



Head of School Report to the Board of Directors

June 21, 2021

Greetings Centennial Academy Board of Directors,

We did it! The 2020-2021 school year has officially come to an end. Although the year was not quite what we expected, I am proud of the combined efforts of our scholars, staff, parents, and partners. We can now attest to our skills with navigating remote learning via Zoom and Google Classroom but now we are ready to fully come back together for in-person instruction in the fall. As our leadership team continues to plan for closing the academic gaps created by COVID-19 while also remaining focused on growing our scholars to exceed grade level proficiency expectations, we are thankful for the opportunity to receive additional federal funding to support our efforts as a part of the American Rescue Plan Act of 2021, also known as CARES Act III.

For your review, I have included a summary of Centennial's Three-Year Academic Recovery Plan and a few of this month's updates below:

Summary of CA's Academic Recovery and Personalized Learning Plan

Research shows that scholars across the country have been greatly impacted academically and socio-emotionally as a result of the COVID-19 pandemic. Centennial Academy transitioned to our Cyber Academy remote learning platform in March 2020 and remained in 100% remote learning for the duration of the 2020-2021 school year. Although we are proud of the efforts of our scholars and staff during this unprecedented time, we remain committed to our mission of *providing educational equity through a relevant and rigorous STEAM curriculum to all of our scholars*. While some scholars fared well during this period of remote learning, others did not. Per Centennial's end of year benchmark assessment data, we did not meet our target goals for the 2020-2021 school year and attain 60% proficiency in Math and ELA as measured by STAR benchmark data. Therefore, we have developed an Academic Recovery and Personalized Learning Plan that spans the next three school years: 2021-2022, 2022-2023, and 2023-2024.

Why is Centennial Academy implementing an Academic Recovery Plan?

1. As a result of the COVID-19 pandemic, we know that our scholars have been impacted academically and socio-emotionally as we transitioned to Centennial's Cyber Academy remote learning program in March 2020.
2. Although Centennial offered targeted face-to-face intervention during the spring and summer months, 80% of scholars have not received in-person instruction since March 2020.
3. Atlanta Public Schools reports that it would take 128 years to close the opportunity gaps between black and white scholars that currently exist within the APS District. Unfortunately, this was a reality even prior to the COVID-19 pandemic.

What are the components of Centennial Academy's Academic Recovery and Personalized Learning Plan?

Beyond the Bell (Extended School Day)

- Schoolwide, Monday - Friday, 7:15 ~ 7:45 (30 minutes daily)
- ALL scholars will be engaged in personalized learning via iReady
- Target: 45 mins of Literacy per week /45 mins of Math per week/90 mins TOTAL engagement per week (22~23 mins per day)
- Two days of Literacy Focus/ Two days of Math Focus/ One Day of Celebration
- Staff will arrive at 7:00 am daily
- Doors open for scholars at 7:15 am daily
- Breakfast will be served in the classroom
- Staff will be eligible for a \$3K annual stipend for an extended learning day (*based on attendance*)

- Scholars can earn quarterly and end of year incentives for 100% engagement

Saturday Academy (Extended School Year)

- Saturday instruction, 9 days throughout the school year from 9 am - 12 pm
- 90 minutes of Literacy & 90 minutes of Math instruction
- 20 scholars per grade level, invitation-only based on data, 180 total scholars
- 2 teachers per grade level, 1:10 teacher-student ratio; 1 support staff teacher
- Scholars will earn an incentive for Saturday participation
- Transportation will not be provided

WIN Block (High-Frequency Tutoring)

- Schoolwide, Monday - Friday, 30 minutes daily as a part of the Master Schedule (*occurring **during the school day***)
- Two days of Literacy Focus/ Two days of Math Focus/ One day of Literature Circles
- Target: 90 minutes of Literacy per week/60 minutes of Math per week/150 minutes TOTAL engagement per week
- Small groups of personalized instruction, four groups, five scholars max, 2 teachers
- CREW teacher* will serve as co-facilitator

Summer Innovation Academy (Extended School Year)

- Site-based **optional** summer program Monday - Friday, 8:00 am - 3:00 pm
- 8:00 am - 1:00 pm will include 120 minutes of ELA, 120 minutes of Math, 30 minutes of CREW, and 30 minutes of lunch
- 1:00 pm - 3:00 pm will include 120 minutes of STEAM enrichment provided by an outside community partner
- Parent Workshops will be held on Fridays
- 4 classes per grade level, two for intervention 1:10 ratio, two for enrichment 1:15 ratio
- 50 scholars will be served per grade level, 450 scholars total
- Teachers and counselors will work 7:00 am - 1:00 pm and Support Staff will work 7:00 am - 3:00 pm
- A community partner will provide STEAM enrichment from 1:00 pm - 3:00 pm
- An attendance carnival will be held on the last day of the summer program as an incentive
- Transportation will be provided

How will the Academic Recovery and Personalized Learning Plan be evaluated?

The Center for Education Integrating Science, Mathematics and Computing (CEISMC) is a unit within the Office of the Provost at Georgia Tech. CEISMC serves as the primary connection point between Georgia Tech faculty and students and the preK-12 STEM education community. The CEISMC Evaluation Group of Georgia Tech has a very strong background in educational psychology and educational statistics. Among the group's expertise is creating pilot test instruments and improving items for the purpose of creating valid, reliable instruments for evaluation. CEISMC Evaluation Group will develop and implement a comprehensive evaluation plan to measure the success of this project, including an implementation calendar, classroom observations, stakeholder surveys, and student achievement analysis of program effects on school and state-collected student achievement data.

How will Centennial Academy pay for its three-year Academic Recovery Plan?

Centennial Academy has secured funds through The American Rescue Plan Act of 2021 Elementary and Secondary School Emergency Relief Fund. This federal funding requires schools to reserve no less than 20 percent of their total allocation to address learning loss through the implementation of evidence-based interventions, such as summer learning or summer enrichment, extended day, comprehensive after school programs, or extended school year programs, and ensure that these

interventions respond to students' academic, social, and emotional needs and address the disproportionate impact of COVID-19 on underrepresented student groups.

Professional Capacity:

Last week, we held our Senior Leadership Retreat and spent a day entirely focused on Human Capital. We understand that in the current climate of teacher shortages across the country, it is imperative that we remain strategic and intentional in our teacher retention and recruitment efforts. The Learning Policy Institute indicates that teachers in high-poverty, high-minority schools tend to have higher rates of attrition, as do teachers of color, who are disproportionately represented in these schools. We are studying the factors that contribute to attrition including administrative support, professional learning opportunities, collegial relationships, and decision-making input. Therefore, we are working to ensure competitive, equitable compensation packages, including increased opportunities for performance bonuses, creating career leadership pathways for internal staff, strengthening our teacher residency programs, developing strong teacher mentoring programs, and enhancing our school working environment. Beginning this week, we are offering a referral bonus to staff to help solicit candidates for our remaining vacant positions, including 1st grade, 4th grade, and 5th grade roles.

Community Partnerships: Centennial Academy will continue to cultivate family and community partnerships to ensure success for every scholar.

- A special thank you to **Ms. Rewa Berry** and **Mr. Walt Higgins** for personally delivering meals for our families participating in Centennial's Summer Innovation Academy Program. Once we were informed by Atlanta Public Schools that the district would no longer be able to provide weekend meals, our Centennial Academy Board Members rallied their support in order to help. We are also appreciative of **Dr. Howard Grant** and **Ms. Allison Toller** for their willingness to help and sharing community resources.
- We are also extremely grateful to **Mr. Chris Burke** for securing a meeting space for Centennial's annual iNspire Educator's Banquet. Once we received word that The Coca-Cola Company would not be able to sponsor this event this year due to their building closure until mid-September, our board members ensured that this invaluable Centennial tradition would continue. Thank you, **Mr. Maurice Baker**, for connecting us with the Woodruff Arts Center as well! Once the details have been finalized, please look for your board invitations for July 21st.

Reopening Update:

We continue to move forward in planning for a full return to campus for the 2021-2022 school year. Although there has been updated health guidance from the Georgia Department of Public Health, APS has not made any changes to the district's COVID mitigation strategies for next school year. We are expecting to receive this information from the Office of Innovation in the coming weeks. For now, masks will continue to be required by scholars and staff, daily temperature & COVID-19 screening will take place, and cleaning of the facilities will be enhanced. Additional information will be shared during next month's scheduled Board Retreat.

Thank you for your support!

Warmest regards,

Tequila Lamar, Head of School