



# Instruction Report

## February 2019

### Racial Ethnic Balance Report

- Under 3314.06, Admission Procedures, the governing authority must access the schools' racial balance on a regular basis comparatively to the local district and ensure marketing plans do not contradict the authorizer agreement.
- The 2018 - 2019 racial comparison between Escuela SMART and Toledo Public Schools is included in this packet.
- Marketing plans do not contradict the authorizer agreement or ORC 3314.06.

### Local Equitable Access Plan

- Addresses gaps in access to experienced teachers
- State averages 11.4% inexperienced teachers; Escuela SMART averages 83.3% inexperienced teachers; high-poverty schools in Ohio average 21.4% inexperienced teachers
- FY18 and FY19 root causes include: teacher compensation, recruitment efforts, perceived working conditions of charter schools
- FY18 and FY19 strategies to address root causes include creating a competitive salary schedule with creative incentives, communicating staff testimonials and perception data in recruitment materials, targeting job sites and networking circles frequented by experienced teachers
- FY19 report updated to include procedures used to verify state certification and licensure, including quarterly audits, outreach to ODE licensure regional representative, individualized guidance on obtaining proper credentials, and employment contingent upon proper certification and license.

### Parent-Teacher Conferences

- Conferences were held February 14 and 15.
- Participation ranged from 53% - 100% with average of 74%

## Testing Update

- Winter testing is in progress and will be completed by February 28, 2019.
- Preliminary analyses are showing regression, likely due to the timing of the tests and number of instructional days lost due to inclement weather.
- Fall and Winter testing data will be reported at the March Board meeting.

## Staffing

- We still have an opening for the ESL teaching position
- Revisions being made to the ESL aide contract, will be presented at the March Board meeting

## Semi-annual Annual report of Bullying, Harassment, and Intimidation

- During the first half of the school year, Escuela SMART had three verified incidents of bullying, harassment and intimidation.
- Each incident was promptly investigated following the procedures outlined in the Anti-Bullying, Harassment, and Intimidation policy.
- All three incidents occurred during the month of November.
- In all 3 incidents, the parent of involved parties were notified and disciplinary actions were properly administered.