WCHS Board of Trustees Annual Meeting

December 2024



Annual Meeting Agenda

- 1. Executive Session at 5pm
- 2. Welcome and Introductions
- 3. Approval of November Minutes
- 4. Accountability
 - a. 2024-25 Board Elections
 - b. Self-Evaluations
- 5. Academics
- 6. Parent Leadership Council
- 7. Operations
- 8. Facilities
- 9. Safety
- 10. Recruitment and Enrollment
- 11. Finance
- 12. Human Resources
- 13. Staff Advisor to the Board
- 14. Adjournment



Accountability and Development

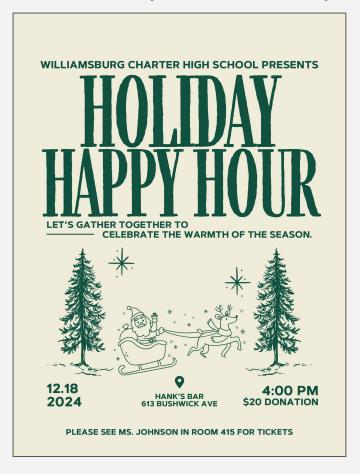
Accountability

- Annual Meeting
 - Board Elections
 - Lourdes Rivera-Putz, Board Chair
 - Sabrina Philson, Vice-Chair
 - John Witherspoon, Treasurer
 - Marcenia Johnson, Secretary
 - Samuel Rivera, Trustee
 - Self-Evaluations
- Board Development
- Reporting
 - CSPR Title IV Data Collection Survey
 (2023-24 SY) has been approved
 - Civil Rights Data Collection portal is now open. The report is due March 7, 2025.

Development

- Rental Assistance PR Campaign Volunteering to help NYC
 Charter Center with PR campaign relating to schools in need of rental assistance through hosting press at school, participating in press, etc.
- Fundraising
 - Total Raised = \$29,640*
 - Three film shoots in August, September, October (\$24,900)
 - August community fundraiser (\$185)
 - Giving Tuesday (\$395)
 - *Film shoot 12/22 and 12/23 (\$4,000)
 - *Holiday Happy Hour 12/18 (**\$160** so far)
 - Next Fundraising Committee 12/18
 - Discretionary Funding

Accountability and Development



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Academics 12/17/24

Important Dates

- o Trimester 1 Final Exams 12/2-12/6
- Trimester 1 Choir Concert 12/4 @4pm
- Senior Sleepover 12/6
- o Trimester 2 Begins 12/8
- Grades Due 12/9, Grade Verifications Due 12/11
- Report Cards Issued 12/13
- December Career Panel during Advisory 12/18: Social Work, Psychology, Entrepreneurship, Media/Marketing
- NHS Holiday Crafts Event on 12/19 @3pm in Room 121
- Trimester 1 Honor Roll Assembly 12/19 (9th and 10th grades) & 12/20 (11th and 12th grades)
- Virtual Parent Association Meeting 12/19 at 6pm
- School-wide Ugly Sweater Day and Contest 12/20
- Holiday Caroling 12/20 during 5th and 6th period
- o Winter Recess 12/23/24-1/1/25
- Earth Science Lab Practical 1/8 at 1:30pm
- o Regents Review Saturday, 1/11/25 10am-2:30pm
- Return of Rhonda Ross with Club Adam 1/17/25 from 1-3pm
- Rock the Regents Winter Ball 1/17/25 3-5:30pm
- School Closed for MLK Day 1/20/25
- Regents Exams 1/21-1/24

Academics 12/17/24

- Instructional Updates:
 - Round 1 Informal Observations complete for all teachers with ratings and feedback/next instructional steps.
 - Teachers received a Professional Growth Profile as a Mid Year performance summary/review ahead of the round 2 formal observations.
 - 12/17 Lunch 'n' Learn (today): Differentiation & Providing Access To Content (ENL & SNAS strategies)
 - Cooking Ahead:
 - Teacher Classroom Intervisitation begins Trimester 2: teachers will visit classes/colleagues within their own departments. Teachers will observe teacher practice through the lens of the department's identified learning skills/objectives.

Trimester 1 Honor Roll - 12/17/24



7

Trimester 1 Honor Roll - # of Students - 12/17/24

	9th Gr	10th Gr	11th Gr	12th Gr	Total
Honor Roll	21	18	18	25	82
High Honor Roll	11	8	17	35	71
Principal's List	9	8	24	47	88
Subtotal	41	34	59	107	241

Academics 12/16/24 - Teacher/Staff of the Month



Teacher of the Month November 2024

Peter McMath



Staff of the Month November 2024

Paul Crews

Academics 12/16/24 - Pre-Thanksgiving Dinner on 11/25





Academics 12/16/24 - Student Government Elections







Senior Data



Class of 2025

213 Students in the Class of 2025 (214 last meeting)

3 Early Graduates: Class of 2026

117 Students are in Good Standing! ON TRACK 104 Last Month

56 are Slightly OFF TRACK: With Recovery Options they could be in good standing by February when senior dues are due **68 Last Month**

40 are OFF TRACK Severely Undercredited

Regent Accumulation:

106 students completed all 5 regent exams

48 students need 1-2 regent exams

63 students need 3-5 Regent exams

5th Year Seniors

49 Students Currently 60 Students Last Month

Class of 2021: 3 Students:

Class of 2022: 6 Students

Class of 2023: 12 Students

Class of 2024: 28 Students

1 Graduate has finished Requirements for January

15 Students are enrolled in Classes and/ or APEX

11 Students need Regents Only

College:

180 Students have Applied!



MEET OUR PARENT LEADERSHIP COUNCIL (PLC) MEMBERS FOR 2024- 2025 SCHOOL YEAR



OUR PLC PRESIDENT MONIQUE BOWENS



OUR PARENT COORDINATOR / PLC LIAISON MS. PINK



OUR PLC PARENT FUNDRAISING COORDINATOR CATHERINA DAVIUS



OUR PLC SECRETARY DENISE TURNER



OUR PLC TREASURER Lucia Martinez- Jimenez



Program

- * Welcome- Ms. Pink
- * Welcome From The PCC
- * Holiday Mesage- Interim Principal Jacobson
- * Muscial Selection- WCHS <u>Music</u> Department
- * Holiday Message & Safety-
- 90th Precinct
- * Holiday BINGO
- * PLC Raffles
- * Dinner
- * Take What You Need Table & Holiday Food Pantry Bags

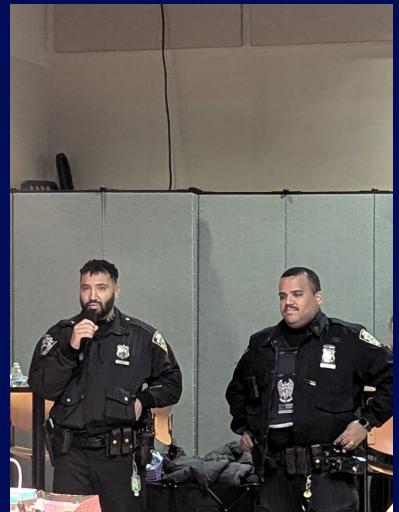
Highlights from the PLC Family Potluck & Town Hall Meeting with the 90th Precinct













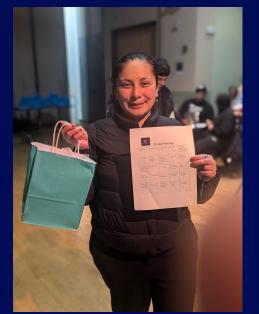












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PARENT COORDINATOR & NHS VOLUNTEERS DECORATE WCHS FOR THE HOLIDAYS & OPEN HOUSE NOVEMBER 16th, 2024















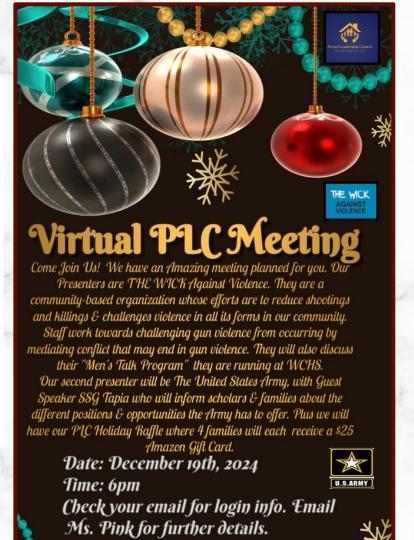






JOIN US

WE HAVE AN AMAZING MEETING PLANNED. OUR GUEST PRESENTERS WILL BE THE WICK AGAINST VIOLENCE. THEY ARE A COMMUNITY BASED ORGANIZATION WHOSE EFFORTS ARE TO REDUCE SHOOTINGS AND KILLINGS & CHALLENGES VIOLENCE IN ALL ITS FORMS IN OUR COMMUNITY. STAFF WORK TOWARDS CHALLENGING GUN VIOLENCE FROM OCCURRING BY MEDIATING CONFLICT THAT MAY END IN GUN VIOLENCE. THEY WILL ALSO DISCUSS THEIR "MEN'S TALK PROGRAM" TAKING PLACE AT WCHS. WE WILL ALSO HAVE THE UNITED STATES ARMY WILL DISCUSS THE VARIOUS CAREER OPPORTUNITIES & POSITIONS WITHIN THE ARMY.



Operations as of 12/16/24

- Scheduled students for January Regents Exams and mailed January Regents
 Exams letters and calendars; Collaborate with Data, Tech Dept, CCR Dept, and
 SNAS Dept to create exam order, proctoring schedules, trainings, rosters, room
 assignments
- Finalized Trimester 2 schedules prior to 12/6 end of Trimester 1
- Issued Trimester 1 Report Cards
- Covered vacancies internally (12 sections) while recruiting for 1 Spanish Teacher, 1 Science Teacher/Coach, 1 PE Teacher Vacancy
- Continue "NO Cell Phone Zone" Pilot through Trimester 2 as we collect additional data
- Reviewing budget with Finance Dept and Board Committee, including exploring long-term needs and plans:
 - Fundraiser/grant writer
 - Discretionary funding applications
 - Real estate
- Working with Technology Dept. to gather E-rate consultant proposals



Operations as of 12/17/24 - Erate Consultant Contract Proposals						
Service	ED-IT	Educational Consulting Associates (ECA)	eRate Advantage	eRate Consulting		
RFP Preparation	Prepare RFPs to maximize E-Rate eligibility and use of IT infrastructure	Draft RFP/RFQs for approval and coordinate bidders	File Form 470 and assist with creating RFPs	Files Form 470		
Posting and Managing Bids	Post RFPs, receive, document, and analyze bids	Coordinate bidders, conduct site reviews, and onsite meetings	File Form 470 and review bids	Not involved in procurement; does not recommend vendors		
Vendor Selection	Bid analysis	Review vendor selection for compliance but does not participate	Review vendors and offers recommendations based on partnerships and past experiences	Does not participate in vendor selection		
Forms Submission	Complete and submit Forms 470, 471, and 486	Assist with data tracking and reporting; archive all forms for 10 years	File Forms 470, 471, 486, 472, and post- commitment forms	Files Forms 470, 471, 472, and 486		
PIA Review Support	Answer all PIA questions	Act on behalf of clients to respond to USAC inquiries	Serve as point of contact for PIA reviews and other USAC reviews	Responds to PIA queries and other USAC requests		
SPIN Changes	File SPIN change requests	Not specified	Submit SPIN change requests when needed	Responds to SPIN clarification requests		
Invoice Support	File BEAR and SPI forms; file invoice extensions	Reconcile invoices quarterly or as needed and work with business offices/vendors	File Forms 472 and post-reimbursement paperwork	Manages USAC invoicing process		
Contract Review	Not explicitly stated	Review existing IT contracts for compliance and review proposed contracts	Contract overview for clients - as requested	Reviews contracts for E-Rate compliance		
CIPA Compliance	Not explicitly stated	Assist with CIPA compliance	Guide schools on Child Internet Protection Policy	Not explicitly stated		
Training and Tech Plan Support	Not explicitly stated	Provide training and develop Tech Plans if needed	Not explicitly stated	Not explicitly stated		
Audit Support	Not explicitly stated	Not explicitly stated	Remote audit engagement included (on-site optional for a fee)	Responds to audit requests, PQA, and special compliance		
Archiving Documents	Not explicitly stated	Archive all forms and activities for 10 years	Maintain E-Rate documents for 10 years	Maintains Electronic Vault for documentati		

Train and advise E-Rate teams; attend

. 9.50% of the "total" amount funded up to a

· Internal Connections - 9.50% of the "total"

· Managed Internal Broadband Services -9.5% of the total amount funded up to a

amount funded up to a maximum fee of

onsite meetings

Category 1 Services

Category 2 Services

\$4,650.00.

maximum fee of \$4,650.00.

maximum fee of \$4 550 00

Available for general and specific questions

Category 1 and 2: \$5,500 for total award

requests less than \$50,000, or 5% of total

award for requests inexcess of \$50,000

(combined category 1 and 2)

Ensures compliance with USAC regulation

Annual fees and conditions are 10% of the

interfaces with other programs

disbursements. \$1,000 minimum

Provide status reports and general support

Client shall pay Company six percent (6%)

of the E-Rate post discount funding request

Commitment Decision Letter (FCDL) from

amount upon receipt of the Funding

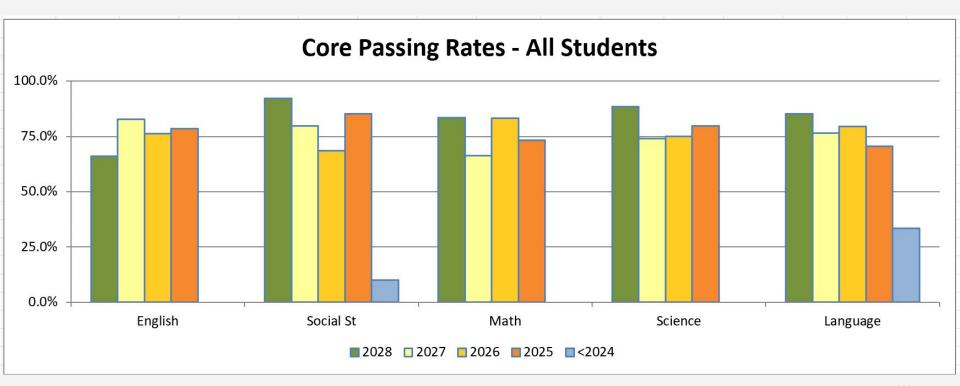
USAC.

Cost

General Support

Operations as of 12/17/24

Trimester 1

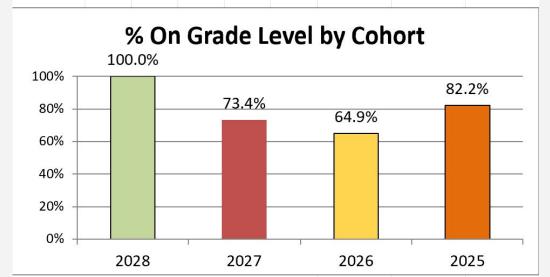




Operations as of 12/17/24

Trimester 1

On Gra	de Le	vel						
Cohort	9	10	11	12	13	On GL	Out Of	Percent
2028	102	0	0	0	0	102	102	100.0%
2027	37	102	0	0	0	102	139	73.4%
2026	12	42	100	0	0	100	154	64.9%
2025	2	33	3	175	0	175	213	82.2%
<2025	0	21	3	11	14	N/A	49	
Overall	165	198	106	186	14	479	657	72.9%
				h				

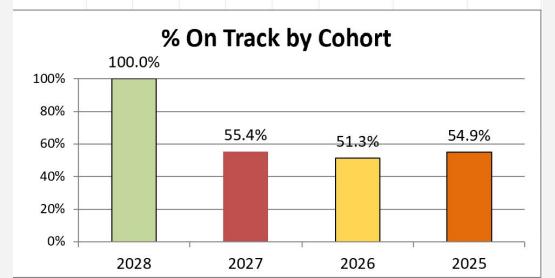




Operations as of 12/17/24

Trimester 1

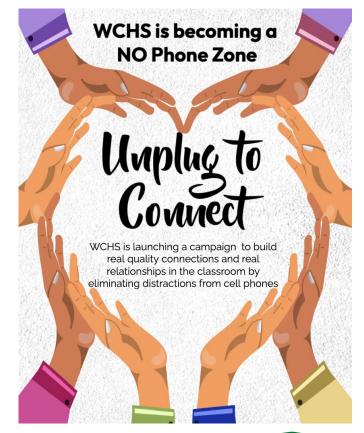
On Trac	ck							
Cohort	9	10	11	12	13	On Track	Out Of	Percent
2028	102	0	0	0	0	102	102	100.0%
2027	62	77	0	0	0	77	139	55.4%
2026	40	35	79	0	0	79	154	51.3%
2025	30	44	22	117	0	117	213	54.9%
<2025	15	15	10	8	1	N/A	49	
Overall	261	171	111	125	1	375	657	57.1%





Head of Operations Report

- New cell phone removal pilot went into effect 7/29
 - Policy is a result of letter signed by 41 teachers, stakeholder surveys, research, and comparable policies going into effect at city and possibly state level
 - Cell phones are collected from students at the beginning of each day and returned at the end of day
 - Parents can call the Main Office at 718-782-9830 to contact their child during the day
- Continuing No Phone Zone Pilot Program from Summer School.
- We believe this will allow our students to be:
 - Engaged in classroom activities and assignments
 - Less dependent on electronics to do classwork
 - Less likely to engage in conversations around bullying
 - Less likely to be distracted and procrastinate on assignments in class





Head of Operations Report

Community Covenant Updates: WCHS as a "No Cell Phone Zone". Pending budget & results of the Pilot program, we may still consider Yondr—if students do bring a device, they must lock it in Yondr upon entry and can only unlock it upon exiting school. If students forget, lose or damage their Yondr, consequences will be issued as per the Community Covenant.

Vendor	Price	Quote
Yondr	\$25,155	Revised Quote 8-7-24
Jordiam LLC	\$85,000	Quote 8-1-24
Fixby	AUS\$9,532	Quote 8-9-24
Phone Locker	N/A	Cannot sell in US due to Yondr's patent



Head of Operations Report

How will a phone/electronics-free school help?



We believe this will allow our students to be:

- Engaged in classroom activities and assignments
- Less dependent on electronics to do classwork
- Less likely to engage in conversations around bullying
- Less likely to be distracted and procrastinate on assignments in class

Ask: Requesting the Board update Community Covenant Cell Phone/Electronics policy to reflect students turn in phones upon arrival to be returned at the end of the day



Facilities

- 1-Con Edison is continuing work underground to eliminate the flooding that sporadically occurs on the block
- 2-FDNY conducted a Public Assembly inspection on 12/9/24, No warnings or violations issued
- 3-All heating units are presently in working order
- 4-New Exit door alarms were installed to replace the expired ones, Expiration dates occur after 10 years
- 5-Elevators and all other machinery are in working order





Safety

- Morning Entry and Dismissal procedures continue to be a success.
- a. Discovered Items Glass Bottles, Vapes.
- We have had 2 visits from the NYPD.
- a. 2 Off-site Investigation
- 2 EMS Visits. 1-Non transport, and 1- student transported to Hospital.
- NYPD provides coverage for morning arrival and dismissal on Bushwick ave, and White Street. Dismissal takes 20/25 min on average.
- Weekly On-line meeting with 90 pct Commanding Officer, and YCO. No Concerns to report.
- Happy, and Safe Holiday.
- REMINDER- IF YOU SEE SOMETHING OR HEAR SOMETHING. SAY SOMETHING.



	Jun. 23	23	Nov. 23	Jan. 24	24	war. 24	Aprii 24	May 24	Jun 24	24	
PowerSc hool	908	775	775	779	772	767	766	758	758	597	
FY 24 FTE	922. 9	770. 6	775.8	773.5	772.5	770.8	770.8	770.5	770.5	768.1	
										Graduat	ed
										Will not A	Attend
										Aged-ou	t

Discharges

160

29

18

55

152

2/8-6/30/23

7/1/23-6/20/24

Recruitment/Marketing Plan

- Social Media Advertising
- In print and online publication advertising
- Radio advertising
- Cinema Screen advertising
- Bus route advertising
- In-person events with community organizations
- In-person high school fairs at local middle schools
- In-person open houses
- In-person school tours for middle schools
- Weekly Email blasts
- Mailings to local middle school counselors
- Mailings to NYC DOE mailing list and additional addresses in feeder zip codes
- Canvassing local establishments with updated brochures and postcards
- Seeking proposals for online lead generation services
- Seeking proposals for marketing/branding/reputation management services



Powerschool	<u>ATS</u>	FTE*
657	657	658.641

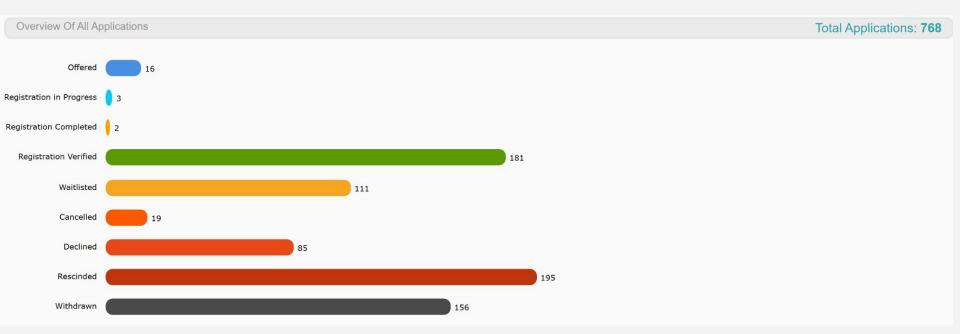
- **1.** *As per 11/26/24 Billing Document pending DOE Review
- 2. 4 Pending Discharge, 151 Discharges and 29 Will Not Attend since 7/1/23; 74 Discharges, 10 Aged-out and 28 Will Not Attend since 7/1/24; 15 August graduates
- 3. 2021-22 Admissions Lottery on 4/12/21 at 6pm (~196 attendees); 2022-23 Admission Lottery on 4/4/22 at 6pm (Zoom Attendees: 162, In-person Attendees: 21, Volunteers: 23); 2023-24 Lottery on 4/4/23 (5 in-person, 71 online)
- 4. 22-23 Incoming 9th Grade seats = 330; Incoming seats in grades 10th= 25, 11th= 25, 12th= 0
- **5.** SchoolMint Applications:

	4/1/21	4/1/22	4/1/23	4/1/24
9th Gr	415	408	279	253
10th Gr	29	54	39	42
11th Gr	23	39	19	20
12th Gr	7	13	11	14
Total	474	514	348	335



Grade Level	Total in Grade	2021	2022	2023	2024	2025	2026	2027	2028
9	105	0	0	0	0	0	0	3	102
	M 60 /F	M 0	M 0	M 0	M 0 /F	M 0 /F	M 0 /F	M 1 /F	M 59
	45	/F 0	/F 0	/F 0	0	0	0	2	/F 43
10	139	0	0	0	0	0	3	136	0
	M 82 /F	M 0	M 0	M 0	M 0 /F	M 0 /F	M 2 /F	M 80	M 0 /F
	57	/F 0	/F 0	/F 0	0	0	1	/F 56	0
11	152	0	0	0	0	1	151	0	0
	M 81 /F	M 0	M 0	M 0	M 0 /F	M 0 /F	M 81	M 0 /F	M 0 /F
	71	/F 0	/F 0	/F 0	0	1	/F 70	0	0
12	261	3	6	12	28	212	0	0	0
	M 115 /F	M 1	M 5	M 7	M 16	M 86	M 0 /F	M 0 /F	M 0 /F
	146	/F 2	/F 1	/F 5	/F 12	/F 126	0	0	0
TOTAL	657	3	6	12	28	213	154	139	102
	M 338 /F	M 1	M 5	M 7	M 16	M 86	M 83	M 81	M 59
	319	/F 2	/F 1	/F 5	/F 12	/F 127	/F 71	/F 58	/F 43







Lottery Application for 2025-26

- Lottery Deadline 4/1/25
- Lottery 4/2/25 @6pm
- Application Launched 9/1/24; Common Application launches 10/1/24
- 154 Applications as of 12/17/24
- 24-25 Seats Declared: 9th Gr 240, 10th Gr 30; 11th Gr 15; 12th Gr 0

9th	10th	11th	12th	Total
142	5	6	1	154



2024-25 Open House Dates

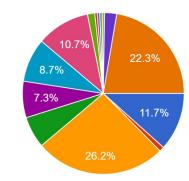
Beacon.ai/wchs

Open House Date/Fecha de Casa Abierta

- 1. Saturday, July 27, 10AM / Sábado 27 de julio, 10AM
- 2. Saturday, August 10, 10AM / Sábado 10 de agosto, 10AM
- 3. Saturday, September 14, 10AM / Sábado 14 de septiembre, 10AM
- 4. Saturday, October 19, 10AM / Sábado 19 de octubre, 10AM
- 5. Saturday, November 16, 10AM / Sábado 16 de noviembre, 10AM
- 6. Saturday, December 14, 10AM / Sábado 14 de diciembre, 10AM
- 7. Saturday, January 11, 10AM / Sábado 11 de enero, 10AM
- 8. Saturday, February 8, 10AM / Sábado 8 de febrero, 10AM
- 9. Saturday, March 8, 10AM / Sábado 8 de marzo, 10AM
- 10. Saturday, April 5, 10AM / Sábado 5 de abril, 10AM
- 11. Saturday, April 26, 10AM / Sábado 26 de abril, 10AM
- 12. Saturday, May 17 10AM / Sábado 17 de mayo, 10AM
- 13. Saturday, June 14, 10AM / Sábado 14 de junio, 10AM



How did you hear about us?/¿Como supiste de nosotros? 206 responses



- Current Staff or Student/Personal o es...
- Guidance Counselor/Consejero de es...
- Friend or Family/Amigo o familia
- High School Fair/Feria de escuelas se...
- School Event/Evento escolar
- Postcard Mailing/Envío de carta postal
- NYC Charter School Center Open Ho...
- Hot 97 Radio



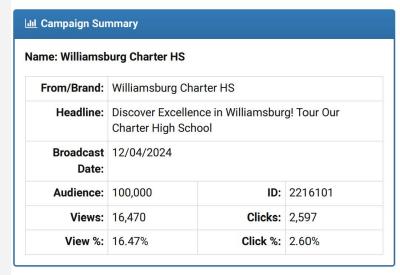


- NYCSA Pilot marketing campaign for Bushwick Charter Schools
 - January-April 2025, marketing ads, outreach to families not currently enrolled in charter
- Canvassing local businesses, food pantries, community centers, community boards, enrollment centers
- NY Family Magazine Print and Online editions
 - December & January Issues in Brooklyn, Queens and Manhattan
- Radio marketing
 - iHeart Media (<u>English streaming</u> plus <u>Alumni Ad</u>) Campaign ends 12/28
 - 141,000 impressions, since 10/30; pixel reveals 116 leads (heard our ad and clicked on website) with 42 from streaming and 79 from podcasting; audience ages 35-45 years old in our zip codes with teens
- Middle School Visits:
 - Presenting at Hyde Leadership in January/February
- Daily News Email Blast 12/5/24 and Re-marketing
- Google Ads, Facebook ads, Instagram
- Recruitment Open House @198 Varet ST
 - 12/14 @10am 8 attendees

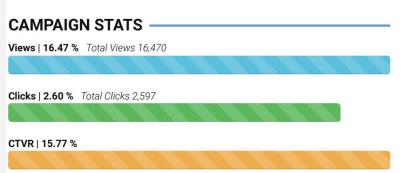


Daily News Email Blast

CAMPAIGN REPORT











Landing Page Views



Go to your account

Your Weekly Data Report for @wchs

Link in Bio Views

863

You received the most views this week on Thursday, Dec 05, with 268 views on that day.

New Subscribers

1

Your subscribers are waiting—send them an email!



Google Ads Summary

Performance Reporting Pro

Your account in numbers

12/07 - 12/13

67,709

Ad views

+0.2% last week

1,014

Website views

-0.07% last week

45

Action from ads

-0.06% last week



QR Code Splash Page Summary



Go to your account

Your Weekly Data Report for @wchs

Link in Bio Views

912

You received the most views this week on Thursday, Dec 12, with 421 views on that day.

New Subscribers

0

Your subscribers are waiting—send them an email!



12/12/24 Email Blast to WCHS Mailing list (570 subscribers)



TALLER DE CERÁMICA +

JORNADA DE PUERTAS ABIERTAS

SÁBADO

11:00 AM- 3:00PM



TALLER DE CERÁMICA +

JORNADA DE PUERTAS ABIERTAS

SÁBADO

11 DE ENERO

11:00 AM- 3:00PM



- Schola Promotional Video (Complimentary Video)
 - Posted on <u>thewcs.org/apply</u> and TikTok



Instagram, TikTok, Facebook, YouTube Posts

williamsburgcharter v. 1,014 1,500 832 posts followers following Williamsburg Charter HS High School Est. 2004 | "Creating in Community" X | FB | TikTok : @williamsburgchs Apply Now for 2024-25 Grades 9-12 Deacons.ai/wchs and 1 more Professional dashboard 51K accounts reached in the last 30 days. Edit profile Share profile Contact



- Taradel E-Blast for 2024-25 Open Houses
 - 21,912 impressions 9/11/24 and 10/9/24
 - 10,956 postcards to 11 carrier routes in 4 target zip codes:
 - 11212C021, 11205C016, 11205C013, 11205C020, 11205C003,
 - 11205C007, 11233C022, 11205C012, 11385C013, 11385C015,
 - 11385C052

- Daily News Email Blast on 7/26/24 at 10:30am
 - Email deployment of 100,000 impressions and re-marketing to 30,000
 - Audience: Presence of children age 8-12 and age 13-17
 - Targeted zip codes: 11203, 11205, 11206, 11207, 11208, 11211, 11212, 11213, 11216, 11221, 11233,11236, 11237, 11249, 11385















198 VARET STREET, BROOKLYN NY 11206 www.beacons.ai/wchs



Finance

WCHS Financial Update Board Meeting – December 17, 2024

This is the Financial Statement as of October 31, 2024 total collected revenue for the period is \$5,978,027 (95% Per Pupil Revenue, 5% other)

Total expenses for the period are \$5,839,232 million. (60% Personnel Services, 9% Contracted Services, 20% Rent, 2% Utilities, 9% Other expenses)

Total revenue over expenses for the period is \$138,795.00

Assets		
Cash and Cash Equivalents	11.5	Bank Acct, Petty Cash,
Account Receivable	1.8	Title Funds/ESSER/Title
Total Fixed Assets	2.1	Leasehold improvement, Furniture,
		Equipment, software
New Building	4.2	New Building
Building Security Deposit	1.5	Rent Deposit
Prepaid expenses and Deposits	397,832	Utility, Insurances, other
Total Assets	21.7	
Liabilities		
Accounts Payable, Accrued expenses	993,258	Bills, Accrued salaries/taxes
Unearned Revenue	2.0	Advanced Per Pupil fund
Total Liabilities & Net Assets	21.7	7.0 Unrestricted Net Assets



Human Resources

- November Instructional new hires 0.
- November Instructional separations 0.
- LOA No employees currently on Leave.
- Reduction in lateness based on the use of our new policy.
- Submission of data for salary & compensation survey through NYC Charter Schools on 11/15/24. Should have data to share 1/13/25.
- Uptick in employee relations with Sam's presence onsite at the School and Ms. Holford's pending departure.
- Continued recruiting for Science, English SPED and a Spanish instructor.
- Credit Recovery Contracts sent out along with any additional required addendas.
- Continued work with NYC Charter Schools on the Teacher Certification Program.
- Worked with Quynh Tran on a large data and demographic spreadsheet called the Staff Snapshot Report.
- Best wishes to All for a happy and safe holiday. See you next year :)

