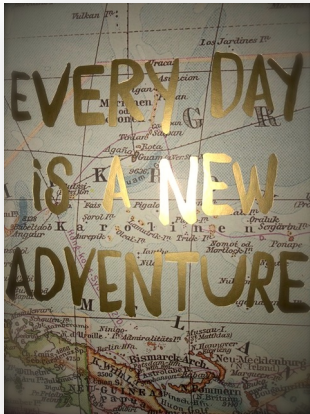


ADVOCATES FOR INNOVATIVE SCHOOLS, INC.
PRESIDENT'S REMARKS
2019 - 20 Year in Review

The Transformational Board made dynamic changes in the Organizational Structure to move Robert Russa Moton Charter School forward this year. Great growth was made in areas of Academics, Finance, Facility, and Governance. A hard-working faculty, staff, and administration earned these accolades. The Board of Directors offers praise and thanks to the dedicated educators and staff, who are making Moton a wonderful place for children to learn, live, and love. The COVID-19 pandemic disruption of school presented new challenges in the fourth quarter. Working together, the Board is committed to continued success. Listed below are some of the highlights for 2019 - 2020. Congratulations Moton family!

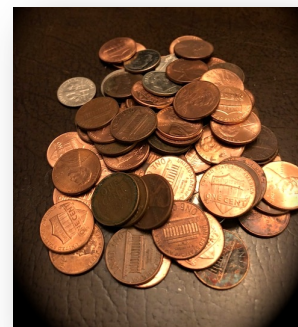
Academics



- ✓ School Performance Score in 2018 rose from "F" (48.6) to a 2019 - "D" (56.4).
- ✓ We increased Special Education and ELL populations by screening and evaluating students evidencing special needs with fidelity.
- ✓ Moton Exited Corrective Actions Level 3 - Special Education Deficiencies.
- ✓ Enrollment increased from 445 to 465.
- ✓ A full support staff was hired including a full-time Counselor, Social Worker, and Nurse.
- ✓ We strengthened the Performing Arts program by hiring a Vocal Music Teacher and Drum Teacher to accompany the Band and Dance staff.
- ✓ The Library was dedicated and is fully functional.
- ✓ Moton joined social media with an active Facebook page, Instagram account and Twitter.
- ✓ Our Band and Marching Squads participated in community parades (Jingle on the Boulevard, Krewe of Nefertiti, Celebration in the Oaks, MLK School, and MLK Day)
- ✓ The Faculty had its first Opening of School Retreat in Biloxi, MS.
- ✓ A Human Resources Consultant was brought in to conduct an audit of the school's administrative and business transformation.
- ✓ The Moton partnered with BeNOLA through the recommending of the Board President.
- ✓ 100% Virtual Distance Learning was provided during the school disruption from March through May.

Finance

- ✗ Insurance adjustments remain unresolved for some employees for the second year in a row. **All insurance issues will be resolved by 6/30/20.**
- ✗ The External Audit had three deficiency findings for the first time in Moton Charter history. **A Corrective Action Plan is in process.**
- ✓ The Board approved a bi-monthly pay schedule with a Summer Pay option
- ✓ The Annual Financial Report (AFR) was approved on time earning an "Excellent" rating.



- ✓ Moton's Fund Balance remains high.
- ✓ Salary adjustments resolved carry-over sick days and paid them out.
- ✓ Federal and State reimbursements were current for the first time in two years.
- ✓ The Board approved the state funded pay raise of \$1,000 for teachers and \$500 for all support staff, including those excluded by the state funding.
- ✓ The Board approved a \$400,000 reserve for the Whole Child Initiative that funded after school tutoring, extra curricular activities, band uniforms, parent enrichment, and Staff cultural activities.
- ✓ Marlene Wade returned to Moton in the position of School Finance Officer.
- ✓ The School received a PPP loan for \$866,957 to pay all salaries (not stipends) for an additional 8 weeks during the summer.

Governance

- ✓ Marcia McWilliams joined the Board in June.
- ✓ The majority of the Board attended the National Charter School Conference for training in July.
- ✓ Paulette Bruno, the founding CEO/Principal retired after 12 years of steering Moton Charter School.
- ✓ A comprehensive Policy and Procedures Manual and Rules of Operation were compiled, approved by the Board and posted on the school web site in October.
- ✓ Ashley Dennis replaced Carley McClay as the Parent Representative Board Member in November.
- ✓ AIS established Goals for the Board:
 - Adopt policies, procedures and practices that promote fairness and equity;
 - Oversee the academic, fiscal and organizational success of Moton Charter School
 - Ensure the Board is governing effectively
 - Provide leadership for Board Education
- ✓ New Policies were created in response to COVID-19, Employee Grievances and Parent Engagement.
- ✓ After discussing the transformation from September to April, the Board voted to add a CEO position to the AIS Organization.



Facility

- ✓ The entrance doors and security bell that had been inoperable since 2016 were installed.
 - ✓ Collaboration with OPSB resolved a process for repairs.
 - ✓ Warranty items for the building were addressed and in process by OPSB.
 - ✓ A KaBoom! Playground grant was submitted for a \$58,000 play area.



2019 – 2020 Objectives Achieved

- ✗ Increased SPS goal of 60 for 2019 and 70 for 2020 **NO LEAP TESTING**
- ✗ Enrollment Growth in Primary Grades **OVERALL SMALL INCREASES**
- ✓ Strengthening the Performing Arts Charter goal (Vocal Music)
- ✓ Additional Academic Support Personnel
- ✓ Staffing a Counselor and Librarian
- ✓ Better Functioning Board of Directors Committees
- ✓ Stabilizing School Leadership positions

Future Objectives for 2020 – 2021

- ❖ Increase the number of Board Members to include an Attorney, Finance Expert, and/or Parent
- ❖ Increase Student Enrollment to fully utilize the 3-section building
- ❖ Support an active Parent Teacher Organization
- ❖ Improve Moton's public relations brand
- ❖ Obtain a charter renewal and additional year from the Superintendent
- ❖ Hire a CEO to be responsible for the Operational functions of the school
- ❖ Increase training for Board Members and Standing Committees
- ❖ Stabilize the budget to stop the steady flow from cash reserves
- ❖ Plan fund-raisers and write grants for the school
- ❖ Get local businesses to partner with the school
- ❖ Increased SPS goal to 60+ for 2021

