**Student Opportunity Act Plan: FY21**

***Christa McAuliffe Charter School***

→ **Commitment 1: Focusing on Student Subgroups**

**Which student groups will require focused support to ensure all students achieve at high levels in school and are successfully prepared for life?**

Christa McAuliffe Charter School (CMCS) is committed to ensuring that all of our scholars achieve success in school and after middle school. Unfortunately, our Hispanic/Latinx scholars, Black/African-American scholars, English learners, and students with disabilities are not experiencing the same level of MCAS outcomes as their peers. We should also note that Black/African-American and English learner scholars report lower connections to our school community as measured by our annual scholar survey. Additionally, our educator workforce remains predominantly White even as our scholar community diversifies. Just 10 percent of our educators are of color, compared to 55 percent of our students. We are committing to intensive work to close achievement and opportunity gaps, working with staff, families, and community partners.

→ **Commitment 2: Using Evidence-Based Programs to Close Gaps**

**What evidence-based programs will your charter school adopt, deepen, or continue to best support the closure of achievement and opportunity gaps? What resources will be allocated to these programs?**

**Evidence-based program #1: Inclusion for students with disabilities**

We are committed to supporting our SWD in an inclusion setting (least restrictive environment). We are pleased with our co-teaching inclusion model and plan to expand it in future years. We have invested in multiple inclusion teachers plus a staff member serving as 1:1 aide, all of whom serve an increasingly diverse community including scholars of color. We also have supports for those pursuing a master’s degree to gain full certification.

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| **FY21 budget item** | **Amount** | **Foundation Category[[1]](#footnote-1)** |
| Special Ed Teachers | $214000 | Classroom & Specialist Teachers, Employee Benefits / Fixed Charges |
| 1:1 hire | $26000 | Classroom & Specialist Teachers, Employee Benefits / Fixed Charges |
| stipends for supervision for masters programs | $750 | Professional Development |
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| **Evidence-based program identified by the Department:** | Inclusion/co-teaching for students with disabilities |
| **SOA program categories:** | D (hiring school personnel) and E (PD) |

**Evidence-based program #2: Diversifying our educator workforce**

We are working to diversify our teaching and non-teaching staff to better reflect the diversity of our student population. We offer assistance to those taking MTELs, and we offer mentors in colleagues’ first year. We are working to expand the networks by which we recruit prospective faculty into the McAuliffe community.

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| **FY21 budget item** | **Amount** | **Foundation Category** |
| PD SEI – MTEL | $1000 | Professional Development |
| Staff Recruitment | $5000 | Professional Development |
|  |  |  |
| **Evidence-based program identified by the Department:** | Diversifying the educator and administrator workforce |
| **SOA program categories:** | D (hiring school personnel) and E (PD) |

→ **Commitment 3: Monitoring Success with Outcome Metrics and Targets**

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| 1. **Department outcome metrics:**
	* Improved ELA mean SGP for all groups identified above
	* Improved Mathematics mean SGP for all groups identified above
 |  **2) Custom metrics (must include targets as well):*** + Increased student engagement and belonging as demonstrated through grades, student surveys aligned with our EL education work plan, and family surveys as well.
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→ **Commitment 4: Engaging All Families**

**How will your charter school ensure that all families, particularly those representing the student subgroups most in need of support, have the opportunity to meaningfully engage with the charter school regarding their students’ needs?**

Christa McAuliffe Charter School recognizes the critical importance of family engagement. We recently created a new position of Family Engagement Coordinator. Our new multilingual hire manages a wide range of outreach initiatives and communications with our communities of color. Our parent-teacher group now has a more diverse board supporting its efforts. Our special education team reaches out to all families with IEPs minimally one time per week, often multiple times a week. We partner with other educational institutions in the Framingham area to advance community-wide initiatives to support families, including a new family ed anti-racism program.

**Certifications:**

**X By checking here, I certify that our charter school has engaged stakeholders in our community in accordance with the Student Opportunity Act**

Christa McAuliffe Charter School engaged Portuguese-speaking families in conversation last June. We consulted with two community partners, Wediko and JFS MetroWest, as well as our Parent-Teacher group. We have discussed needs with staff within the building and we have had 1:1 conversations with McAuliffe board members.

**x By checking here, I certify that the Christa McAuliffe Charter School Board of Trustees voted on our Student Opportunity Act Plan articulated herein.**

**Date of vote: January 28, 2021**

1. [↑](#footnote-ref-1)