal, Lower Academy (K-2)		
			Stephanie Hodges, Assistant Principal, Middle Academy (3-5)		
			Julien Siah, Assistant Principal, Upper Academy (6-8)		
			Gregory LeePow, Technology Manager		
			Sharon Gardner-Pierre, Enrollment Manager		
			Andrea Humphries, Business Operations Manager		
			Cory Gilmore, Facilities Manager		



Strategic Initiatives

- Partnerships
- Wraparound Program

Partner Spotlight -

Atlanta Public Schools

- **Remote Learning Meals Program:** *Breakfast & Lunch Provided Weekly to ALL scholars*



Partner Spotlight -

Arthur M. Blank YMCA

- **Remote Learning
Childcare:** *Full-time
onsite childcare provided
to Essential Workers &
Families in Transition*



Partner Spotlight -

Georgia State University

- **CREATE Teacher Residency:** *Three Full Year Student-Teacher Interns & Teacher Training*



Partner Spotlight -

Georgia Tech

- **CEISMC Computer Science Training:**
*Thirteen Teachers received
Code.org Summer
Computer Science Training
Scholarships*



Partner Spotlight -

EL Education

- **National School Reform**
Model: *CREW at*
Centennial Academy -
Focus on Building Culture
and Equitable Practices;
Leadership & Staff
Training



Partner Spotlight -

The Trust for Public Land

- **Community Schoolyards Program:** *Recreational play space for use during the school-day and after-hours recreation; STEAM project designed by CA scholars*



Partner Spotlight - Pathways Transition Program

- **Mental Health:**
*Individual & Family
Counseling, Behavioral
Health Assessments and
Teacher Training*



(Pending) Partner Spotlight -

Communities in Schools

- **Case Management & Wraparound Support:**
*Academic Assistance,
Behavioral Interventions,
Transportation, and
Disbursement of Emergency
Funds*



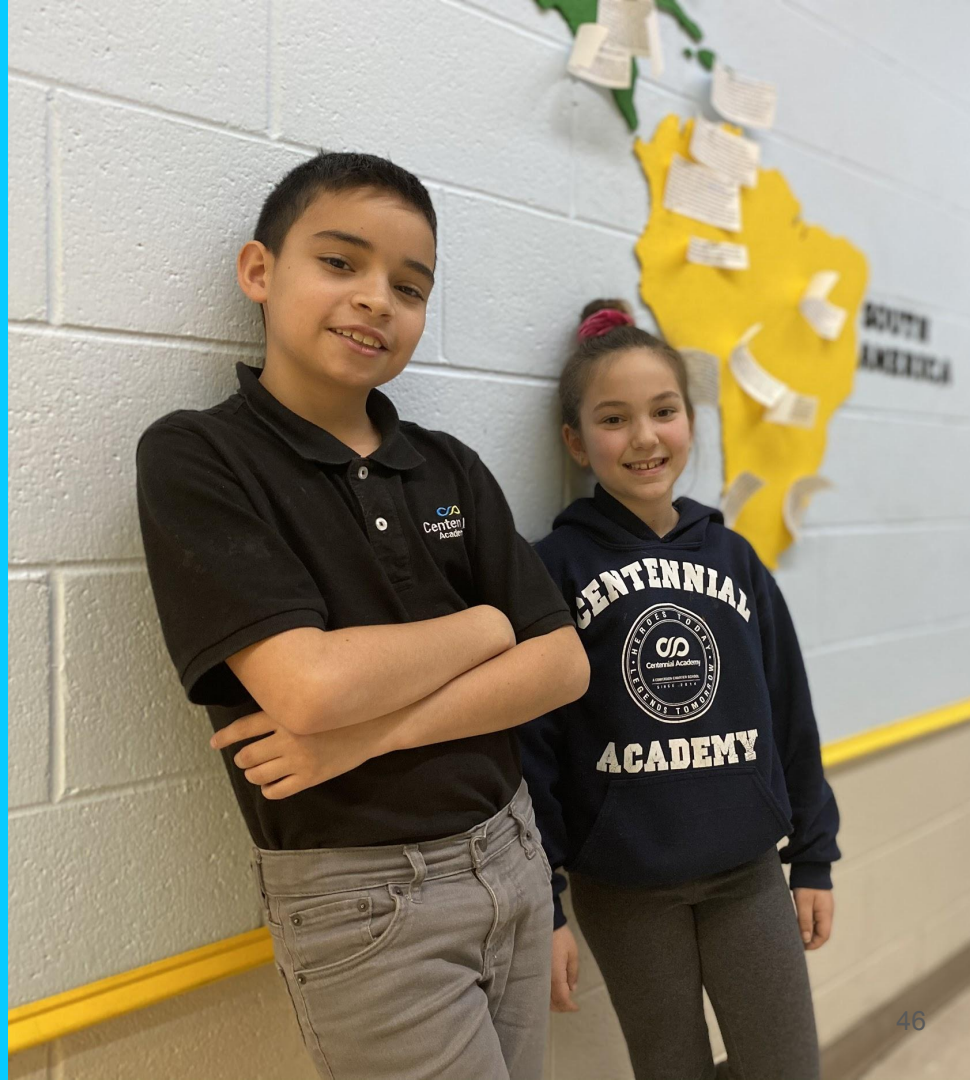
Families in Transition Wraparound Assistance Program



- **Tier I: School-wide Services**
 - McKinney-Vento Training for Staff
 - Ongoing Academic Support Training for Shelter Staff
 - Uniform Closet
 - Technology Devices
 - Needs Assessment
- **Tier II: Targeted Programs**
 - CA Care Team (1:20 ratio) monitor and address barriers to attendance, behavior, and academic performance; Monthly data report; Home Visits
 - Community Support & Resources re: job placement assistance, housing, mentoring and tutorial
- **Tier III: Individualized Support**
 - Mental Health Counseling



Q & A



#CentennialSTRONG

