



Anser Charter School

ANSER CHARTER SCHOOL CONTINUOUS IMPROVEMENT PLAN

2017-2018

History: When Anser Charter School was granted a charter by the Boise School District in September 1998, the school's founders set their sights on the future. The focus of the school was to open and operate an exemplary school based on Expeditionary Learning-Outward Bound design principles. In its first decade, Anser staff, parents, and Board built a school with a unique curriculum and a reputation for academic success, service to the community, and strong character. With the educational infrastructure firmly in place, the Anser community moved to strengthen the school's financial underpinnings and organizational infrastructure. Anser nears its 20th year in operation. As we look forward to year 20 and beyond the Anser Community Board and Staff are focused on grounding our work in the Mission and Vision of the school, and developing a strong foundation for future initiatives.

Vision: Anser's vision is to foster learning that imagines a better world and works toward realizing it; set high academic standards; promote creativity, discovery, reflection and balance; embrace diversity; and use developmentally appropriate practices and real-world experiences to educate within a climate of collaboration, community, character, and compassion.

Mission: Anser's mission is to educate the whole child in a collaborative learning community where individuals are inspired to achieve their academic potential, be self-motivated and feel a sense of connection and responsibility to the world.

Continuous Improvement Plan Annual Implementation and Review: The Board will review the Continuous plan monthly and update it annually.



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Anser Charter School Leadership, Goals, and Student Achievement

Anser's Strategic Direction: The Anser Board, staff, and parents will position the school for long term sustainability. Four major initiatives support this overall objective. The Anser Board is responsible for establishing strategic direction and monitoring progress. Family Council represents the voice of the parent community, communicating needs and suggestions to the Board. The Anser staff provides professional support for the initiatives. This document assists the staff in clarifying organizational priorities.

Anser Charter School 2017-2018 Leadership

Anser Charter School Community Board Members		
President- Lora Breen (Exec, Fin.) Gov)	V. President- Nichoel Baird Spencer (Exec, Gov)	
Treasurer- Maridee Lemieux (Exec, Fin)		
Heidi Bauer (Fin)	Christina Bruce Bennion (CIC)	Leslie Brown (Gov)
Maggie Chase (CIC)	Brian Coffey (FC, Gov)	Barry Human (CIC)
Brenda Marosvari (RD)	Christine Pisani (GOV)	Staci Shaw (CIC)
Stacy Slattery (RD)	Angie Temple (RD)	
Ex Officio, Non-Voting Board Members		
Education Director- Michelle Dunstan	Organization Director- Heather Dennis	
Fiscal Manager- Tiffany Keeley	Teacher Representative- Jennica Dalton	

Anser Family Council				
President- Brian Coffey		Secretary- Laura Kaydan		
Deniz Aygen	Doug Fogg	Terra Fogg	Meg Omel	Nicole Pierce
Leah Reagan	Elizabeth Birchmore	Riss	Mishi Sterling	Amy York



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Anser Charter School 2017-2018 Board Initiatives and Goals

Initiative #1 The Anser Community Board will reinforce our foundation and plan for a future that aligns with the Mission and Vision of Anser		
Initiative #2	Initiative #3	Initiative #4
Provide a rigorous curriculum that produces high academic achievement, strong character, and service to others.	Provide the financial resources necessary to sustain Anser and ensure effective use of resources.	Promote the vitality and integrity of the organizational infrastructure, including its culture, community, governance structure and compliance with all applicable laws.

Anser Charter School Community Board Committees				
Executive Committee	Finance Committee	Governance Committee	Continuous Improvement Committee	Resource Development Committee
To facilitate best governance practices by providing structure to Board proceedings, ensuring effective communication channels between school leaders and the Board, and transacting the business of the Board.	To ensure effective financial guidance and oversight of appropriate internal controls, responsible fiscal management and to implement budget processes and communication to the Board.	To ensure that Anser complies with applicable regulations and that the Anser Board serves as a model of school governance with a clear communication structure, processes, protocols, and Board training.	To promote, support and evaluate the school's academic and character goals and ensure Board understanding of the school's performance.	To construct the optimum working relationship between the Board, the school's organizations and the Anser community through support of fundraising efforts and special initiatives identified by the Anser Board.



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Anser Charter School Community Board 2017-2018 Committee Goals				
Executive Committee	Finance Committee	Governance Committee	Continuous Improvement Committee	Resource Development Committee
<p>Conduct a Board retreat.</p> <p>Restructure Board meeting agendas to focus on Anser's Mission, Vision and Strategic Initiatives.</p> <p>Develop a Board member role communication guide</p> <p>Incorporate four Board training sessions into the board meeting annual calendar.</p>	<p>Produce a simple and sustainable salary schedule for teachers.</p> <p>Develop and document a compensation structure for school directors.</p>	<p>Formalize and train the Board regarding Governance structures, regulations and bylaws.</p> <p>Formalize Communication Protocols</p> <p>Formalize a process for annual evaluation of the Organization Director</p>	<p>Approve and Appropriate Employee Assistance Funds</p> <p>Evaluate the Education Director (E.D.)</p> <p>Provide Feedback on and revisions to the "Caring Community and Discipline Plan."</p> <p>Work with the E.D. and Family Council to develop a consistent onboarding plan for new families.</p> <p>Provide resources to support staff in effectively addressing student social-emotional issues.</p> <p>Review the new Idaho SDE Consolidated Plan to determine if and how it affects Anser's Continuous Improvement Plan.</p>	<p>Define the structural objectives of the Resource Development Committee.</p>



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Annual Academic Performance Measures					
Goal	Performance Measure/Indicator	SY 16-17	SY 17-18	16-17 to 17-18 Improvement	Benchmark/ Performance Target for SY17-18
All students will be college and career ready at graduation	# and % of learning plans (developed in grade 8)	51			50
		100%			100%
	# and % of students receiving/participating in college and career advising and mentoring in grade 8	51			50
All students will be prepared to transition from middle school/Jr. high to high school	# and % of students scoring proficient or advanced on 8 th grade math ISAT	54% out of 50 students			66%
	# and % of students scoring proficient or advanced on the 8 th grade ELA ISAT	68% out of 50 students			78%
All students will be prepared to transition from middle school/Jr. high to high school	# and % of students scoring proficient or advanced on 7 th grade math ISAT	61% out of 51 students			63%
	# and % of students scoring proficient or advanced on the 7 th grade ELA ISAT	69% out of 51 students			71%
All students will be prepared to transition from elementary school to middle school/Jr. high school	# and % of students proficient or advanced on the 6 th grade Math ISAT	46% out of 50 students			50%
	# and % of students scoring proficient or advanced on the 6 th grade ELA ISAT	70% out of 50 students			72%
All students will be prepared to transition from elementary school to middle school/Jr. high school	# and % of students proficient or advanced on the 5 th grade Math ISAT	68% out of 37 students			76%
	# and % of students scoring proficient or advanced on the 5 th grade ELA ISAT	86% out of 37 students			87%



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All students will be prepared to transition from elementary school to middle school/Jr. high school	# and % of students proficient or advanced on the 4 th grade Math ISAT	63% out of 38 students			70%
	# and % of students scoring proficient or advanced on the 4 th grade ELA ISAT	66% out of 38 students			73%
All students will be prepared to transition from elementary school to middle school/Jr. high school	# and % of students proficient or advanced on the 3rd grade Math ISAT	66% out of 35 students			68%
	# and % of students scoring proficient or advanced on the 3rd grade ELA ISAT	49% out of 35 students			59%
All students will be reading at grade level by the end of 3 rd grade (4 th grade reading readiness)	# and % of grade 3 students identified as reading at grade level on the Spring IRI	88.6% out of 35 students			89%
	# and % of grade 2 students identified as reading at grade level on the Spring IRI	72.2% out of 37 students			75%
	# and % of grade 1 students identified as reading at grade level on the Spring IRI	54.2% out of 35 students			58%
	# and % kindergarten students identified as reading at grade level on the Spring IRI	61.1% out of 37 students			63%
Support student and parent engagement at all grade levels through increased attendance	Student attendance rates as a percentage - Elementary K-6 grades	96.34%			96.5%
	Student attendance rates as a percentage - Junior High 7th & 8th grades	94.97%			95.5%
	Parent Participation at Student Led Conferences	94%			96%
	% of new teachers (within first three years) assigned a mentor/participate in district mentor program	100%			100%



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Demographic Data

	2016-2017	2017-2018
Male	196	
Female	192	
White	87%	
Black/African American	3.2%	
Asian	2.6%	
Native American	.01%	
Hispanic/Latino	7.9%	
Two or more races	11.7%	
Qualify for Free/Reduced Lunch	13.4%	
Received Special Education (IEP Students)	9.6%	