



Board of Trustees Meeting
October 25, 2011

- I. Preliminary
 - a. Call to Order: The meeting was called to order at 6:42PM
 - b. Roll Call: Board Members in attendance included Travis Gery (TG), Mary Steffey (MS), Jim Stoltz *via phone until 7:28PM* (JS) and Board Solicitor - Lawrence Frangiosa (LF)
- II. Old Business
 - i. Approve Previous Meetings Minutes
 1. Distributed via email
 2. No corrections
 3. Motion to approve JS
 4. Second to motion by MS
 5. Approved – Unanimous – Motion carries
- III. New Business: Report to The Board
 - a. Enrollment/Attendance (presented by Tim Kreider)
 - i. Enrollment as of October 14, 2011 is 8398
 - ii. Increase 32% over last year
 - iii. Largest growth is Special Education – up almost 47% (1570)
 - iv. 9% higher than last month's report
 - v. Should level off as heavy enrollment periods of August and September have ended
 - vi. Discussion concerning increases vs. initial anticipation of enrollment numbers and reasons why
 - vii. Students enrolled after September 6, 2011
 1. Vast majority from public schools (820)
 2. Other options to include total of 1027(?)
 - viii. Retention (of totals beginning this SY)
 1. 97% across grades levels
 2. 3.2% increase over last year's numbers
 - ix. Attendance Rates
 1. As of October 13, 2011
 2. Above 90% across grade levels (K-12)
 3. Particular drop in HS attendance (data possibly skewed)
 - b. Personnel (presented by Sharon Williams)
 - i. 20 new hires
 - ii. Still recruiting some open positions
 - iii. Specifically in HS and 1 additional SPED
 - iv. 4 resignation s(2 FTC, 1 Program Spec, 1 HS Teacher)
 - v. New K-2 Director, New Program Administrator (K12 positions)
 - vi. 384 employees as of last board report (last week)
 - vii. Motion to approve
 1. Motion by MS
 2. Second to motion by JS
 3. Motion Carries – Unanimous – Approved

Mary Steffey 12/27/11

- viii. Teacher Handbook will be distributed (as per request has been reviewed by solicitor and additional legal counsel)
- c. Finance (presented by Mary Markert)
 - i. September 196,000 YTD surplus (189,000 higher than budgeted)
 - ii. Due to higher than expected enrollments
 - iii. Projected to reach 8600 student in SY 11-12
 - iv. Revenue projected at 12.9% increase over budget
 - v. Forecast includes adjustments in teaching/staff to fall in line with
 - vi. Ending surplus to be 1.4md
 - vii. Insperity Service Fee Reviewed
 - 1. \$377,000 paid by Agora for HR related services
 - 2. To be billed back to K12
 - 3. Will also look at prior years (to FY 2011)
 - 4. May be over \$500,000 reimbursement in previous fees
 - viii. Several Federal Programs ended 9-30-11
 - 1. All need ending reports to be finalized
 - 2. 1 remains incomplete at this time
 - ix. FY 2010 audit complete, FY 2011 to be completed in December
 - x. Finance Director met with Board Treasurer prior to meeting to review all official documents
 - xi. Discussion concerning payments from Philadelphia and all larger SD regarding back payments
 - xii. Motion to approve Finance Report
 - 1. Motion by JS
 - 2. Second to motion by MS
 - 3. Motion carries- Unanimous - Approved
- d. Academic (presented by Sharon Williams, Amy Rupp, and Jane Swan)
 - i. Data concerning request on students remaining with Agora and performance on PSSA
 - 1. Small subgroups
 - 2. Positive trends in reading
 - 3. Greatest remaining numbers in 7th and 8th
 - 4. Discussion concerning tremendous gains for students and our belief that the longer students remain the greater the learning gains
 - ii. Presentation of High School Internship Proposal (JS)
 - 1. Targeted at promoting career interest and post secondary decisions
 - 2. Propose Coordinator to run and identify students
 - 3. Will work 5-10 hours per week and earn credits toward graduation
 - 4. Coordinator will be responsible for creating partnerships, and vast array of career areas for students to be matched with interests
 - 5. Timeline to include hiring new Agora employee, investigating opportunities, inviting students for participation; "job fair" with partners; trainings; interviews; work time Feb-May 2012
 - 6. Discussion concerning selection criteria
 - 7. Motion to approve creating position of Intern Coordinator
 - a. Motion by MS
 - b. Second to motion by JS
 - c. Motion carries – Unanimous – Approved
 - iii. Teacher Evaluation Forms (SW)

1. As part of School Improvement Plan
2. Teacher and support staff input into evaluations opportunity presented at August PD
3. Metrics (AR)
 - a. Different Performance Evaluations for differing staff
 - b. Teachers to include classroom observations form additionally
 - i. Observations in Fall, Winter, and Spring
 - ii. Observations in Elluminate
 - iii. Recording of sessions suggested to be included in metrics for this group
 - iv. Discussion concerning possible inclusion of peer evaluations/observations
 - v. Metrics to Include
 1. Passing (7-8th) or Mastery (K-6th) rates – scaled
 2. Attendance (per quarter/block) – based on serviced students (to be removed)
 3. Scantron and DORA/DOMA performance growth measure (Fall to Spring)
 4. Professionalism (via portfolio presentation) request to include student and parent feedback
 5. Pilot program requested regarding peer best practices, and peer input; to be researched to ensure proper follow-through and value added
 - c. Learning Center Coach – Metrics
 - i. Participation Performance tests participation
 - ii. Checkpoint participation
 - iii. Attendance (Virtual School)
 - iv. Retention (Virtual School)
 - v. Retention to Learning Center
 - vi. Attendance at Learning Center
 - vii. Professionalism
 1. Monthly Conference
 2. Portfolio
 - d. Family Teacher Coach
 - i. ADO
 - ii. Professionalism
 1. Monthly Conference
 2. Portfolio
 - iii. Performance Testing Participation
 - iv. Supplemental
 - v. Attendance
 - vi. Retention
 - vii. Parent Feedback
 - e. Guidance Counselor
 - i. 504 Compliance

- ii. Compliance
 - iii. Graduation Cohort Rate
 - iv. Graduation promotion rate (off cohort)
 - v. Attendance – scaled
 - vi. Retention – scaled
 - vii. Post WD Transition (GED, Completion)
 - viii. Portfolio
 - 1. Monthly Conference
 - 2. Additional Information
 - f. Advisor
 - i. Course Completion Rate (Credit Recovery)
 - ii. Attendance
 - iii. Retention
 - iv. Post W D Transitions
 - 4. Discussion concerning
 - a. peer to peer evaluation and possibly looking at metric
 - b. averages to allow for proper comparisons and fairness
 - c. Change scales to target and percent away from target instead of set numbers
 - d. One person had too much control over the a teachers feedback because they conduct the classroom evaluations and interpret the other feedback collected
 - e. 3 classroom evaluations seemed too few and that more may be needed
 - 5. Motion to approve Evaluation Forms/systems with changes requested
 - a. Motion by JS
 - b. Second to Motion by MS
 - c. Motion Carries – Unanimous - Approved
 - e. Community & Parent Updates (presented by Sharon Williams)
 - i. Various opportunities available across the state for Family participation with staff and others.
 - ii. Request of Central Calendar for all opportunities
 - iii. Spirit Day Announcement
- IV. Public Comment (13 minutes)
- a. Danielle Kerner representing Voices of Agora
 - b. Brenda DiEugenio representing AEEA (Agora Employee Education Association)
 - c. Maryann Weidner
- V. Executive Session (8:39PM)
- VI. Adjournment
- a. Motion to Adjourn by MS
 - b. Accepted – meeting adjourned at 9:17PM
 - c. Next meeting to be held on November 22, 2011 @ 6:30pm at Agora Cyber Charter School Administrative Office

Mary Steffey

Board Report

October 25, 2011



AGORA
CYBER CHARTER SCHOOL SM

Respectfully Submitted by:
Sharon Williams
2/14/2012



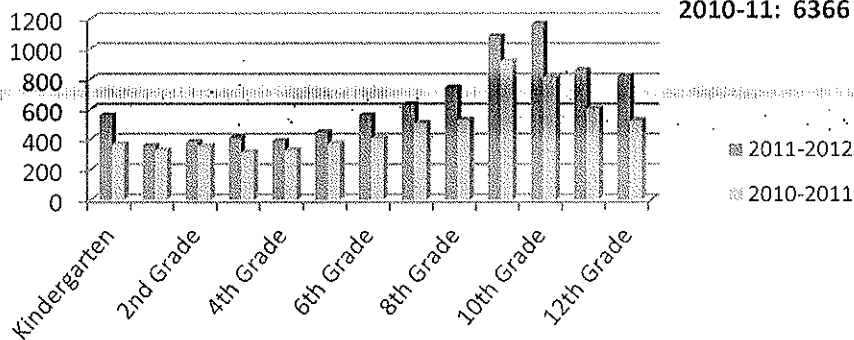
Contents

Enrollment.....	3
Retention Rates.....	5
Attendance.....	6
Personnel.....	7
Academics PSSA.....	8
Clubs and Activities/ Community Outreach.....	10
Appendix 1:.....	11
Appendix 2:.....	12

Enrollment

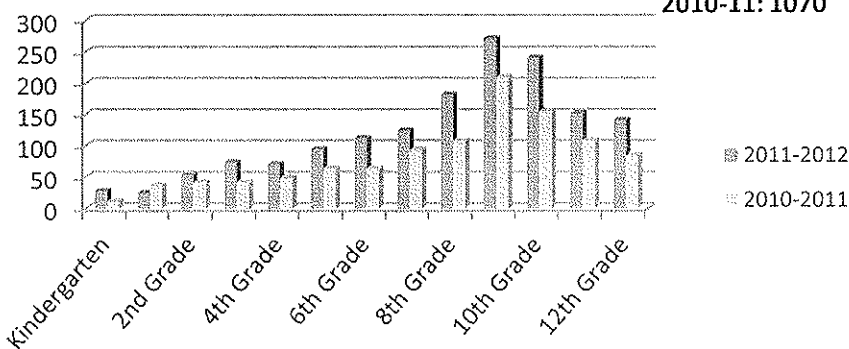
Enrollment is projected to increase over the next year. The District will continue to work with grade-level teachers to ensure quality instruction and high-level learning opportunities for all students. The enrollment for the 2011-2012 year is projected to be 8398 students.

Total Enrollment Year to Year



Percent Change Year to Year		
General Ed	Special Ed	Total
28.9%	46.7%	31.9%

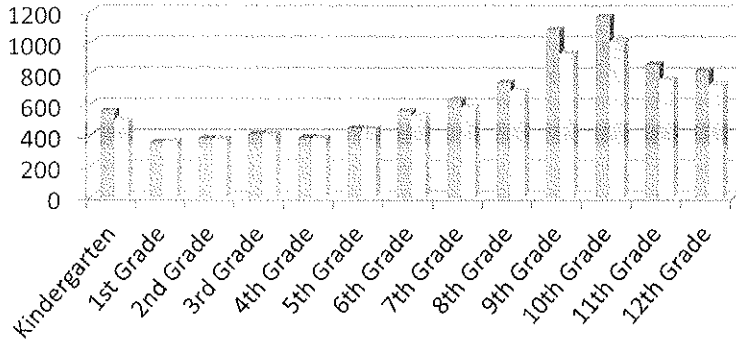
Special Education Enrollment Year to Year





Total Enrollment Month to Month

October: 8398
 September: 7715

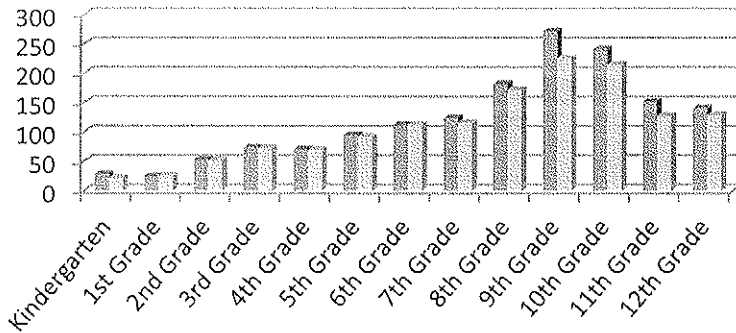


October
 September

Enrollment Change		
Grade Level	October	September
Overall	8.7%	9.5%

Special Education Enrollment Month to Month

October: 1570
 September: 1434

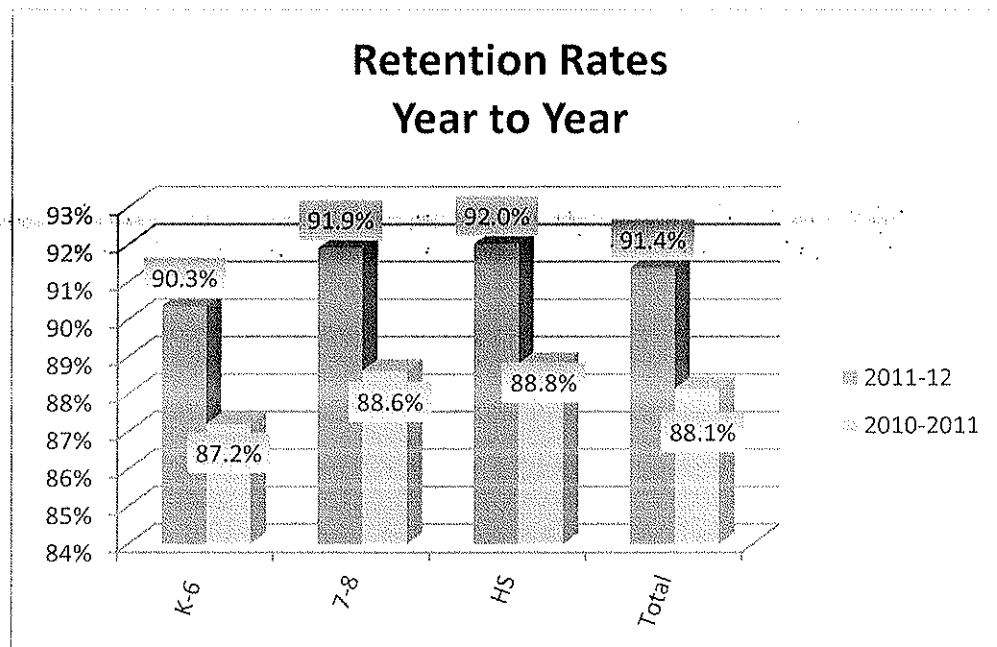


October
 September

Previous School Type	Students Enrolled after Sept 6
Public school	820
Charter school	75
Not in school/Other	72
Private school	69
Home school	44
Virtual School	19
Preschool	14
Part-time public school/home school	8
None	4
Private School - Independent	1
Grand Total	1570

Retention Rates

This document is intended for informational purposes only. It is not intended to be used as a contract or any other legal instrument. The data in this document is subject to change without notice. For more information, please contact the school administrator.



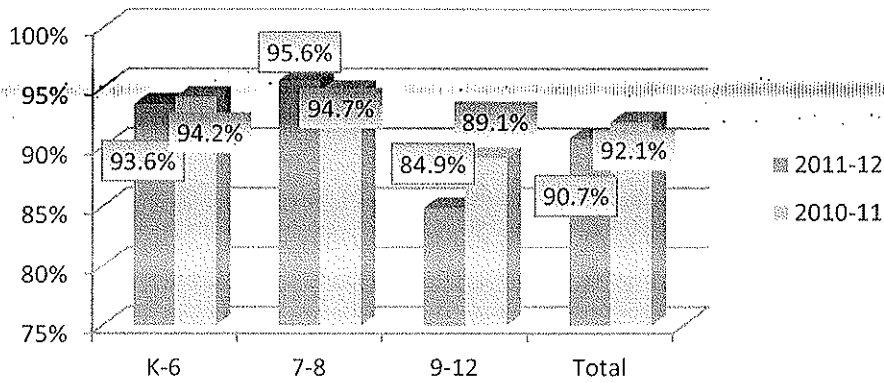
	Percent Change Year to Year this Month
K-6	3.2%
7-8	3.3%
HS	3.2%
Total	3.2%

	Percent Change Year to Year
K-6	-0.6%
7-8	0.9%
9-12	-4.2%
Total	-1.4%

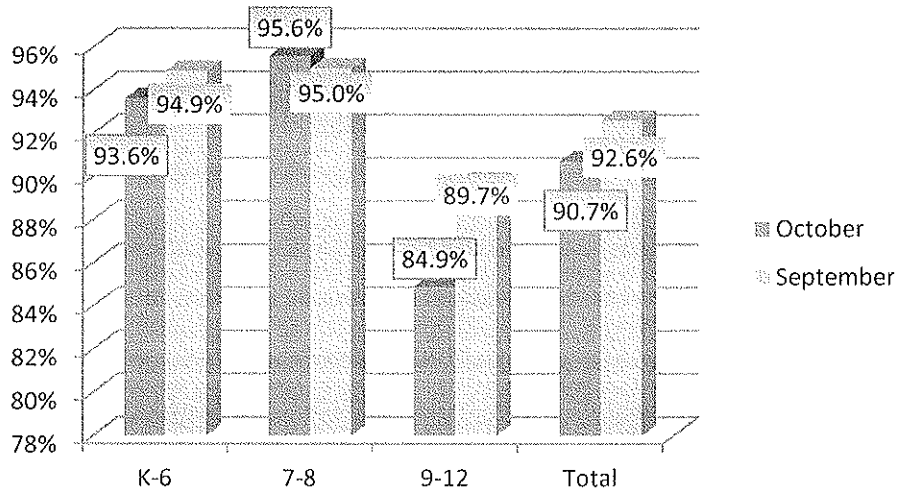
Attendance

The overall attendance rate was 92.1% and similar to last year, 92.6%, when there was a change made to the process of recording attendance. This should not be interpreted as a drop in attendance since there is a drop in high school attendance (89.1% from the 90.7% last year).

**Attendance Rates
 Year to Year**



**Attendance Rates
 Month to Month**



Personnel

The following changes to staff occurred since the last board meeting: (Personnel Report Attached)

Hired - 20:

School Psychologist (1)
Family Teacher Coach (10)
High School English Teacher (1)
High School Guidance (2)
High School Science Teacher (1)
High School Social Studies Teacher (3)
High School Special Ed Teacher (1)
Kindergarten Teacher (1)

Resignations- 4:

Family Teacher Coach (2)
High School English Teacher (1)
Program Support Teacher (1)

New K12 Employees :

New K-2 Director
New Special Programs Administrator

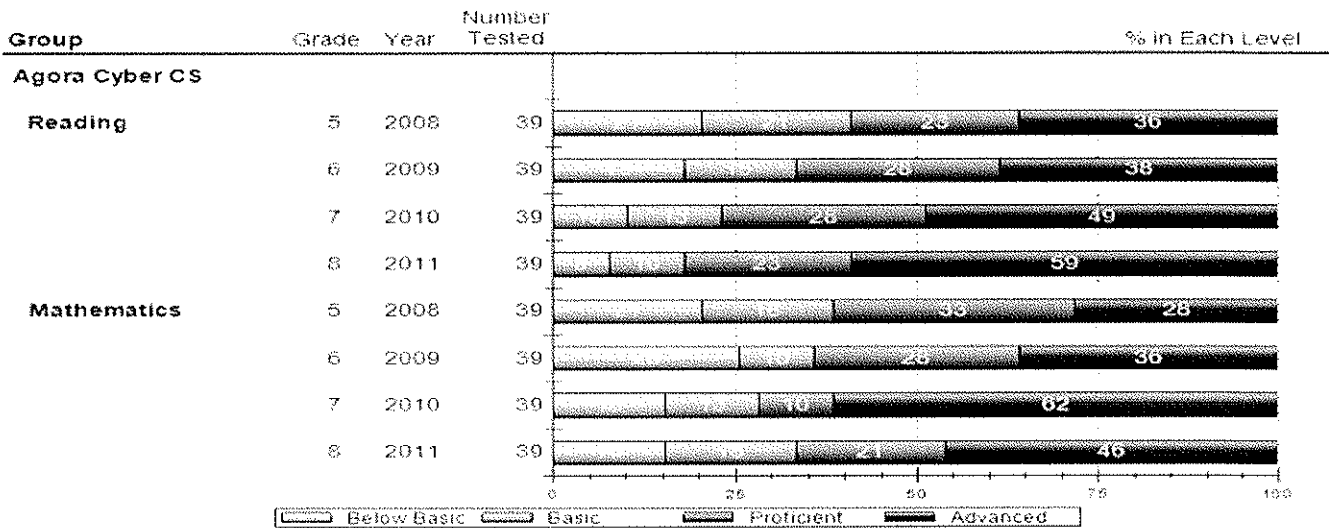
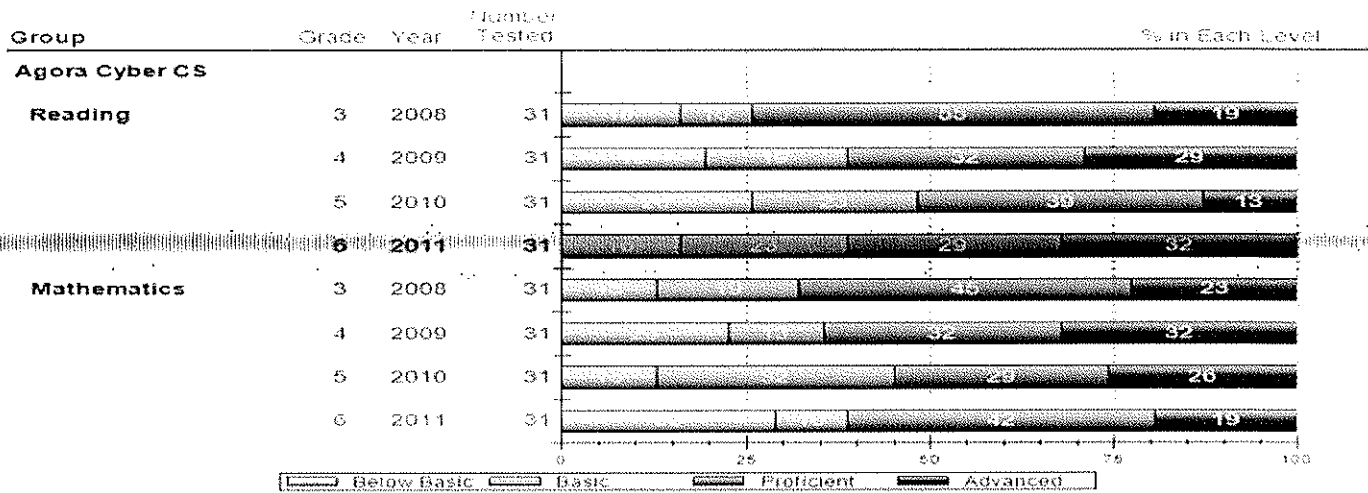
Total Staff	
October 2011	384

Employee Type	
Teachers	188
Advisors/Guidance	19
Support Staff	177

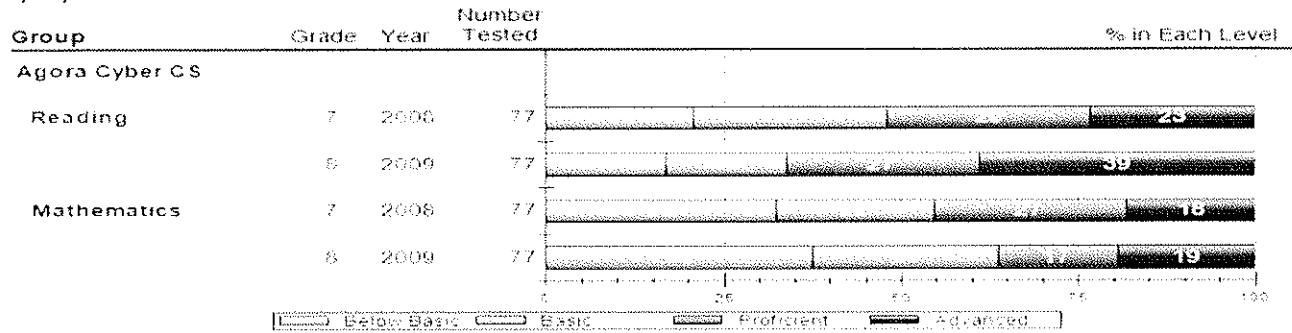
Teacher Breakdown	
Elementary	39
Middle School	26
High School	61
Special Education	62

Academics PSSA

Responsible for the results of all of the tests administered by the state and local education agencies are the students, parents, and teachers. The results of the tests are a reflection of the quality of the education provided by the school and the quality of the students. The results of the tests are also a reflection of the quality of the testing process. The results of the tests are also a reflection of the quality of the testing process.



Respectfully Submitted by:
 Sharon Williams
 2/14/2012



Internship Pilot Program

The internship program will help students identify career interests, identify the steps they must take now to prepare for post-secondary college or career goals, demonstrate the relevancy of school work to post-secondary life, teach students key elements of professionalism and provide experience in the work place under the supervision of the Internship Coordinator and Internship Partner.

Program Goals:

- Increase student engagement
- Improve retention
- Improve academic achievement
- Increase student satisfaction with their high school experience
- Promote career readiness
- 80 students participate in real work experience in an internship from five to 10 hours weekly
- Earn credit toward graduation

Teacher Evaluation Form Consideration

1. Agora teachers and staff met at August Professional Development to discuss ways to improve Agora’s teacher evaluation form. As a part of our School Improvement tactics, we said that we would utilize teacher feedback to update the performance factors and metrics to best illustrate the hard work of the teachers and other staff members. Below is the “package” that we are proposing for more comprehensive teacher evaluations.
2. Metrics and Performance Indicators to consider for evaluations:

Metrics	Performance Indicators
Scantron Participation	Comprehensive TotalView Notes
Scantron Performance gains	Interactive Class Connect Sessions
Mastery of standards	Effective remediation and modifications
Attendance	Weekly Academic Bulletins
Retention	Co teaching planning
Essential Elements of Instruction	Team collaboration and participation
Course Completion	Demonstration of data analysis
Passing Rates	Participation and attendance at PSSA and ALL Professional Development meetings
IEP Compliance	Family Satisfaction Surveys
ADOs (Agora Days Out)	Evidence of demonstrating “Whatever it Takes”
Face to face Visits	Thorough and Responsive Kmail
IEP timelines are adhered to according to PA special education law	Progress Reports/Quarterly reports are completed thoroughly and on time
IEP Progress Reports are complete, accurate, and demonstrates progress toward IEP goals.	Effective use of curriculum and SAS system
IEP content is accurate and comprehensive according to PA special education law	Meaningfully participates in IEP meetings

Respectfully Submitted by:
Sharon Williams
2/14/2012



RR timelines are adhered to according to PA special education law	Demonstrates targeted strategies to engage students
504 Documents Compliance	Professionalism
Graduation/Promotion Rate- On Cohort Students	504 Document Analysis
Graduation/Promotion Rate- Off Cohort Students	
Attendance	
Retention	
Post Withdraw Transition	

Clubs and Activities/ Community Outreach

- Many ADO activities occurring state wide.

Appendix 1:

	2011-2012			2010-2011			Percent Change		
	General Ed	Special Ed	Total	General Ed	Special Ed	Total	General Ed	Special Ed	Total
Kindergarten	530	28	558	359	11	370	47.6%	154.5%	50.8%
1st Grade	332	25	357	290	37	327	14.5%	-32.4%	9.2%
2nd Grade	329	53	382	313	42	355	5.1%	26.2%	7.6%
3rd Grade	336	74	410	272	42	314	23.5%	76.2%	30.6%
4th Grade	316	71	387	279	49	328	13.3%	44.9%	18.0%
5th Grade	352	95	447	308	64	372	14.3%	48.4%	20.2%
6th Grade	446	112	558	342	64	406	30.4%	75.0%	37.4%
7th Grade	506	124	630	413	94	507	22.5%	31.9%	24.3%
8th Grade	560	182	742	421	108	529	33.0%	68.5%	40.3%
9th Grade	811	272	1083	707	210	917	14.7%	29.5%	18.1%
10th Grade	926	241	1167	657	155	812	40.9%	55.5%	43.7%
11th Grade	707	152	859	495	109	604	42.8%	39.4%	42.2%
12th Grade	677	141	818	440	85	525	53.9%	65.9%	55.8%
Grand Total	6828	1570	8398	5296	1070	6366	28.9%	46.7%	31.9%

	October			September			Percent Change		
	General Ed	Special Ed	Total	General Ed	Special Ed	Total	General Ed	Special Ed	Total
Kindergarten	530	28	558	480	22	502	10.4%	27.3%	11.2%
1st Grade	332	25	357	337	26	363	-1.5%	-3.8%	-1.7%
2nd Grade	329	53	382	328	52	380	0.3%	1.9%	0.5%
3rd Grade	336	74	410	336	73	409	0.0%	1.4%	0.2%
4th Grade	316	71	387	313	70	383	1.0%	1.4%	1.0%
5th Grade	352	95	447	354	92	446	-0.6%	3.3%	0.2%
6th Grade	446	112	558	417	113	530	7.0%	-0.9%	5.3%
7th Grade	506	124	630	466	116	582	8.6%	6.9%	8.2%
8th Grade	560	182	742	516	172	688	8.5%	5.8%	7.8%
9th Grade	811	272	1083	705	226	931	15.0%	20.4%	16.3%
10th Grade	926	241	1167	794	215	1009	16.6%	12.1%	15.7%
11th Grade	707	152	859	636	128	764	11.2%	18.8%	12.4%
12th Grade	677	141	818	599	129	728	13.0%	9.3%	12.4%
Grand Total	6828	1570	8398	6281	1434	7715	8.7%	9.5%	8.9%

Appendix 2:

	2011-12			2010-11			Change from 11
	Total Enrolled	NCES Enrolled	2009-12	Total Enrolled	NCES Enrolled	2010-11	
Kindergarten	606	558	92.1%	425	370	87.1%	5.0%
1st Grade	415	357	86.0%	384	327	85.2%	0.9%
2nd Grade	424	382	90.1%	402	355	88.3%	1.8%
3rd Grade	449	410	91.3%	362	314	86.7%	4.6%
4th Grade	428	387	90.4%	381	328	86.1%	4.3%
5th Grade	496	447	90.1%	425	372	87.5%	2.6%
6th Grade	612	558	91.2%	456	406	89.0%	2.1%
7th Grade	692	630	91.0%	559	507	90.7%	0.3%
8th Grade	801	742	92.6%	610	529	86.7%	5.9%
9th Grade	1188	1083	91.2%	1061	917	86.4%	4.7%
10th Grade	1260	1167	92.6%	907	812	89.5%	3.1%
11th Grade	938	859	91.6%	666	604	90.7%	0.9%
12th Grade	882	818	92.7%	584	525	89.9%	2.8%
K-6	3430	3099	90.3%	2835	2472	87.2%	3.2%
7-8	1493	1372	91.9%	1169	1036	88.6%	3.3%
HS	4268	3927	92.0%	3218	2858	88.8%	3.2%
Total	9191	8398	91.4%	7222	6366	88.1%	3.2%