



Executive Director Board Report - June 2024

School News

8th Grade Graduation was a beautiful celebration and honoring of our graduates. We are so proud of our MS team and our MS students and families for their hard work.

End of Year Staff Breakfast on Tuesday, June 11th was absolutely lovely. There was laughter and joy and a general sense of curiosity and wonder. Groups collected end of year photos. We celebrated three graduating from the NC State Beginner Teacher Support Program (BTSP) – a rigorous three year program. We also celebrated those who have served Sterling for 30, 20, 15, and 5 years. We celebrated late spring and early summer birthdays (May, June, and July). Finally, we gave a round of glorious applause to those that have completed their AMS training program and completed either an associates, undergraduate, or master degree program. So many of our staff are eagerly pursuing meaningful professional development opportunities above and beyond what we offer internally at Sterling. This end of year breakfast was particularly important for me – as when I was hired in July 2022 – staff had refused to meet in person as a whole group with their ED for over four years. Staff meetings were optional my first year as I slowly began the work of healing and pulling together a broken community. This year's end of year breakfast was evidence of the impressive growth we have made in this regard. All but two staff members (who were both in the hospital) were present and all enjoyed a wonderful end of year celebration together, as a unified team. One PFSA leader also attended. It was a proud moment and a reminder of my important work as the school's leader – model inclusive community school wide.

We were able to successfully close out the 2023-2024 school year. This is particularly true of the EC department and the testing windows. The EC department had a strong learning curve on how to close out a year successfully last year. Under our new EC Director's leadership this team has come a long way in meeting end of year expectations. We are proud of their growth and willingness to learn. A more indepth review of our testing data will be shared with the Board at the October meeting.

Below are our end of year I-Ready results. Growth of this kind is unprecedented in my 25+ school career. We are extremely proud of this growth and we are eager to continue this work of implementing a high fidelity Montessori program in the coming years.

| I-Ready Reading Data | I-Ready Math Data |
|---|--|
| <p>In reading, students in grades 1st through 8th performed at the</p> <p>BOY with 64% at or above grade level and at the</p> <p>EOY with 84% at or above grade level.</p> <p>20% Improvement -- 114 Students Impacted Positively</p> | <p>In math, students in grades 1st through 8th performed at the</p> <p>BOY with 47% at or above grade level and at the</p> <p>EOY with 76% at or above grade level.</p> <p>29% Improvement -- 171 Students Impacted Positively</p> |
| <p>In reading, students in grades 1st through 8th performed at the</p> <p>BOY with 36% below grade level and at the</p> <p>EOY with 16% below grade level.</p> <p>20% Improvement -- 114 Students Impacted Positively</p> | <p>In math, students in grades 1st through 8th performed at the</p> <p>BOY with 53% below grade level and at the</p> <p>EOY with 24% below grade level.</p> <p>29% Improvement -- 171 Students Impacted Positively</p> |

Staff News

Peaceful Schools continues to work with Directors monthly. These sessions are going well. And we have signed a contract for a third year of work with the Peaceful Schools team. We are excited to have laid a foundation of important trust building work school wide and are eager to embark on this next level of work with this external training team.

We started the year with Thirteen on Individualized Development Plans (IDPs). Two Directors. One member of the Operational Team. Two in CH. One in LE. Three in UE. Three in EC. One in Middle School. Two of these made progress.

We are expecting seven staff members on IDPs next year. One on the Admin Team. One in LE. Two in UE. Three in EC.

Each year we will strive for a 5% or below retention rate on staffing. Retention data over the last two years is outlined below.

| <u>2022-2023 School Year</u> | <u>2023-2024 School Year</u> |
|--|--|
| <p>Last year our retention rate was 15%. We let four go and eleven staff left. Seven of eleven left due to moves out of state or away from the region. Three cited leadership changes.</p> | <p>We are currently at a 15% retention rate. One on an IDPs was let go in October. A second staff member will be let go later this week. Thirteen left and are not returning. Two of the twelve moved out of state. Eight left for personal reasons. Three cited leadership decisions. All three were getting significant and additional performance support through an IDP.</p> |

Development News

We raised \$25K+ in 2022-2023. This year our fundraising goal was \$90K. We raised \$50K in 2023-2024. We are proud of this progress towards our annual fund goals. 100% of our board and admin donated. 84% of our staff donated (down from 92% last year). 36% of our parent community donated (up from 32% last year).

Operational News

Tech Inventory went smoothly this year. All devices were returned. We had 20 damaged devices this year – mostly keyboards – with issues our tech team was able to manage in house. Two broken screens had to be replaced. There is one computer of over 450+ unaccounted for. This is a huge improvement from last year, when we had over 200 unaccounted for at the end of the year. We have a strong, proactive tech calendar for the year and a proactive plan for the first time in two years. This growth and improvement was much needed and deeply appreciated. I have been happy to help lead the team into this work since my start in July 2022.

We have a much improved onboarding process for all staff. New staff spend a full day with the operational team before being released to their Directors for further onboarding at their grade level team level.

We are on track with enrollment with the below numbers per grade level.
 August 22nd ADM Goal – 618 – 72 Kinder, 240 LE, 186 UE, 120 MS

Children’s House – 200 Total – 128 Three and Four Year Olds / 72 Kinder
 25 per classroom

121 CH Academy families accepted and enrolled. We have 7 spots to fill.
 65 CH Kinder families have accepted. We have 7 to fill at Kinder.

Lower Elementary – 240 Total – Striving for 80 per grade, 1st, 2nd, and 3rd grade
30 per classroom

215 Currently Enrolled. 68 students currently enrolled in 1st grade. 12 spots in 1st grade. 74 students currently enrolled in 2nd grade. 6 spots in 2nd grade. 73 students currently enrolled in 3rd grade. 7 spots in 3rd grade. 25 spots total to fill at LE.

Please note – the LE number of 240 is to make up for the projected shortfall at the MS level. When we fill our 140 MS spots, we will shift our LE numbers back down to 224 – 28 per classroom – in coming years. 16 of the total 25 being called off the waitlist are due to this projected increase in enrollment. Our 9 withdrawals at the LE level – three are headed to private schools in the area and six (three families) are moving out of the region due to family job promotions.

Upper Elementary – 180 Total – Striving for 70 per grade, 4th, 5th, and 6th grade
30 per classroom

190 Currently Enrolled. 74 students currently enrolled in 4th grade. 0 spots in 4th grade. 62 students currently enrolled in 5th grade. 0 spots in 5th grade. 54 students currently enrolled in 6th grade. 0 spots in 6th grade. 0 spots total to fill at UE with six classrooms. This proposal is assuming we still have an additional group at this level that may withdraw between now and August.

Upper Elementary – 208 Total – Striving for 80 per grade, 4th, 5th, and 6th grade.
30 per classroom, with C14 at 28.

190 Currently Enrolled. 74 students currently enrolled in 4th grade. 0 spots in 4th grade. 62 students currently enrolled in 5th grade. 0 spots in 5th grade. 54 students currently enrolled in 6th grade. 18 spots in 6th grade. 18 spots total to fill at UE with seven classrooms.

Please note – we are recommending closing a UE classroom due to our staffing concerns. The above enrollment numbers reflect both our recommendation (based on our current numbers) and the enrollment work if we are keeping seven rooms open. We currently have two UE vacancies with no applicants. These positions have been open for over a year. We could call down our waitlist adding an additional 18 new students to the program, as we have done in year's past. However, we are recommending, instead, that we slow down, and stay focused on the families and staff we have, only enrolling X new students to the UE program for this fall. This proposal, along with a few potential and additional staffing concerns at this level, was reviewed with the finance committee and the executive committee earlier this month.

Middle School – 140 Total – Striving for 70 per grade, 7th and 8th grade.
35 per classroom

119 Currently Enrolled. 55 students currently enrolled in 7th grade. 15 spots in 7th grade. 64 students currently enrolled in 8th grade. 6 spots in 8th grade. 21 spots total to fill at MS. There is no waitlist to call down at the MS level.

Historical Enrollment Data (as shared with the Executive Committee in June)

We pulled enrollment data over the last four years from powerschool reports, withdrawal forms, and our new enrollment numbers. I have outlined our learning from this deep data review below.

We hold pretty consistently at between 30 and 60 withdrawals over the course of a year, each year for the last four years. Reasons given fall in three consistent categories -- 1/3 moving, 1/3 moving for schools with homework/math tracking, and a 1/3 don't give a reason. 20 withdrawals tend to occur during the school year, another 10 to 40 happen in the summer months.

There was a spike in our withdrawal numbers in the spring and over the summer of 2022 -- this year produced 89 withdrawals -- the 50 additional withdrawals in this group, outliers to the rest of the data -- were connected to four classrooms -- two in LE and two in UE -- whose lead teachers were not returning due to the former ED refusing to renew their contracts.

Our numbers this year are staying steady and match this four year data review average -- we currently have 21 withdrawals throughout the year and potentially between 30 to 40 expected to leave over the summer. These numbers, as mentioned above, fall into three categories -- moving, homework/advanced math, or no reason given. These withdrawals are spread pretty evenly over all grades 1st through 7th.

Facilities and Maintenance News

Second Phase of Solar Panels are in process

Energy Efficient Lights are being installed building wide.

UE and LE Libraries are being separated to give more space and access.

EC is getting their storage space remodeled and upgraded to better meet their needs.

We have an A10 kitchen counter demo and remodel planned for the near future.