

NEW ENGLAND LABORERS'/CRANSTON PUBLIC SCHOOLS  
CONSTRUCTION and CAREER ACADEMY  
BOARD OF DIRECTORS MEETING  
September 17, 2019  
12:00 P.M. Executive Session  
Public Session Immediately Following Executive Session  
4 Sharpe Drive, Cranston, RI

**AGENDA**

1. Call to Order – 12:00 p.m. – Convene to Executive Session pursuant to:
  - A. R.I. State Laws PL 42-46-5(a)(1) Personnel
  - B. PL 42-46-5(a)(2) Collective Bargaining and Litigation
2. Executive Session
3. Call to Order – Public Session
4. Roll Call/Quorum
5. Executive Session Minutes Sealed – September 17, 2019
6. Minutes of Previous Meeting Approved – August 20, 2019
7. Public Acknowledgements/Communications
8. Chairperson's Communications
9. Board Members Communications
10. Executive Director's Communications
  - a. Student Performance
  - b. Staffing Update
  - c. Enrollment
  - d. Budget
  - e. Charter Renewal Process
11. Public Hearing
  - a. Students (agenda/non-agenda matters)
  - b. Members of the Public (agenda matters only)
12. Consent Calendar/Consent Agenda
13. Action Calendar/Action Agenda

## RESOLUTIONS

### Business

**No. 09-01-19 RESOLVED**, that at the recommendation of the Board of Directors, said changes be made to the NEL/CPS C&CA by-laws:

#### Section 2. Number. Method of Selection and Term.

- (i) Number and Method of Selection. The Board Directors shall have ~~nine (9)~~ **ten (10)** members. One (1) director shall be a signatory contractor selected by the New England Laborers, or designee; two (2) directors shall be representatives of the New England Laborers appointed by the New England Laborers; one (1) director shall be the Superintendent of Cranston Public Schools or designee; one (1) director shall be the Chairperson of the Cranston School Committee or designee; one (1) director shall be the President of the Cranston Teachers' Alliance or designee; **one (1) director shall represent the RI Association of General Contractors**; one (1) director shall represent the community of Cranston; one (1) director shall be our liaison to higher education; one (1) director shall be a parent selected by the Executive Director of the School, and with the approval of the remaining Board of Directors. The parent representative shall be selected from the parents of current students, while their student is enrolled in the school. Other than the parent representative the term is in effect until such director's health, resignation or removal in the manner provided hereafter.

14. Public Hearings on Non-Agenda Items

15. Announcement of Future Meeting – October 15, 2019

16. Adjournment

Board members who are unable to attend this meeting are asked to notify the Chairperson in advance.

Interested persons and the public at large, upon advance notice, will be given a fair opportunity to be heard at said meeting on the items proposed on the agenda.

Individuals requesting interpreter services for the hearing impaired must notify the main office of Cranston Public Schools at 270-8170 seventy-two hours in advance of the meeting date.

Any changes to the agenda pursuant to RIGL 42-46-6 (e) will be posted on the school district's website at [www.nelcpscca.wix.com/nelcpscca](http://www.nelcpscca.wix.com/nelcpscca), Cranston Public Schools' administration building, 845 Park Avenue, Cranston, RI; and NEL/CPS Construction and Career Academy, 4 Sharpe Drive, Cranston, RI and will be electronically filed with the Secretary of State at least forty-eight (48) hours in advance of the meeting.

**Notice posted:** September 12, 2019 Secretary of State Website - Cranston Public Schools, 845 Park Avenue, Cranston, RI -NEL/CPS Construction and Career Academy, 4 Sharpe Drive, Cranston, RI - NEL/CPS Webpage

NEW ENGLAND LABORERS'/CRANSTON PUBLIC SCHOOLS  
CONSTRUCTION & CAREER ACADEMY  
BOARD OF DIRECTORS MEETING  
September 17, 2019  
12:00 P.M. Executive Session  
Public Session Immediately Following Executive Session  
4 Sharpe Drive, Cranston, RI

**MINUTES**

This meeting of the New England Laborers'/Cranston Public Schools Construction & Career Academy was held on the above date in the conference room with the following members present: Chairperson Traficante, Mr. Cardi, Ms. Gale, Mrs. Nota-Masse, Mr. Sabitoni, and Mr. DeJesus.

It is noted that Mr. Santangelo arrived late, and Mr. Wall and Mr. Leone were absent with cause.

The meeting was called to order at 12:07. It was moved by Mr. Cardi; seconded by Mr. Sabitoni to convene to Public Session pursuant to RI State Laws. The roll was called and a quorum was present: Chairperson Traficante-Yes, Mr. Cardi-Yes, Ms. Gale, Mrs. Nota-Masse, Mr. Sabitoni-Yes, Mr. DeJesus-Yes. Mr. Wall-Absent and Mr. Leone-Absent. Mr. Santangelo arrived late.

A motion was made to approve the minutes of the August 20, 2019 meeting by Mr. Cardi; seconded by Mr. Sabitoni. The roll was called; all were in favor; Mrs. Nota-Masse abstained due to absence in previous meeting.

Public Acknowledgements/Communications – None

Chairperson's Communications - None

Board Members Communications - None

Executive Director's Communications -

- Student Performance: SAT testing scores should be received by the October board meeting
- Staffing: Technology position began this week, Justin Hopkins, split .6 NEL and .4 Sanders
- Enrollment: Total enrollment holding steady at 172 of which 91 from Cranston and 81 from out of district. Maximum enrollment allowed per RIDE is 192 students. Continue to receive calls from interested families.
- Budget: Presented a year to date budget as of August 31, final state aid slight increase, QTR1 city aid surpassed budget and out of district aid fell short, causing a (\$20K) tuition deficit. QTR2 tuitions anticipate enrollment adjustments. (See Handout A on file with NEL/CPS C&CA for additional info)
- Charter Renewal: Ms. Ferris reviewed the revised Admissions Policy, paragraph 1 whereby that language noting 50% from Cranston and 50% from out of district was eliminated and that the RIDE lottery takes places on March 1<sup>st</sup>. Discussion of lottery policy, date of

application and random process followed. Acceptance of revised Admission Policy is approved under the Executive Director's report, (See Handout B on file with NEL/CPS C&CA for additional info). Also, copies of the draft RIDE Renewal Report was handed out and discussed, noting various edits before submission due September 20, (See Handout C on file with NEL/CPS C&CA for additional info). Council on Elementary and Secondary Ed which reviews renewal reports and makes recommendations are invited to NEL on October 8 and 23, (See Handout D on file with NEL/CPS C&CA for additional info).

- Lease: Mr. Curran noted an edit to the lease due to a mathematical error in omitting lease increase on construction lab after 3 years. The Chairperson was informed of this error and had approved it, thus acceptance of the edit is approved under the Executive Director's report.

A motion was made to approve the Executive Director's Report by Mr. Santangelo; seconded by Mr. Sabitoni. The roll was called; all were in favor.

#### Public Hearing

- a. Students (agenda/non-agenda matters) – None
- b. Members of the Public (agenda matters only) – None

#### Resolutions

#### Business

No. 09-01-19 **RESOLVED**, that at the recommendation of the Board of Directors, said changes be made to the NEL/CPS C&CA by-laws:

#### Section 2. Number. Method of Selection and Term.

- (i) Number and Method of Selection. The Board Directors shall have nine (9) ~~ten (10)~~ members. One (1) director shall be a signatory contractor selected by the New England Laborers, or designee; two (2) directors shall be representatives of the New England Laborers appointed by the New England Laborers; one (1) director shall be the Superintendent of Cranston Public Schools or designee; one (1) director shall be the Chairperson of the Cranston School Committee or designee; one (1) director shall be the President of the Cranston Teachers' Alliance or designee; **one (1) director shall represent the RI Association of General Contractors**; one (1) director shall represent the community of Cranston; one (1) director shall be our liaison to higher education; one (1) director shall be a parent selected by the Executive Director of the School, and with the approval of the remaining Board of Directors. The parent representative shall be selected from the parents of current students, while their student is enrolled in the school. Other than the parent representative the term is in effect until such director's health, resignation or removal in the manner provided hereafter.

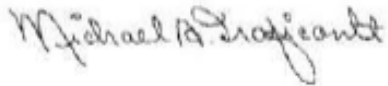
A motion to approve Resolution No. 09-01-19 was made by Mrs. Nota Masse; seconded by Mr. Sabitoni. All were in favor.

Consent Calendar/Consent Agenda – None  
Action Calendar/Action Agenda – None  
Public Hearings on Non-Agenda Items – None  
Announcement of Future Meetings – October 15, 2019

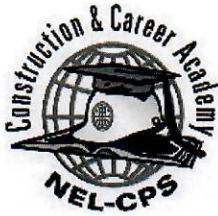
There being no further business a motion to adjourn was made by Mr. Santangelo; seconded by Mr. Cardi. All were in favor.

The meeting was adjourned at 12:47 p.m.

Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Michael A. Traficante". The signature is written in a cursive, flowing style.

Michael A. Traficante, Chairperson



## Board of Directors Meeting Report Out

Date of Board of Directors Meeting:	September 17, 2019
Department/Committee Reporting:	Financial Development
Author:	C. Corcelli
Approved By (Executive Director):	<i>[Signature]</i>

### Background/ Context:

#### Operating Budget as of 8/31/2019

##### Revenue:

FY20 state aid has been confirmed at \$1,288,574, a \$3,965 increase compared to original estimates. Tuition invoices were generated for effective QTR1 billing on August 15. For City aid, QTR1 actual of 99 students at \$204K surpassed budget of 95 at \$197K. For out of district, QTR 1 budget of 85 at \$153K fell short at 78 for \$124K. Thus, QTR1 tuition revenue is (\$20K) with anticipated enrollment adjustments for QRT2 expected October 1.

##### Expenditures:

As of August 31, Salaries and Benefits are consistent compared to last year and within budget. Purchased Services increased in the insurance category due to slight adjustments in building liability coverages. Capital increased due to purchase of new printer/scanner. The ELL state grant of \$5503 will assist in the purchase of additional Chromebooks for the school's EL student population.

### Key issues for consideration:

#### Financial Development Opportunities:

- Awaiting for renewal of Senate grant award
- Awarded ELL State grant \$5503
- Researching grant possibilities within the Governor's Workforce Board industry sectors

### Recommendation to the Board:

- Continue to support funding formula for charter schools through any means available
- Assist in recruiting efforts through word-of-mouth to various groups



NEL/CPS CONSTRUCTION & CAREER ACADEMY  
APPROVED OPERATING BUDGET 2019-2020  
AS OF 8/31/19

	APPROVED	YTD AUGUST	%	YTD AUGUST	%
<u>REVENUE</u>	<u>2019-2020</u>	<u>2019-2020</u>	<u>USED</u>	<u>2018-2019</u>	<u>USED</u>
STATE AID	1,284,609	322,145	25%	289,465	25%
CRANSTON CITY AID	788,500	0	0%	0	0%
OD REGULAR EDUCATION	611,545	0	0%	0	0%
CTE CATEGORICAL FUND	74,550	0	0%	0	0%
PERKINS	32,000	0	0%	0	0%
CONTRIBUTIONS/DONATIONS	0	0	0%	0	0%
TOTAL REVENUES	2,791,204	322,145	12%	289,465	11%

	APPROVED	YTD AUGUST	%	YTD AUGUST	%
<u>EXPENDITURES</u>	<u>2019-2020</u>	<u>2019-2020</u>	<u>USED</u>	<u>2018-2019</u>	<u>USED</u>
<b>SALARIES</b>					
Faculty	949,699	0	0%	0	0%
Certified Adminstrators	221,340	33,384	15%	32,692	15%
Non Certified	135,151	12,306	9%	11,947	9%
Clerical	37,800	164	0%	463	1%
Custodian	32,677	5,059	15%	1,311	4%
All Other (subs, interns, o/t, stipends, vl, board)	7,700	1,000	13%	3,099	38%
	1,384,367	51,913	4%	49,512	4%

**EMPLOYEE BENEFITS**

Health	260,968	8,839	3%	7,740	3%
Dental	13,725	453	3%	413	3%
Certified Pension	201,382	5,256	3%	4,928	3%
Non Certified Pension	23,782	1,536	6%	1,346	6%
All Other (life, fica, medicare, wc, eap)	43,713	1,992	5%	1,872	4%
	543,570	18,076	3%	16,299	3%

**PURCHASED SERVICES**

Education (mail, legal, audit, Ubio, testing, instr/cnslt)	388,638	18,673	5%	17,911	5%
Property (rent, snow, maint, phone, alarm, rentals)	254,544	74,274	29%	81,575	32%
All Other Costs (e&o, ins, printing, transp)	97,780	16,900	17%	1,749	2%
	740,962	109,847	15%	101,235	14%

**SUPPLIES AND MATERIALS**

Utilities (gas, propane, electric)	45,300	3,253	7%	6,823	16%
All Other Costs (classroom related supp)	13,860	4,597	33%	6,404	49%
	59,160	7,850	13%	13,227	23%

CAPITAL OUTLAY (furn, alarm, equip)	300	714	238%	164	4%
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OTHER COSTS (fees, taxes, ft admiss)	62,845	61,693	98%	60,306	91%
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CONTRIBUTION TO RESERVE	0	0	0%	0	0%
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TOTAL EXPENDITURES	2,791,204	250,093	9%	240,743	9%
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SURPLUS/(DEFICIT)	0	72,052		48,722	
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**Our Admission Policies**

NEL/CPS Construction & Career Academy is a public charter school open to Rhode Island students from 9 to 12th Grade. By Rhode Island Law and regulations from the Rhode Island Department of Education, students are admitted to NEL/CPS by lottery. This lottery determines which applicants are enrolled the following school year. The lottery takes place on March 1<sup>st</sup> each year. All families will be notified of the results of the lottery by mail.

**The Acceptance Process**

When an applicant is accepted to NEL/CPS, families will be notified of the results of the lottery by mail. You will have fifteen (15) business days after the postmarked date on the notification letter to return this form to the Admissions Office. Along with this form, you need to submit: a copy of birth certificate, proof of address (current utility bill), authorization to release school record form, prior school records, and special education records such as IEP and/or 504.

If we do not hear from you within fifteen (15) days, we will make every attempt to contact you by the deadline. If no form has been returned by the deadline, the student's space may be given to the next eligible student on the waiting list. Parents who are not available at the home address listed on the application form during the notification period should contact NEL/CPS to make other arrangements.

**Wait-listed Applicants:**

As space becomes available, students on the wait list will be offered a spot in the order of the random lottery assignment. Once the random lottery assignment has been exhausted, students will be waitlisted and offered available seats by order of date of application.

**Siblings Preference Policy**

NEL/CPS has created the Sibling Preference Policy to help families with more than one child in school. Enrollment preference is given to applicants whose siblings are enrolled at NEL/CPS. We define siblings as children that share the same parent, guardian and/or caregiver, and reside in the same household.

When a lottery takes place, siblings will be admitted first, if space is available. When a waiting list exists for a particular grade, siblings will be placed 1st on the waiting list. If there is more than one sibling to be placed on the waiting list for a particular grade, a siblings' lottery will be done in order to assign them a position on this waiting list.

**Children of Employees Admissions Policy**





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~~For NEL/CPS approximately 50% of students admitted to our school through lottery are Cranston residents. The other 50% admitted through lottery are from other Rhode Island cities. The lottery takes place in the first week of March. All families will be notified of the results of the lottery by mail.~~

### **The Acceptance Process**

When an applicant is accepted to NEL/CPS, we will send acceptance letters and a copy of the Confirmation and Reservation Form to you by mail. You will have fifteen (15) business days after the postmarked date on the notification letter to return this form to the Admissions Office. Along with this form, you need to submit: a copy of birth certificate, proof of address (current utility bill), authorization to release school record form, prior school records, and special education records such as IEP and/or 504.

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## New England Laborers/CPS Construction and Career Academy Renewal Report | 2019

### ABOUT THIS REPORT

In 2015, RIDE embarked on a process to revise the existing charter performance framework based on lessons learned over 5 years of implementation and alignment to national best practice. The updated [Charter School Performance Review System](#) was created in collaboration with a committee of charter school practitioners and the National Association of Charter School Authorizers. The purpose of the revision was to increase transparency of charter performance review, provide clarity on charter's performance annually, and ensure consistency of decisions that prioritize the school's academic performance. The 2016-17 school year was the first year of implementation, and all charter schools received 2015-16 performance ratings applied retroactively to initiate the new performance framework.

This report comprises performance ratings for the previous four years of the charter's term (2015-16, 2016-17, 2017-18 and 2018-19). Performance ratings utilize data from school-generated annual reports and other RIDE monitoring results. As part of the renewal process, RIDE provided initial renewal tier designations, based off the two most recent years of available data, to inform the renewal process. The final tier designation is updated based on results from the 2018-19 school year.

The New England Laborers/Cranston Public Schools, Construction and Career Academy (NELCCA) initially received a "Tier 4" designation due to Academic results in School Comparison and followed the in-depth renewal process. The renewal site visit was conducted over a two-day period in late May 2019. To prepare for the site visit, the team, comprised of RIDE staff from the Division of Innovation, reviewed the charter's performance reports to date, the charter's renewal application, and programmatic and organizational documentation submitted by the school. The site visit consisted of classroom observations and interviews with the charter school board, all members of the school's leadership team, teachers, parents, and students. The site visit is an integral part of the team's ability to corroborate information provided by the charter school, follow up on areas of the school's operations that are not meeting performance expectations and ensure the team has gathered information to help determine performance ratings for the Organizational and Compliance Indicators.



# New England Laborers/CPS Construction and Career Academy Renewal Report | 2019

## CHARTER OVERVIEW

The New England Laborers/Cranston Public Schools, Construction and Career Academy (NELCCA) is a district charter school in Cranston Public Schools, serving students statewide. The charter opened in 2002, serving grades 9-12, with a total potential enrollment of 245 students, but due to limited facility capacity, current enroll approximately 175 students. The school focuses on providing a pathway for students in the field of Construction Craft Technology. It also offers a broader World of Work exploratory program. Students successfully graduating from the construction program are eligible for an apprenticeship program at the New England Laborers' Training Academy immediately following graduation. Students may then earn up to 20 credits towards an Associate's Degree in Technical Studies and Applied Science ~~at the Community College of Rhode Island~~ at cooperating colleges through the National College Credit Recommendation Service (NCCRS), including the Community College of Rhode Island.

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The mission of the NELCCA: *“Our school community fosters Respect, Responsibility, and Motivation by constructing pathways that inspire hope and confidence to meet the challenges of a global society.”*

## Enrollment Demographic Information

Descriptive demographics are based on October enrollment data reported to RIDE by the charter school and reported publicly by RIDE.

[Enrollment numbers will be updated based on October 1 enrollment]

	2015/16	2016/17	2017/18	2018/19
Total Enrollment				
Free/Reduced Lunch Eligibility				
Students Receiving Special Education Services				
Students Receiving ESL Services				
Multiracial				
African-American				
Latino/Hispanic				
Native American				
Asian				
White/Caucasian				



# New England Laborers/CPS Construction and Career Academy Renewal Report | 2019

## PERFORMANCE OVERVIEW

NELCCA received a "TBD" final tier designation for the renewal process due to its overall ratings in TBD. NELCCA initially received a "Tier 4" designation due to academic performance and followed the in-depth renewal process.

The charter met expectations in each overall sustainability indicator in each year, with the exception of 2018-19. (Is this accurate? Chart below reads "M" in each year for that category. This is the indicator that we are questioning with the response from our auditor) financial performance. In all years of the term, the charter did not meet expectations for Academic Performance. As a result, RIDE conducted the School Comparison analysis, which found the school "Did Not Meet Expectations," in each year. Add 2018-19 Academic Summary once available. Additional information for each indicator and criteria rating is included in this report.

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Each indicator's specific criteria ratings inform an overall indicator rating. Each charter receives a detailed annual performance report that identifies ratings for each individual criteria and overall indicators. These performance reports accompany the renewal report.

Indicators		SY15-16	SY16-17	SY17-18	SY18-19
Academic	(1A) School Performance	DNM	DNM	DNM	TBD
	(1B) School Comparison	DNM	DNM	DNM	TBD
Sustainability	(1) Financial	M	M	M	M
	(2) Organizational	M	M	M	TBD
	(3) Compliance	M	M	M	TBD
Renewal Process Tier		Tier 4. In-Depth Renewal Process			
Updated Tier Designation		TBD			

Ratings Key			
E	Exceeds Expectations	DNM	Does Not Meet Expectations
M	Meets Expectations	NR	Not Rated
A	Approaches Expectations	NA	Not Applicable



# New England Laborers/CPS Construction and Career Academy Renewal Report | 2019

## PRIMARY INDICATOR: ACADEMIC PERFORMANCE

School Performance			
SY15-16	SY16-17	SY17-18	SY18-19
Does Not Meet Expectations	Does Not Meet Expectations	Does Not Meet Expectations	TBD

**Summary:** Academic data is available for the 2015-16, 2016-17, 2017-18 and 2018-19 school years.

For the 2015-16 and 2016-17 school years, the school received a CIS score of 40 and 44 (respectively), and was identified at a "Focus" level per RIDE's school classification system under the ESEA waiver. In 2015-16 and 2016-17, the "Does Not Meet" expectations rating triggered the completion of the School Comparison sub-indicator. In both years, the school did not meet expectations on any of the measurable criteria in the indicator. At that time under RIDE's school classification system under the ESEA, the criteria were proficiency compared to enrolling districts, gap closure, and growth.

In the 2017-18 school year, the school earned one star on the new statewide accountability system and was identified for Comprehensive Support and Improvement due to overall academic achievement. This triggered the completion of the School Comparison sub-indicator. The school did not meet expectation on school Comparison because it did not reliability outperform its sending district and earned only one point for growth in both ELA and Math. Add summary sentence of 2018-19 when available.

Through a review of documents, the charter's renewal application, and on-site interviews, there is evidence that the school utilizes internal academic data as well as state assessment data to internally evaluate its academic achievement. The school utilizes the STAR assessment for interim evaluations of student performance in Math and ELA.

School Comparison			
SY15-16	SY16-17	SY17-18	SY18-19
Does Not Meet Expectations	Does Not Meet Expectations	Does Not Meet Expectations	TBD

In each year of the term, RIDE conducted an analysis of the School Comparison sub-indicator due to the school receiving a "Does Not Meet" expectations rating for the School Performance sub-indicator. Based on this analysis, the school was rated as "Does Not Meet" expectations for the School Comparison sub-indicator due



# New England Laborers/CPS Construction and Career Academy Renewal Report | 2019

to receiving an "Does Not Meet" rating on criteria 1.B.1 and other criteria.

## 1.B.1 Proficiency Compared to Enrolling Districts

The school "Did Not Meet Expectations," in all years because the school's proficiency rate compared to its enrolling district, including accounting for margin of error, was not above a weighted average of its sending district in Math or ELA. Meaning, the school performed lower than its sending district in Math and ELA. In 2016-17, the school had too few students tested for evaluation in statewide accountability.

2015-16					
Subject	School's Proficiency	Margin of Error	Low Range - Margin of Error	High Range + Margin of Error	Weighted Average of Enrolling Districts
ELA	6.9%	3.8%	3.1%	10.7%	29.6%
Math	0%	0%	0%	0%	13.8%

2016-17					
Subject	School's Proficiency	Margin of Error	Low Range - Margin of Error	High Range + Margin of Error	Weighted Average of Enrolling Districts
ELA	10.7%	4.8%	5.9%	15.5%	28.5%
Math	Too few students tested for evaluation in statewide accountability				

2017-18					
Subject	School's Proficiency	Margin of Error	Low Range - Margin of Error	High Range + Margin of Error	Weighted Average of Enrolling Districts
ELA	16%	5.77%	5.3%	13.1%	43.8%
Math	0%	0%	0%	0%	23.9%

## 1.B.2 English Language Proficiency

In 2015-16 and 2016-17, under the ESEA and the measures that made up RIDE's school classification system, criterion 1.B.2 reflected the gap closure measure. The school not meet expectations for gap closure because its performance fell in the bottom performance range for ELA and the second to bottom range for Math.



# New England Laborers/CPS Construction and Career Academy Renewal Report | 2019

	In 2017-18, under the new statewide accountability system, this criterion measures English Learner's progress in language attainment as measured by the ACCESS test. This criterion was not rated because the school did not have enough EL students to make an accountability determination.
<b>1.B.3 Growth</b>	<p>In 2015-16 and 2016-17, under the ESEA and the measures that made up RIDE's school classification system, criterion 1.B.3 for high schools, reflected graduation rate. The school did not meet expectations in either year because its composite graduation rate was below 75%, at 67.5% and 72.3% respectively.</p> <p>The school "Did Not Meet Expectations," in 2017-18 because it earned one point for growth in ELA, with a growth index of 0.82 out of 2. The school earned one point for growth in Math, with a growth index of 0.65 out of 2. <u>Can a statement be added regarding the graduation rate for 2017-18 was above 75% since it was mentioned for the previous two years as not having met?</u></p>

## SUSTAINABILITY INDICATOR 1

Financial Performance			
SY15-16	SY16-17	SY17-18	SY18-19
Meets Expectations	Meets Expectations	Meets Expectations	Approaches Expectations
<p><b>Summary</b></p> <p>The charter received an overall "Meets Expectations" annual rating in Financial Performance for each year of its term with the exception of 2018-19 because one criterion was rated "Does Not Meet Expectations." Financial ratings are based primarily on the charter's audit and therefore, financial information lags a year. For example, financial ratings for 2018-19 are based on the charter's FY18 audit.</p> <p>The board's finance committee is most involved in fiscal oversight of the charter in partnership with the Executive Director and Finance Manager. It meets monthly and reports to the larger board. The finance committee works with Executive Director and Finance Manager set and revise the budget before going to the full board for approval. <del>The Cranston School Committee is also responsible for approving the budget. The school committee does not approve the budget.</del> Additional information regarding financial management can be found in Compliance criteria 3.20-3.28.</p>			
<b>1.1 Current Ratio</b>	The charter met expectations each year.		
<b>1.2 Unrestricted Days of Cash</b>	The charter met expectations each year.		

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# New England Laborers/CPS Construction and Career Academy Renewal Report | 2019

<b>1.3 Debt to Asset Ratio</b>	The charter met expectations each year.
<b>1.4 Total Margin &amp; 3-Year Aggregate Total Margin</b>	The charter met expectations in 2016-17 and approached expectations in 2015-16 and 2017-18 because the total margin was negative. In 2018-19, the charter did not meet expectations because both the total margin and three-year aggregate margin were negative.
<b>1.5 Debt Service Coverage Ratio</b>	The debt service coverage ratio is not rated. The charter did not have principal and interest payment in each applicable year.

## SUSTAINABILITY INDICATOR 2

Organizational Performance			
SY15-16	SY16-17	SY17-18	SY18-19
Meets Expectations	Meets Expectations	Meets Expectations	Meets Expectations (TBD)
<b>Summary:</b> All annual ratings and each criteria of this indicator have been rated "Meets Expectations," with the exception of criterion 2.2 in 2016-17 and 2017-18.			
<b>2.1 Organizational School-Specific Goals</b>	School-specific goals were not established over the course of this term.		
<b>2.2 School Environment</b>	<p>The charter met expectations in 2015-16 and approached expectations in this criterion in 2016-17 and 2017-18 due to attendance rate.</p> <p>The charter's attendance rate in 2016-17 was 83.40%, lower than the state high school average of 90.88%. In 2017-18, the charter's attendance rate was 85.48%, lower than the state high school average of 90.83%. The charter's attendance rate in 2018-19 was TBD%, TBD than the state average of TBD%.</p> <p>Student retention met expectations in each year with over 80% of students choosing to return to the school each year. [Update per data for 2018-19 when available]</p> <p>The school relies on its student information system platform to communicate with parents and families. A new parent board member is undertaking a social media project to foster better communication between the school and parents. The <u>school</u></p>		



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	<p>hosts open houses and awards nights for students. While there is evidence of parent and family engagement, stakeholder interviews highlighted that it could be stronger with parents and students noting that contact home only happens for negative circumstances.</p> <p>SurveyWorks data show 56% (the state average is 42%) of students responding favorably to questions related to school climate, and 79% (the state average is 71%) of families responding favorably to questions related to school climate.</p>
2.3 Equity and Access	<p>Use of attrition data and applicant pool composition were not a factor of this criterion until the 16-17 school year. The charter met expectations each year.</p> <p>School administrators and the board review attrition data and other relevant enrollment data each month. Stakeholder interviews confirmed that the board and school administrators discuss recruitment strategies and closely monitor the reasons why students leave the school. The school conducts exit interviews, and the most noted reason is transportation for students coming from outside of the transportation region. School administrators have worked with RIPTA to improve transportation options for students. The board noted that student retention is a primary focus of theirs, recognizing that recruitment drives enrollment, and student retention drives the revenues and budget for the school.</p> <p>School administrator's recruitment efforts focus on visiting each Cranston middle school, promoting the school on social media, hosting open houses and demonstrations, and attending the League of Charter Schools annual fair. The school administrators noted challenges to conduct middle school visits outside of Cranston or directly recruit from other districts. The New Englander Laborers' assist the school and pay for more traditional marketing and advertising to assist in recruitment. In prior years, the school did not have enough applicants to conduct a lottery. Since 2017-18, the school had more applicants than spots available. The school's lottery policy lacks detail and has <del>not</del> been formally reviewed or adopted by the school's board. <u>(the board adopted a revised lottery policy on December 19, 2017 and then again on March 19, 2019)</u> Stakeholder interviews noted confusion about the application and enrollment process, including an interview or not or preference for Cranston <del>residence</del> <u>residents</u>. The school's policy is being updated to be more clear and detailed.</p> <p>The school serves students statewide, currently coming from 12 cities and town, but the majority of its students reside in Cranston. The school's demographics mirror that of Cranston, serving about the same percentage of English Learners and higher percentages of students with IEPs and students who qualify for free or reduced price lunch.</p>
2.4 Dissemination	<p>The 2016-17 school year is the first year this criterion was evaluated. The charter met expectations each year. The school collaborates with LIUNA (Laborers International</p>

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	<p>Union of North America) and is an active participant in their annual roundtables and events as well as organizing visits to the school for elementary students. The school also presented at the PrepareRI summit in 2019 on the topic of career exploration.</p>
2.5 Board and Leadership Quality	<p>The charter met expectations each year. The board currently has 9 voting members, including members of the Cranston School Committee, the Cranston Superintendent, LIUNA representatives, Contractors, community members and a parent. It operates informal standing committees (Academic Program, Financial, and Student Improvement). Stakeholder interviews confirmed that the school's board and the Cranston school committee are each involved in decision-making for the school. <del>The school's board votes on a decision and then it goes to the Cranston school committee.</del> <u>(only when hiring staffing. Most decisions only require the approval of the board and not school committee.)</u> Most decisions require the approval of <del>both</del> the board and <u>some require the approval of</u> school committee, <u>such as hiring of staff</u>. The board noted that the school has autonomy from Cranston Public Schools through their facility lease, budget and some flexibilities in the classroom. For example, the school has piloted academic intervention programs and has ownership over its curriculum for the Construction pathway. In many areas, such as personnel, finances, special education and English Learner services and supports and curriculum, the school abides by Cranston Public Schools policies and procedures. The school and the school's board have a strong, collaborative working relationship. Cranston Public Schools is responsible for <u>some</u> staffing; special education services staff, English learner support and staff, <del>curriculum materials,</del> <u>(we use Cranston's curriculum but we pay for the materials)</u> buses <u>for Cranston students</u>, food service, school counselor and social worker.</p> <p>The Board, School Leaders and teachers all noted the overarching goals for the most recent year focused on blended learning, improving attendance, professional development and academic growth measured by the STAR assessment. The district's STAR assessment goal is a 35 SGP and each quarter school administrators report to the board on overall academic achievement. With the addition of the Comprehensive Support and Improvement identification, the whole board is engaged in improvement and is acting as the school's CAB (Community Advisory Board). The Board's construction members and LIUNA members report out on the number of students who are on track for the apprenticeship program and the number of students who successfully complete the program after high school. Specific goals related to number or percentages of students successfully completing these milestones are not set. The board could not speak to specific academic achievement or progress goals. The approach is focused on reporting out and relying on school administrator reports. Through the CAB process, the school board has an opportunity to set and oversee more concrete academic achievement goals, as well as defined credit recovery, construction pathway and postsecondary achievement goals.</p>

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	<p>The Cranston Superintendent, who is also a board member, conducts the annual evaluation of the Executive Director, following the Cranston Public School process. She shares the high-level results with the board each year. Other school administrators are evaluated by the Executive Director, abiding by the Cranston Public School process, with the exception of the Academic Dean who is a contractor and not employed by Cranston Public Schools.</p>
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## SUSTAINABILITY INDICATOR 3

Compliance			
SY15-16	SY16-17	SY17-18	SY18-19
Meets Expectations	Meets Expectations	Meets Expectations	Meets Expectations
<b>Summary:</b> The charter met expectations for each overall rating and on each criterion each year.			
<b>Student Rights</b> (3.1 - 3.5)	<p>Over the course of the term, the charter met expectations for each of the criteria associated with student rights, according to the various RIDE offices responsible for monitoring civil rights, special education, English learners, and Title 1. [To be updated pending confirmations from RIDE offices associated with each area] The school relies on Cranston Public Schools to coordinate and provide special education and English learner identification, services and monitoring.</p> <p>The charter has submitted the charter school applicant report each year and its lottery process was monitored in the 2017-18 school year. The school has noted the results of family interviews and the review of their enrollment process and is updating their lottery and enrollment policy to be more clear and detailed.</p>		
<b>Employee Management</b> (3.6 - 3.8)	<p>Over the course of the term, the charter met expectations for each of the criteria associated with employee management to the various RIDE offices responsible for certification and educator evaluation. [To be updated pending confirmations from RIDE offices associated with each area]</p> <p>The Cranston Superintendent evaluates the Executive Director who serves as the principal for the school. The Executive Director conducts the evaluation for the assistant principal. The Board chair and LIUNA board members evaluate the Academic Dean. The school follows Cranston's evaluation process for other administrators and</p>		

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	<p>relies on <del>Cranston</del> <b>the Consortium I3 model</b> to evaluate the teachers, following the RIDE model. <del>(teachers are evaluated by the school's administrators)</del></p> <p>Human resources procedures all follow the policies provided by Cranston Public Schools.</p>
<i>Health and Safety (3.9-3.12)</i>	<p>The charter met expectations for each of the criteria associated with health and safety, according to the various RIDE offices responsible for school health services and food service. <b>[To be updated pending confirmations from RIDE offices associated with each area]</b> The charter provided documentation of facilities inspections and other related documentation.</p> <p>The student and parent handbook addresses policies and procedures for student safety and discipline. The assistant principal is primarily responsible for implementing discipline policies and procedures.</p>
<i>Educational Program (3.13-3.16)</i>	<p>The educational program of the charter is focused on two pathways: construction technology and world of work. The charter met expectations in each year. School documents note that the school aims for every student to be placed in an internship, apprenticeship work environment or employment. The majority of students enroll in the construction pathway. All construction students have the opportunity for a guaranteed 4-week apprenticeship with the New England Laborers upon successful graduation and completion of the construction program at the high school. This apprenticeship, once completed after high school, provides students the potential to earn up to 20 credits towards an Associate's Degree <del>at CCRI</del> <b>at cooperating colleges through NCCRS</b> in <b>Technical Studies and Applied Science</b>.</p> <p>There was evidence that in all grades and in all core content areas that the charter has implemented curricula that are aligned to statewide standards. The school is required to follow Cranston Public School's curriculum in core subjects and has the autonomy to pilot new programs and create their curriculum for the construction program. <del>The school currently splits Algebra over two years, and there is concern that students are not receiving four full years of math coursework. (The school currently splits Algebra over two years for some freshman students but not for all.)</del></p> <p>The charter has submitted all required information via statewide data reporting tools including but not limited to TCS, enrollment and attendance.</p> <p>The charter's school calendar follows Cranston Public Schools <b>and</b> complies with the required length of school day and year.</p>
<i>School Leadership (3.17-3.19)</i>	<p>The charter met expectations in each of the criteria associated with this compliance area. The board's bylaws were updated in 2019 and include a conflict of interest and complaints policy. The board files its meeting agendas with the Secretary of State and meetings are open to the public as required by state law.</p>

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*Financial  
Management (3.20 -  
3.28)*

The charter met expectations each year.

The organization has a finance manager and the board takes an active role in setting and managing the budget and long term planning. In 2010, the school established a separate budget and fiscal manager from Cranston Public Schools. The finance manager presents school financials monthly to the board. She works closely with the Executive Director on day-to-day monitoring of the school's budget. The annual budget is reviewed and approved by both the school's board, and the Cranston School Committee.

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