

Career Academy of South Bend, Inc.
Minutes of Meeting of Board of Directors
March 26, 2019

Directors Present: Daniel Adams, Steven Van Bruaene, Larry Davis, Michael Garatoni, Marian Hodges
By Phone: Larry Garatoni
Absent: Thomas Coley, Dave Risner, Lori Smith
Staff Attending: Alex Hammel, Lydia Jagger, Kim Richardson
Also Attending: Charles Loeser, Emily Gaskill

Dan Adams called the meeting to order at 5:30 pm at the Career Academy, 3801 Crescent Circle, South Bend.

A. Band Presentation. Alice Brown, director of Career Academy's instrumental music program, introduced a saxophone quintet (students Kayla Jaeckel, Andy Alvarez, Savannah Richardson, Betty Flaugh and Hailey Fleisher), who played Mozart's Turkish Rondo.¹ Alice explained that Career Academy has 4 concert bands (grades 6, 7, 8 and high school band), a jazz band² and a string orchestra, with over 200 students participating.³

B. Robotics Report. Dave Ebersol and Roger Johnson, coaches of Career Academy's robotics teams, reported that the high school team⁴ won the St. Joseph District competition at Penn High School on March 8-10.⁵ It was the team's second win in five years.⁶ In that competition, the team also won the engineering inspiration award, which is the second-highest award, above winning a district. In another district event (the March 22-24 Tippecanoe Event in Lafayette), the team achieved a rare perfect score (winning the match plus winning two additional points by robot placement or performance) twice.⁷ Dave introduced some members of the team, who demonstrated the robot. This year's robot was built with hyper-mobility, capable of moving in any direction and capable of climbing a small step. Students participate on engineering teams, programming teams and a marketing team. There are also multiple junior robotics teams for younger students, including students at Success Academy: 12 FIRST Lego League Jr. teams, 6 FIRST Lego League teams, and two FIRST Tech Challenge teams. Each year roughly 2/3 of team participants from the prior year return to the team the following year. Aside from engineering and technical skills, Dave said, robotics provides valuable lessons in teamwork, initiative, and character. Dan Adams said many companies, including his, are looking for

¹ Link: <https://www.facebook.com/careeracademysb/videos/406259299934878/>.

² Link: <https://www.facebook.com/careeracademysb/videos/1705191379562134/>.

³ Program description: <https://careeracademysb.com/instrumental-music/>.

⁴ There is also a middle school team, <https://careeracademysb.com/middle-school-robotics/>.

⁵ Link to the team's video on the win: <https://www.facebook.com/Team5484/videos/2196774507262572/>. Video of the school pep rally in support of the team: <https://www.facebook.com/careeracademysb/videos/573159869867142/>.

⁶ The format for robotics competitions is for teams to ally into three-team alliances: the Career Academy was allied with a team from Kokomo and a team from Avon (Hendricks County) against 42 other teams, as reported by the *Kokomo Perspective*, http://kokomoperspective.com/kp/news/cybertooth-robiorioles-career-academy-robotics---wolf-pack-win/article_1db87c1a-4761-11e9-ae7b-f74ff477fe21.html.

⁷ This https://www.youtube.com/watch?v=Mew6G_og-PI explains how the game is played. The team's two "perfect matches" at the Tippecanoe competition can be seen here (Qualification Match 14 = https://www.thebluealliance.com/match/2019inwla_qm14) and here (Qualification Match 44 = https://www.thebluealliance.com/match/2019inwla_qm44).

employees with these tech skills and soft skills. Dave said this is a “sport” in which 100% of team members can “go pro.”

C. iCan Shine Bike Camp. Grace Jackson reported that Success Academy will host this July 15-19 the “iCan Shine Bike Camp” (<https://icanshine.org/ican-bike-south-bend-in/>), which generally has been successful in teaching roughly 80% of participants with Down’s Syndrome or developmental disabilities to ride a two-wheel bike, a skill which most disabled kids never learn. It’s not a school event but the school is able to provide a good site for this community event. She explained the camp needs both financial support and many volunteers.

D. Approval of Prior Minutes. The minutes of the prior (December 4, 2018) meeting were approved.

E. School Operations.

1. Project-Based Learning. Tara Torok, teacher of the high-ability class (combining grades 3, 4 & 5) at Success Academy, explained projects that her class has completed. She noted that the high-ability program will be expanded next year to a class for first, second & third graders plus a separate class for fourth and fifth graders. Larry Davis asked how students for the program are selected. Tara said by nomination from teachers or parents plus test scores.

2. STEM For Girls. Dean Fecher asked Marian to discuss her experience as a panel member in a presentation to Success Academy girls. Marian said the students were remarkably knowledgeable and mature in their approach for kids that age.

3. I-READ Scores at Success. Dean reported that in the first I-READ tests this year, 61% of Success third-graders passed, up from 55% last year. For General Education students, the rate was 71%, up from 63% last year. 28% of Success third graders are in Special Education. There is another opportunity to pass the I-READ test this summer, and since many students were close to passing, Dean expects the pass rate will increase significantly before the final figure is determined.

4. Academic Calendar for 2019-20. The proposed academic calendar for next school year was approved. There are no material changes from this year.

5. Early College. Alex explained the high school is expanding and emphasizing to parents and students the Early College program, particularly a 30-credit core identified by the State. This is not just for honors students, this is for all. In addition to allowing college credits for free, the program helps students understand if college is appropriate for them. Dan said it would be very beneficial to track what happens to our graduates, in or out of college. Larry Davis said it is an essential part of the school’s mission to help students understand there are alternatives to college. Alex said that is still the case: the goal is for all students to either earn college credits or workplace certification or an internship, but this program is good for students whether they go to college or not.

F. Financial Reports. Kim Richardson presented financial statements for February and for the 2018-19 fiscal year (beginning July 1) through the end of February, in comparison with the revised budget. The year-to-date income statement showed a positive variance (improvement) from budget in revenue of \$170,135 and a positive variance (savings) in expenses of \$140,844, producing a positive variance in net

positive cash flow of \$310,135. Upon motion made and duly seconded, the financial statements were approved.

G. Trine Report. Emily Gaskill presented Trine's update of the three schools' status under the charter agreement standards as attached.

There being no further business, the meeting was adjourned at 7:52 pm.



Charles M. Loeser, Assistant Secretary

Accountability Plan Status Update

School Name: Career Academy South Bend- High School

Date: Tuesday, March 26, 2018 (Site Visit: Thursday, March 21, 2019)

Indicator #1: School Academic Performance	Instruction	M	Meets Standard	(c) Feedback
	Attendance	M	Meets Standard	95%
	Post-Secondary Support	Q	N/A	
	Benchmark Assessment Legacy Data: ELA	Q 4	N/A	
	Benchmark Assessment Legacy Data: Math	Q 4	N/A	
	Benchmark Assessment Value Added: ELA	Q 4	N/A	
	Benchmark Assessment Value Added: Math	Q 4	N/A	
	Graduation Rate	Q 4	N/A	
	College Preparation	Q 4	N/A	
Indicator #2: State Academic Performance	State Accountability Grade	Q 2	Exceeds Standard	The school received a rating of a 'A.'
	State Assessment Participation Rate	Q 2	Meets Standard	98.8%
	State Assessment Legacy Data: ELA	Q 2	Exceeds Standard	School: 81.5% (10) State: 58.9% (10)
	State Assessment Legacy Data: Math	Q 2	Exceeds Standard	School: 55.6% (10) State: 36.2% (10)
	State Assessment: Supgroup Growth to Proficiency	Q 2	Exceeds Standard	W: 83% F/R Lunch: 82%
	Comparison to Local Schools	Q 2	N/A	
Indicator #3: Federal Academic Performance	Federal Accountability Grade	Q 2	Exceeds Standard	The school received a rating of a 'A.'
	English Language Proficiency Progress	Q 2	N/A	Less than 20 students in associated grade span.
	Chronic Absenteeism	Q 2	N/A	Less than 20 students in associated grade span.
Indicator #4: Organizational Performance	Board Governance	M	Meets Standard	
	Professional Development	M	Meets Standard	
	Classroom Monitoring	M	Meets Standard	
	Class Size	M	Meets Standard	
	Charter Accountability Reporting Requirements	M	Meets Standard	
	Leadership	Q 3 and 4	N/A	
Indicator #5: Financial Performance	Financial Management	M	Does Not Meet Standard	Missing Audit
	Enrollment Variance	Q	Approaching Standard	95%
	Current Ratio	Q	Meets Standard	1.49 (+.05)
	Days Cash	Q	Does Not Meet Standard	23.01 (+1.92)
	Debt Default/Delinquency	Q	Meets Standard	
	Debt to Asset Ratio	Q	Does Not Meet Standard	1.07 (-.02)
	Debt Service Coverage Ratio	Q	N/A	Interim
Indicator #6: School Wide Satisfaction	Communication with Parents, Students, and Staff	Q 4	N/A	

Quarter 1: July-August **Quarter 2:** September-November **Quarter 3:** December-February **Quarter 4:** March-May

Accountability Plan Status Update

School Name: Career Academy South Bend- Middle School

Date: Tuesday, March 26, 2018 (Site Visit: Thursday, March 21, 2019)

Indicator #1: School Academic Performance	Instruction	M	Exceeds Standard	
	Attendance	M	Meets Standard	96%
	Benchmark Assessment Legacy Data: ELA	Q 4	N/A	
	Benchmark Assessment Legacy Data: Math	Q 4	N/A	
	Benchmark Assessment Value Added: ELA	Q 4	N/A	
	Benchmark Assessment Value Added: Math	Q 4	N/A	

Indicator #2: State Academic Performance	State Accountability Grade	Q 2	Exceeds Standard	The school received a rating of a 'A.'
	State Assessment Participation Rate	Q 2	Meets Standard	99.5%
	State Assessment Legacy Data: ELA	Q 2	Approaching Standard	School: 53.3% (8) State: 63.6% (8)
	State Assessment Legacy Data: Math	Q 2	Approaching Standard	School: 45.6% (8) State: 55.7% (8)
	State Assessment Growth Model: ELA	Q 2	N/A	
	State Assessment Growth Model: Math	Q 2	N/A	
	State Assessment: Supgroup Growth to Proficiency	Q 2	Exceeds Standard	AA: 83% MR: 83% W: 82% H: 71% F/R Lunch: 81% SPED: 84%
	Comparison to Local Schools	Q 2	N/A	

Indicator #3: Federal Academic Performance	Federal Accountability Grade	Q 2	Exceeds Standard	The school received a rating of a 'A.'
	English Language Proficiency Progress	Q 2	N/A	Less than 20 students in associated grade span.
	Chronic Absenteeism	Q 2	Does Not Meet Standard	60.3% Model Attendee Rate

Indicator #4: Organizational Performance	Board Governance	M	Meets Standard	
	Professional Development	M	Meets Standard	
	Classroom Monitoring	M	Meets Standard	
	Class Size	M	Meets Standard	
	Charter Accountability Reporting Requirements	M	Meets Standard	
	Leadership	Q 3 and 4	Meets Standard	

Indicator #5: Financial Performance	Financial Management	M	Does Not Meet Standard	Missing Audit
	Enrollment Variance	Q	Approaching Standard	95%
	Current Ratio	Q	Meets Standard	1.49 (+.05)
	Days Cash	Q	Does Not Meet Standard	23.01 (+1.92)
	Debt Default/Delinquency	Q	Meets Standard	
	Debt to Asset Ratio	Q	Does Not Meet Standard	1.07 (-.02)
	Debt Service Coverage Ratio	Q	N/A	Interim

Indicator #6: School Wide Satisfaction	Communication with Parents, Students, and Staff	Q 4	N/A	
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Quarter 1: July-August Quarter 2: September-November Quarter 3: December-February Quarter 4: March-May

Accountability Plan Status Update

School Name: Success Academy South Bend

Date: Tuesday, March 26, 2019

Indicator #1: School Academic Performance	Instruction	M	Meets Standard	(c) Pacing and Rigor
	Attendance	M	Meets Standard	96.6%
	Benchmark Assessment Legacy Data: ELA	Q 4	N/A	
	Benchmark Assessment Legacy Data: Math	Q 4	N/A	
	Benchmark Assessment Value Added: ELA	Q 4	N/A	
	Benchmark Assessment Value Added: Math	Q 4	N/A	

Indicator #2: State Academic Performance	State Accountability Grade	Q 2	Exceeds Standard	The school received a rating of a 'B.'
	State Assessment Participation Rate	Q 2	Meets Standard	99.4%
	State Assessment Legacy Data: ELA	Q 2	Does Not Meet Standard	School: 39.4% (3-5) State: 63.8% (3-5)
	State Assessment Legacy Data: Math	Q 2	Does Not Meet Standard	School: 30.9% (3-5) State: 61.9% (3-5)
	State Assessment Growth Model: ELA	Q 2	N/A	
	State Assessment Growth Model: Math	Q 2	N/A	
	State Assessment: Subgroup Growth to Proficiency	Q 2	Approaching Standard	AA: 63% W: 66% F/R Lunch: 57% SPED: 54%
	Comparison to Local Schools	Q 2	N/A	
IREAD-3	Q 4	N/A		

Indicator #3: Federal Academic Performance	Federal Accountability Grade	Q 2	Exceeds Standard	The school received a rating of an 'A.'
	English Language Proficiency Progress	Q 2	N/A	Less than 20 students in associated grade span.
	Chronic Absenteeism	Q 2	Does Not Meet Standard	51.1% Model Attendee Rate

Indicator #4: Organizational Performance	Board Governance	M	Meets Standard	
	Professional Development	M	Meets Standard	
	Classroom Monitoring	M	Meets Standard	
	Class Size	M	Meets Standard	
	Charter Accountability Reporting Requirements	M	Meets Standard	
	Leadership	Q 3 and 4	Meets Standard	

Indicator #5: Financial Performance	Financial Management	M	Does Not Meet Standard	Missing Audit
	Enrollment Variance	Q	Approaching Standard	95%
	Current Ratio	Q	Meets Standard	1.49 (+.05)
	Days Cash	Q	Does Not Meet Standard	23.01 (+1.92)
	Debt Default/Delinquency	Q	Meets Standard	
	Debt to Asset Ratio	Q	Does Not Meet Standard	1.07 (-.02)
	Debt Service Coverage Ratio	Q	N/A	Interim

Indicator #6: School Wide Satisfaction	Communication with Parents, Students, and Staff	Q 4	N/A	
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Indicator #7: School Improvement Plan	Guided Reading Instruction	M	Approaching Standard	
	School Initiative Implementation	M	Meets Standard	
	Differentiated Staff Development	M	Meets Standard	
	Classroom Management	M	Approaching Standard	Referrals have decreased by 44.2%

Quarter 1: July-August Quarter 2: September-November Quarter 3: December-February Quarter 4: March-May