



THE

CHARTER SCHOOL

MORGAN HILL



Charter School of Morgan Hill

Strategic Planning Town Hall Meeting

March 31, 2009

CSMH Board Goals 2008-09

- Work with the principal and staff to ensure that CSMH is tracking to the academic expectations outlined in the charter and strategic plan.
- Work with the strategic plan committees and teams to continue progress on the goals of the five-year plan.
- Continue to work toward achieving and maintaining positive working relations with the Morgan Hill Unified School District, including trustees and administrators.
- Manage finances to support fiscal goals and to provide reliable funding for CSMH educational programs.
- Work with the principal to make certain CSMH is doing all possible to recruit and retain quality educators and staff members who support our mission and vision.

Elements of the Strategic Plan

- Diversity
 - Owner: Board of Directors
- Community Involvement
 - Owner: Tony Eulo
- Family Involvement
 - Owner: Stephanie Affourtit
- Staff Recruitment and Retention
 - Owners: Joy Moody & Dave Cross
- School Culture
 - Owners: Tristine Jakubs & Mary Williams
- Academic
 - Owner: Paige Ciscewski
- Finance
 - Owners: Matt Taylor & Dana Ditmore
- Facilities
 - Owner: Neal Schirle

Diversity

Owner: Board of Directors

Team Members

- Paige Cisewski*
- Dana Ditmore*
- Sherri Duarte
- Cinda Meister
- Matt Taylor
- Neal Schirle
- Mary Williams
- Darlene Ivery (Parent)*

*On joint sub-committee with MHUSD.

Diversity

- Joint committee formed at the request of CSMH
 - Meets every other month
 - Includes representatives from MHUSD and CSMH
- Progress has been made
 - Ratios have improved
 - Targeted recruiting efforts continued for 2009-10 year
 - Reviewing new recruiting ideas
- Committee is working together to establish clear goals and expectations

Community Involvement

Owner: Tony Eulo

Team Members

- Tony Eulo
- Marby Lee
- David Fent

Community Involvement

- Focus for 2009-10 school year will be to increase community awareness and involvement within the CSMH community
- Will emphasize attendance by CSMH Board and Staff at various community events
 - MHUSD Board Meetings
 - Community Service organizations (Rotary, Leadership Morgan Hill, etc.)
- Improve regional awareness of CSMH achievements
- Share successes of academic programs with broader Morgan Hill education community

Family Involvement

Owner: Stephanie Affourtit

Team Members

- Stephanie Affourtit, F.I.T. Coordinator
- Lora Knol, Volunteer Coordinator
- Gary Luke, Volunteer Coordinator
- Nancy Rhoads, VP Academic
- Blake Perdue, VP Facilities
- Heidi Lofquist, Family Support
- Sandy Burg, VP Extra-Curricular Activities
- Juli Hall, VP Fundraising

Family Involvement

- Established a Family Involvement Team (F.I.T.)
 - Mission, structure and function designed to support the needs of the students, faculty and our school family
- F.I.T. Mission
 - “All families will participate in, support and enrich the educational experience at the Charter School of Morgan Hill”
- Volunteer Coordination group
 - Encouraging volunteerism among CSMH community
 - Matching families with volunteer opportunities
 - List and descriptions distributed to CSMH community
 - Recognizing volunteer efforts
 - Full kick-off in August 2009

F.I.T. Committees

- VP Volunteer Coordinators, Gary Luke & Lora Knol
 - Data Entry Volunteer Program
 - Classroom Rep. Coordinators (K-3 & 4-6)
- VP Academic, Nancy Rhoads
 - Library Coordinator
 - Technology/Media Committee
 - Music Program Support
 - Reading Support
 - Middle School Support
- VP Facilities, Blake Perdue
 - Health/Safety Committee
 - School Site Workdays
 - School Facilities Maintenance
 - School Garden/Ag. Support

F.I.T. Committees

- VP Family Support, Heidi Lofquist
 - Family Welcoming Committee
 - Family Support/Outreach
 - Carpool Support
 - School Directory Coordinator
- VP Extra-Curricular Activities, Sandy Burg
 - Event Support
 - Intramural Sports
 - Recess and lunch support
- VP Fundraising, Juli Hall
 - Clos LaChance Committee
 - Family Fun Fest Committee
 - Book Fair
 - Community Commerce

School Culture

Owners: Tristine Jakubs & Mary Williams

Team Members

- Tristine Jakubs
- Mary Williams
- Kathy Funke
- Dave Cross
- Janet Baker
- Eva Swope

School Culture

- Continuing success of ongoing programs
 - Project Cornerstone
 - Middle School Advisory
 - Class jobs for campus community
 - Integrating school values into classroom projects and learning- planning packets
 - Working with F.I.T. Team to leverage parent support for lunchtime activities
- Developing scope and sequence for Habits of the Mind
 - Persistence
 - Flexible thinking
 - Independent thinking
 - Managing impulsivity
 - Applying past knowledge to new situations

More about School Culture

- Committee is reviewing various assessment and instruction tools and making plans for staff training
- Welcome program for students new to CSMH
 - Working with Student Council to help involve students in this process
 - Talking to new students about what helped them or would have helped them in this process
 - Shadowing of new student at middle school level

Staff Recruitment, Development and Retention

Owners: Joy Moody & Dave Cross

Team Members

- Joy Moody
- Dave Cross
- Paige Cisewski
- Ellen Gillis
- Jen Miller
- Susan Pfefferlen
- Brandon Ramazzina
- Jenny Seah
- Jen Stankiewicz
- Adrienne Wilkinson

Staff Recruitment, Development, and Retention

- Recruitment
 - Updated recruitment materials to appeal to broader audience
 - Communicated to colleges regarding student teaching opportunities
- Development
 - Teacher Support Network established to improve communications and mentoring efforts among staff
- Retention
 - Ongoing staff recognition
 - Investigating enhancements to benefits package
 - Wishing Well funded many teachers' wishes
 - Reviewing performance-based-pay (PBP) plan
 - Continue to compare pay scale with comparable districts (MHUSD specifically)
 - Continue support of teachers in these challenging economic times

Academics

Owner:

Paige Cisewski

Team Members

Reading

- Paige Cisewski
- Linda Nelson
- Michelle
Kavanaugh
- Chris Horning
- Erika Rawlins
- Karen Jordan
- Robin Sin

Math

- Paige Cisewski
- Mary Williams
- Mary Lastra
- Danielle
DeRome
- Jean Southland
- Erin Earnshaw

Science

- Paige Cisewski
- Patricia Anex
- Shelley Ware
- Angie Cary
- Lisa Price
- Jen
Stankiewicz

Academics - Reading

- Researched scope and sequences used by other school districts nationwide
 - Evaluated quality of these documents and drew together what they felt was the best of these documents
 - Aligned with the California standards
- Developed “draft” document – includes scope and sequence, assessment benchmarks and a glossary of commonly used terms
- Purchased Diagnostic Reading Assessment (DRA) kits for K-3 to standardize reading assessments

Academics – Reading: Next Steps

- Review with teachers to gain and leverage input
- Leverage success of K-3 program and implement for grades 4-8 (process has been started)

Academics - Math

- Defined a scope and sequence for math
- Continue relationship with Silicon Valley Math Initiative
 - Participate in training and taking Mathematics Assessment Resource Service (MARS) assessments
- Developed benchmarks for the number sense strand
- 5th grade has piloted Bridges math program for two years and studies published to show math growth
 - Bridges program purchased for kindergarten and 4th grades

Academics – Math: Next Steps

- Ongoing training and staff development
- Develop benchmarks for the remaining math strands
- Define intervention program for students not meeting basic benchmarks
- Develop a parent education program to share math teaching strategies and provide parent training on how to support math at home
- Prioritize list of math materials and manipulatives needed

Academics - Science

- Have gathered various examples of scope and sequences used by other schools
- Held key discussions around the introduction and re-teaching of specific topics (example – simple machines)

Academics – Science: Next Steps

- Establish science benchmarks
- Begin choosing key topics
 - Use the 5th and 7th grade assessments
- Organize standards through unifying format
 - unit based, essential questions
- Prioritize list of additional materials needed to teach and reinforce standards

Finance and Facilities

Owners:

Matt Taylor and Dana Ditmore, Finance

Neal Schirle, Facilities

Team Members

Finance

- Matt Taylor
- Dana Ditmore
- Mark Gion
- Tracy Newquist

Facilities

- Neal Schirle
- Stuart Arnott
- Paige Cisewski
- Larry Carr
- Nick Rizzi
- Scott Schilling
- Paul Swing

Facilities Committee

- Facilities Committee overall objective
 - Help ensure facilities that enable the school to meet its Mission and Guiding Principles
- Facilities Committee goals
 - Evaluate the long term facility needs of the school
 - Address current facilities issues that impact achievement of the Mission
 - Education
 - Programs
 - Safety
 - Develop a long-term facilities plan via a two prong approach
 - Current Site
 - Understand and explore options for possible new permanent site

Financial Committee

- Financial Committee overall objective
 - Long term financial plan that ensures the sustainability of the school and the achievement of its Mission
- Financial Committee goals
 - Increase Annual Fundraising for CSMH Enhancement by 25% Year-Over-Year
 - Assess potential Capital Campaign to enable CSMH to construct new school facility
 - Evaluate the long term financial needs of the school
 - Develop a fundraising plan to fill the gap between ADA revenue and Mission-consistent spending

Facilities Committee Plan status

- Completed benchmark report analyzing CSMH and comparable schools (charter schools and in-district schools)
 - Conclusion: CSMH's facilities are average in quantity and type of facilities, but below average in condition of facilities
- Created prioritized list of CSMH facility projects with approximate costs and categorized projects into:
 - Safety & Health
 - Facility Environment
 - Community Enrichment

Facilities Committee Plan status(cont.)

- Completed preliminary assessment of alternative strategy: improve current site vs. acquire/build new site
 - Current Site Considerations
 - \$ Cap on improvements
 - MHUSD relationship
 - New Site Considerations
 - Major Capital Campaign
 - CEO
 - Fundraising consultant
 - MHUSD relationship

Financial Committee Plan Status

- Coordinated with Facilities Committee to complete an analysis and recommendation re: matching funding potential over 5 years with desired/needed facility capital improvements
- Completed review of Facilities Committee benchmark report; in process of integrating into long term financial plan
- Currently gathering information to optimize fundraising opportunities, including but not limited to a part-time/permanent development professional

Joint Facilities/Financial recommendations

- Recommended maximum spend on the current site
 - Current funding projections and analysis estimate a maximum of \$500K to be available over the next five years for capital improvements to the current site
- Recommended facilities direction
 - Focus Facilities Plan on tactical facilities improvement actions (vs. starting efforts on new site)
- Recommended facilities improvement list
 - Proposed facilities wants/needs list has been created
 - Includes rough cost estimates and priorities
 - Priorities based on estimated funds of \$500K
- Recommended longer term facilities study effort
 - Commission Finance Committee to analyze and examine new site options
 - Scope will be limited to
 - Information gathering
 - Board and parent communications
 - Reviewing options outside the scope of the current five-year strategic plan

Q & A

Next Steps

- Comment Cards
 - Element of Strategic Plan
 - Name and contact information
- School Survey
- Attend Board meeting on April 28th
 - Budget for 2009-10 year



THE

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