

Directors' Report
CCS Board of Education Meeting, June 12, 2023

Our new website is live! Check out crosslakekids.org to see our new look. The new logo and branding will be rolled out over the summer and our hope is to have them fully implemented by the start of the next school year.

The Strategic Planning Team is fully staffed! We have a total of 27 people on the team, including Holly and Annette.

We are working on a new system to implement next year, to compensate staff for “extra” work such as committee participation. More to come on this as we work out the details.

QComp Updates to Share (As Described in our Performance Improvement Plan):

Online:

We are working toward wrapping up Q-Comp for the year. All licensed online staff have completed one lead observation and one peer review so far this year. The standards that we use for online reviews are the National Standards for Quality Online Teaching. We will be wrapping up Spring observations soon.

All licensed staff set SMART goals for the year that are focused on increasing student success and achievement, and we also have a reading based site goal this year that focuses on increased STAR Reading scores.

All online staff also participate in valuable professional development throughout the year. Examples this year include "Becoming Trauma-Informed: A primer for Educators" which took place in October, continuing our Environmental Education training by completing "Project Wet" training this year, and Quality Matters training aimed at improving and fine tuning our technology skills and assessing needs.

Leads also hold weekly meetings with their teams to address upcoming deadlines and events, offer information and training as needed, and provide space for questions that staff members have.

Seat-Based:

The seat-based program is committed to continuous growth in the areas of evaluation, mentorship, and professional development. The Q-comp coordinator is extremely organized, creates and keeps schedules on track, reinforces and reminds staff to complete peer observations, and keeps everyone focused on the goals. Lead teachers check in frequently and are always available to new teachers as well as the entire team for questions/concerns, and to brainstorm any problems. This year, the lead teachers collaborated with HR to create a list of items for new staff onboarding, and “New Staff Needs” was added to team meeting agendas to schedule a regular time to address the needs and concerns of new staff. All teachers participate in peer observations. These observations allow teachers to see other teachers at work and what they are doing to meet their goals.

The leadership team meets weekly to organize school events, problem solve issues as they collaborate together to support all teachers and students. The team also purposefully planned the school calendar to provide more time for teacher training and collaboration by setting aside full days for PD. Currently, the days dedicated to professional development surpass the amount required to meet our 2022-23 Q-Comp goals.

New teachers are offered the new teacher academy training through Sourcewell which provides an introduction to many of our school initiatives such as HRS and Catalyst as well as provides on-site coaching several times per year. The lead teachers and director observe, evaluate, and discusses teaching technique with new teachers.

All teachers were offered responsive classroom training. A Responsive Classroom is a social-emotional classroom management style of teaching where all students and staff are accepted and belong. It makes the classroom environment supportive and encouraging where all students can reach their full potential. All teachers were also invited and most attended the MN Summit hosted by Sourcewell each August. We received Catalyst coaching from our Catalyst team representative Sasha four times this year (three so far with one more next week) which resulted in 11 staff certifications and many skills were fine-tuned so they can try for certification next week.

To further address the below academic achievement from our last review by OW we have significantly increased our targeted interventions for students that are at risk and struggling. The MTSS team meets twice monthly to track and discuss the progress of these students. We added AmeriCorps tutors with Reading and Math Corps. Just this year we had 19 students exit (graduate) from the programs by reaching grade-level targets. We have 32 students still receiving interventions that are making significant progress toward those goals and will likely have more exits before the end of the year.

Online Program

Graduation is confirmed for Friday, June 2 at 2 PM, we would greatly appreciate board member attendance at the ceremony! We are working on putting together all the fun details - our student speaker and keynote commencement speaker are confirmed!

Enrollment for grades 6-12 is now closed for the current school year, and we are starting to get students registered for next year. A new marketing campaign focused on K-5 enrollment has launched on social media. We are targeting our marketing campaign to families who homeschool, as they could use our curriculum as homeschoolers (and pay tuition) or maybe would just like their child to attend our school and learn from home.

Current total online enrollment: Serving a total of **315** students as of 5/3/23

GRADE LEVEL	CAPACITY FORMULA	CURRENT STATUS
Online K-5	Max of 19 students per class: 38	K-2: 10 students, 3-5: 9 students (19) Open to 19 more students
Online 6-12	$(C-E)/6=S$ <i>C=Teacher Capacity*</i> <i>E=Current Enrollments</i> <i>S=Number of Students to admit</i>	$1563-1562/6 = -.5$ ENROLLMENT CLOSED FOR 22-23 Over capacity, waitlist applies.

To encourage student participation on the Spring STAR test, we launched “STAR WARS” this year - a friendly competition between each learning coach’s team of students. Each team gets “points” for the percentage of students who participate, and of those students, how many grew from a previous score. There will also be individual student winners for the students who made the most growth over the year.

Electives sign up surveys for high school students will be sent out in the next week or so.

Online Staff PD for May was from Gender Inclusive Schools, where we reviewed best practices for making sure all our students feel safe, welcomed, and supported.

Online summer school sign-up is available, families are asked to register by May 12. Students can take one credit recovery course during June. For high school, course options are: Math, English, Health/PE. Middle school students are eligible to take Math.

Online administrative evaluations of teaching/learning coach staff will be completed this week. These evaluations are completed every three years ($\frac{1}{3}$ of staff is reviewed each year).

Seat Based Program:

We ended the school year well. I had started a gold coin/good behavior pilot program. Overall, it went well and the staff has expressed interest in trying again next year. The students were pretty motivated by it. Since we did not have time to generate ideas on how to do a final activity, and because Ms. Shoe had just been slimed, we had a school-wide popcorn party.

This summer, the Behavior Interventionist and I will be working on our school Student and Family Handbook. The overall intention is to re-work the discipline and consequence section to come up with more ideas that can work out well and are a more 'educational' experience that will retrain kids in their behavior. We are also hoping to begin the year with school-wide assemblies teaching on bullying, friendship, respect and other topics. We will be using Esser money for these programs as we are positive that this is money well spent on students' mental health.

Our staffing is in a very great place. Multiple times during the MACS (Minnesota Association of Charter Schools) meetings, the other directors would speak about their severe shortage of staff. I am trying to figure out why we are in a great place. I do know that we are deliberately working on staff morale.

Of course the first way people think of increasing this is through money. I do believe that the finance committee and the board is working hard to give out monetary amounts as we are able. Other little boosters have included: frequent treats such as candy, bars and cookies, secret Santa, a week in the fall and a week in the spring of employee recognition with food and other things provided, games (wheel of fortune and jeopardy) at staff meetings that included questions and small prizes.

The PTO gave us a week of treats that included small gifts, mini massages, and of course, food. I write multiple encouraging notes in various places around the school for staff to ponder, and am very conscientious about telling or writing personal notes. A small thank you goes really far.

The 2023-24 school year will be a focus on delivering a high level of educational instruction. This is our next step in High Reliability School Certification. I have been developing a process to ensure that I will be observing and meeting with all teachers twice a year. Last year was disappointing. I was only able to observe the new teachers and a few of the others who had questions or issues they wanted observed.

Our building is packed out! We have one room that has 4 staff members who will office in this area, and perhaps are able to do a few interventions, but will be working from a portable cart, most likely in the hallway. I will be asking the LAKE Foundation for assistance in some renovations and other remodeling.

The primary (PK-4) enrollment is at capacity. We may have one or two places, but it is very minimal. I have promised the teachers that they will have an opportunity to voice whether we will take on the 20 per class. The Middle School (grades 5-8) has quite a few openings. We have engaged in a marketing process to hopefully increase the enrollment in these grades.

The engagement with Teamworks long range planning was very good. The first night was very informative and provided great definition of the roles of a board and roles of a director. I truly appreciated this. The second day was very long! But, it was really good to dissect our history and who we are now and who we want to be.

My opinion and final wrap up statement for this school is academically, we REALLY worked hard as a full school. The teachers went above and beyond their commitment to ensure that a majority of the students were working to their full capacity. The support staff worked extremely hard to assist, support, inspire and encourage the students and teachers as well.

It has been a driven dedication to get released from our academic watch with Osprey Wilds and to know that our students are achieving at an excellent level; exceeding and excelling beyond our goals and that we are well on our way to an excellent review with OW. Holly Amaya was so instrumental in working through and monitoring this. This was an awesome way to end the year!

Socially, we have the usual struggles but are working constantly on respect and kindness. We have two programs in place for the fall and are working on three other possibilities. Mentally - people are getting in a better place. Of course, everyone on staff is in a good place after a full year! The students seem to be better off as there is less complacency and blaming. We are all moving in the right direction!!