

EDSYS, INC.

EDUCATION DELIVERY SYSTEMS



CITY CHARTER HIGH SCHOOL

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OCTOBER, 2023

EDSYS, INC.

EDUCATION DELIVERY SYSTEMS

BOARD OF TRUSTEES MEETING

WEDNESDAY, October 18, 2023

- I. Educational Highlight: Technology at City High
- II. Consent Agenda
 1. Approve September 20, 2023 Meeting Minutes
 2. Enrollment
 3. Metrics
- III. Reports
 1. 2023 Annual Report Presentation by Dr. Catherine Nelson
 2. CEO's/Principal's Report
 3. Committee Updates
 - a. Governance
- IV. Old/New Business
 1. Approval of Lease Reimbursement (*vote required*)
- V. Executive Session
 1. Personnel Matters
 2. Adjudications
- VI. Next Board Meeting- November 15, 2023
 1. Camp Kon-O-Kwee 9th-Grade Trip~ October 4th
 2. Parent/Teacher Conferences~ October 9th
 3. Ohio Pyle 11th-Grade Trip~ October 13th
 4. Open House~ October 14th
 5. Fall Dance~ October 27th

Minutes of a Regular Meeting of
THE BOARD OF TRUSTEES OF
EDSYS, INC

Time and Place

A meeting of the Board of Trustees of EDSYS, Inc., a Pennsylvania nonprofit corporation, was held at City Charter High School, 201 Stanwix Street, Pittsburgh, PA 15222, September 20, 2023 at 5:30 p.m.

The following Board of Trustees members were present and a quorum was established:

Gerry Dudley
Tom Ralston
Cindy Tananis
Nico Slate
David Lehman
Onyeka Egbuna
Cara Ciminillo

Also present was:

Alan Shuckrow, Solicitor

Gerry Dudley chaired the meeting, which was called to order at 5:36 p.m.

Consent Agenda

The Consent Agenda included the following items:

- Approve July 19, 2023 Board Meeting Minutes
- Enrollment
- Metrics
- June and July 2023 Financials

Tom Ralston moved to approve the July 2023 minutes. David Lehman seconded the motion. The motion to approve the minutes was unanimously approved. Onyeka Egbuna reported on the financials and Finance Committee activities.

Reports

- ***Educational Highlights***
Tiana DeLaRosa, Assistant Principal, presented the SEL Initiative that was launched this year as a part of our Middle States Focus Group on student and staff well being.

- ***CEO's/Principal's Report***

Dara Allen presented the enrollment report and metrics for July-August 2023. She indicated that enrollment is higher for the class of 2026 than 2027. We have met and exceeded our 180 application goal. However, the number of students who have enrolled is 150 to 155. She spoke about increasing competition and new charter high schools that have and are opening as well as the pool of applicants potentially being smaller. Students opting for cyberschools as well as concerns about downtown were also raised as potential impacts. Additional analysis of enrollment trends is underway.

Recruitment and Enrollment is scheduled to launch October 1 for 2024-2025. Dara Allen suggested a presentation from Direct Online Marketing to share about some of their process and metrics they've used to boost our marketing campaign. A discussion about downtown and the issue of staff parking was discussed as a follow-up item. Gerry Dudley volunteered to assist the staff with some research and benchmarking.

Old/New Business

- ***Approvals for 2023-2024 Employee and Student Handbooks***

Dara Allen shared policy additions to the Employee and Student Handbooks per the recommendation of our solicitors. Tom Ralston moved to approve the 2023-2024 Employee and Student Handbook revisions. David Lehman seconded the motion. The motion to approve the 2023-2024 Employee Handbook was unanimously approved.

- ***Approval for Title 1 School Wide Plan***

Dara Allen provided an overview of the school-wide plan goals. David Lehman motioned to approve the Title 1 School Wide Plan. Gerry Dudley seconded the motion. The motion to approve the Title 1 School Wide Plan was unanimously approved.

Executive Session

David Lehman motioned to go into Executive Session to discuss student disciplinary matters.

Tom Ralston seconded the motion. The motion to go into Executive session was unanimously approved.

Tom Ralston motioned to come out of Executive Session. David Lehman seconded the motion. The motion to come out of Executive session was unanimously approved.

Adjudications

Following review and consideration of the foregoing Findings of Fact and Conclusions of Law, and consideration of the Recommendations of the Administration and the Board Officer, it is the final decision of the Board of Trustees of City Charter High School that S.D. shall be deemed suspended for 8 days as an alternative to expulsion.

Cindy Tananis motioned to approve the adjudication as concerning S.D. as written. David Lehman seconded the motion. The motion to accept the adjudication as written was unanimously approved.

Following review and consideration of the foregoing Findings of Fact and Conclusions of Law, and consideration of the Recommendations of the Administration and the Board Officer, it is the final decision of the Board of Trustees of City Charter High School that C.W. shall be deemed expelled for 45 days.

Tom Ralston motioned to approve the adjudication as concerning C.W. as written. David Lehman seconded the motion. The motion to accept the adjudication as written was unanimously approved.

Following review and consideration of the foregoing Findings of Fact and Conclusions of Law, and consideration of the Recommendations of the Administration and the Board Officer, it is the final decision of the Board of Trustees of City Charter High School that S.W. shall be deemed expelled for 45 days.

Tom Ralston motioned to approve the adjudication as concerning S.W. as written. Gerry Dudley seconded the motion. The motion to accept the adjudication as written was unanimously approved.

The meeting adjourned at 7:20 p.m.

The next regular Board of Trustees meeting is scheduled for Wednesday, October 18, 2023.

Submitted by,

Jenea Y. Laymon

CITY CHARTER HIGH SCHOOL STUDENT ENROLLMENT REPORT October 2023

ENROLLMENT TO DATE	564	
Regular Education	450	79.79%
Special Education	114	20.21%

CATEGORY (Race by Gender)	2023/2024	2022/2023
White Male	14.36%	14.46%
White Female	11.70%	13.21%
Black Male	27.66%	24.46%
Black Female	30.14%	30.89%
Hispanic Male	1.06%	1.43%
Hispanic Female	0.71%	0.54%
Multi-Racial Male	4.96%	6.43%
Multi-Racial Female	6.74%	5.71%
Asian Male	0.89%	1.43%
Asian Female	1.60%	0.89%
American Indian	0.18%	0.54%
Other	0.00%	0.00%
	564	560

Grade	Enrollment Comparison		
	2023/2024	2022/2023	%Difference
12th Male	41	61	-32.8%
12th Female	50	52	-3.8%
Total	91	113	-19.5%
11th Male	75	44	70.5%
11th Female	76	57	33.3%
Total	151	101	49.5%
10th Male	80	84	-4.8%
10th Female	93	85	9.4%
Total	173	169	2.4%
9th Male	81	79	2.5%
9th Female	68	98	-30.6%
Total	149	177	-15.8%
Total	564	560	0.7%

School Districts		
Avonworth	1	0.18%
Baldwin	0	0.00%
Bethel Park	2	0.35%
Brentwood	0	0.00%
Carlynton	1	0.18%
Chartiers Valley	0	0.00%
Clairton City	4	0.71%
Duquesne City	2	0.35%
East Allegheny	1	0.18%
Fox Chapel	1	0.18%
Gateway	2	0.35%
Keystone Oaks	1	0.18%
McKeesport	12	2.13%
Montour SD	3	0.53%
Mt. Lebanon	0	0.00%
North Hills	1	0.18%
Northgate	2	0.35%
Penn Hills	28	4.96%
PPS	428	75.89%
Plum Boro SD	2	0.35%
Quaker Valley	0	0.00%
Shaler Area SD	2	0.35%
South Allegheny	0	0.00%
Steel Valley	5	0.89%
Sto-Rox SD	20	3.55%
West Mifflin SD	3	0.53%
Wilkesburg SD	19	3.37%
Woodland Hills	24	4.26%

Totals	564	100.00%
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CATEGORY (Race by Grade)	9th	10th	11th	12th	Total
Black	15.96%	17.91%	14.72%	9.22%	57.80%
White	7.45%	6.56%	7.80%	4.26%	26.06%
Multi-Racial	2.13%	4.79%	2.84%	1.95%	11.70%
Hispanic	0.35%	0.53%	0.53%	0.35%	1.77%
Asian	0.53%	0.89%	0.89%	0.18%	2.48%
American Indian	0.00%	0.00%	0.00%	0.18%	0.18%

CATEGORY (Social Economic Status)	9th	10th	11th	12th	Total
Free	0.00%	17.38%	10.82%	11.70%	39.89%
Reduced	0.00%	0.00%	0.00%	0.00%	0.00%
Paid	0.18%	10.99%	7.45%	8.87%	27.48%
No Entry	38.67%	2.22%	0.00%	0.00%	40.89%



Student Enrollment

Grade Level	Current Year/Prior Year	Notes
9 th	149/177	Current Enrollment is Significantly Lower than Prior Year
10 th	173/169	Current Enrollment High and Comparable to Prior Year
11 th	153/101	Current Enrollment Significantly Higher than Prior Year
12 th	91/113	Current Enrollment Lower than Prior Year Current School-Wide Enrolment is Comparable to Prior Year School-Wide Total: 566/560

Personnel Management

Measure	Current Year/Prior Year	Notes
Administrative Turnover	0/0	
Faculty Turnover	1/0	1 Teacher was terminated
Staff Turnover	0/0	
Open Positions	6/4	Learning Support Teacher; Learning Support TA; Math/Science TA (2); Building Substitute School Safety Manager Note: Some of these vacancies were filled through promotions of internal staff.
Promotions	0/1	1 Apprentice to Journeyman and 1 Journeyman to Expert
Leaves	0/0	

School Management and Leadership

Measure	Current Year*/Prior Year	Notes
Average Daily Membership	562.82/557.71	
Applications: New 9 th grade (2027)	221/275 / 302/397	Applications are lower than last year and comparable to the class of 2025 application numbers. However, the number who have confirmed their acceptances are lower than our last two 9 th grade classes. The class of 2026 continues to have a waitlist.
Suspensions > 1 day	6*/9	There were a number of suspensions (12) resulting from poor behaviors on the New York trip.
Expulsions	3/0	
Faculty Observations	46/61	
Student Attendance %	92.81%/94.40%	
Faculty/Staff Attendance %	*/98.43%	

*-will need to be updated based on new SIS transition

Fiscal Health (As of August 31, 2023)

Measure	August 2023
Bank Balance	\$7.648 to \$5.808 M
P/L Comparison: 23-24 to 22-23 YTD	Income: \$1.582 M to \$1.885 M K Expense: \$2.157 M to \$2.337 M

Compliance and Reporting

Measure	Description	Notes
Title I School-wide Plan	Annual goal setting for Title I goals	Submitted by deadline on September 1 st .



Consolidated Federal Programs Application	Annual application for access \$300-\$350k in Title I, II and IV programs	Submitted by deadline on September 6 th .
PIMS	Various end of year/beginning of year PIMS reports.	Mr. Watson submitted various end of year and beginning of year PIMS reports.
PCPCS High Quality Charter School Process	Self-assessed and assessed by PCPCS on 6 domains of highly effective charter schools	Awarded designation on October 4 th at the 2023 Annual PCPCS Conference.
PACSP Federal Grant (through PCPCS)	Quarterly reimbursement reports due.	Expanded capacity within the Business Affairs/ HR Office will allow Ms. Laymon and Ms. Gratton to assume responsibility for this function. A new reporting portal was launched in October.

Initiatives/Grants

Initiative	Purpose	Fiscal Impact	Notes
Partner 4 Work multi-year competitive grant	Expand City High’s career and technical course offerings and internship experiences in the IT (e.g. cybersecurity), Medical (e.g. nursing), and Manufacturing (e.g. mechatronics) fields.	\$62,000 annually (\$310k over 5 years)	Awarded March 31 st . This is a reimbursable grant. The new grant period began July 1 st .
Ron Caplan Scholarship Grant	Unrestricted donation by Ron Caplan that City High will designate for college scholarships to graduating seniors that will be selected through an internal application process.	\$40,000	Ron Caplan made a personal contribution to City High after the prior grant arrangement ended in 2019. Carry-over funds were used to support the classes of 2020 and 2021. I will be providing a report on 2023 scholarship recipients and reaching out about a renewal of this generous contribution.
Grant (Division of Federal Programs)	American Rescue Plan ESSER III (Elementary & Secondary School Emergency Relief) COVID-19 Grant	\$1,955,179.00	Grant approved and funds are disbursed throughout the year. The grant period ends September 30, 2024.
PACSP Federal Grant (through PCPCS)	Expanding Opportunities Through Quality Charter Schools Program (CSP)	\$1.5 M multi-year grant	Awarded on 5-10-21 for \$1.5 M for 3 years. Some expenses and budgeted items later deemed ineligible despite prior approval. Grant amount reduced to \$969,258.60. While our original award was reduced, we were notified that our allocation was increased by \$800k through the end of the grant. The grant period ends on September 30, 2024.



Strategic Planning

Program	Date/Notes	Program	Date/Notes
<p>Revamped marketing approaches for increasing student recruitment are on-going.</p>	<p>We continue to enhance our multi-media, marketing, and strategic communication strategies, which are supported through the PACSP grant.</p>	<p>4PLUS Model</p>	<p>Dr. Nelson presented a report of additional data metrics (i.e. GPA, attendance, tardies, course failures, Keystone scores/growth). Continuing to implement and monitor. Reviewing the Annual Report by Dr. Nelson at the October Board meeting</p>
		<p>PPS Annual Audit</p>	<p>Receiving site visit finding and awaiting a response to our letter rebutting findings cited.</p>
		<p>Middle States Accreditation</p>	<p>Our visit took place on March 21st -24th. We are being recommended for full reaccreditation in the fall, which will be voted on by the Commission.</p>

City High 2022-23 Year in Review

Board of Directors
September 20, 2023

Compiled by Catherine Awsumb Nelson, Ph.D., External Evaluator

Topics for today

2

Leadership and management

Student and faculty experience of school core values

Equity issues

Student outcomes

Benefits and challenges of the 4-day schedule

Survey respondents

3





- LEADERS

A hand-drawn word 'LEADERS' in capital letters on a light-colored background. A yellow star is drawn below the letter 'A'.

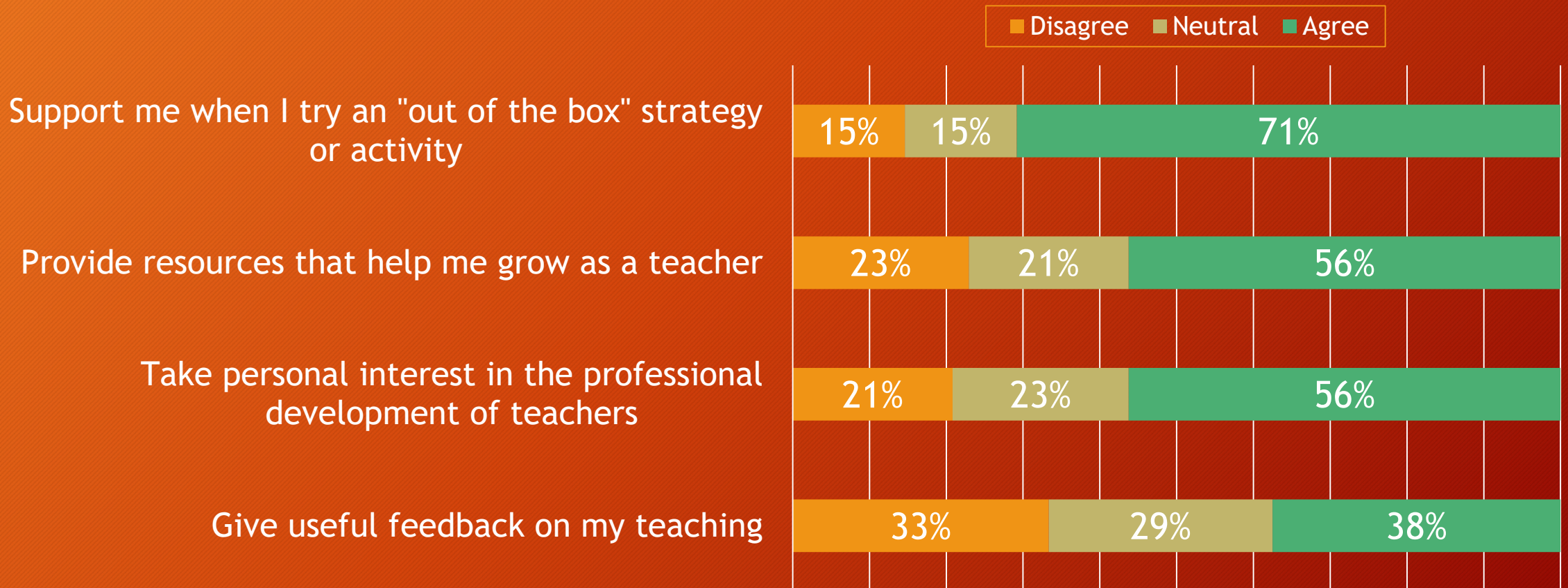
Leadership and Management

4



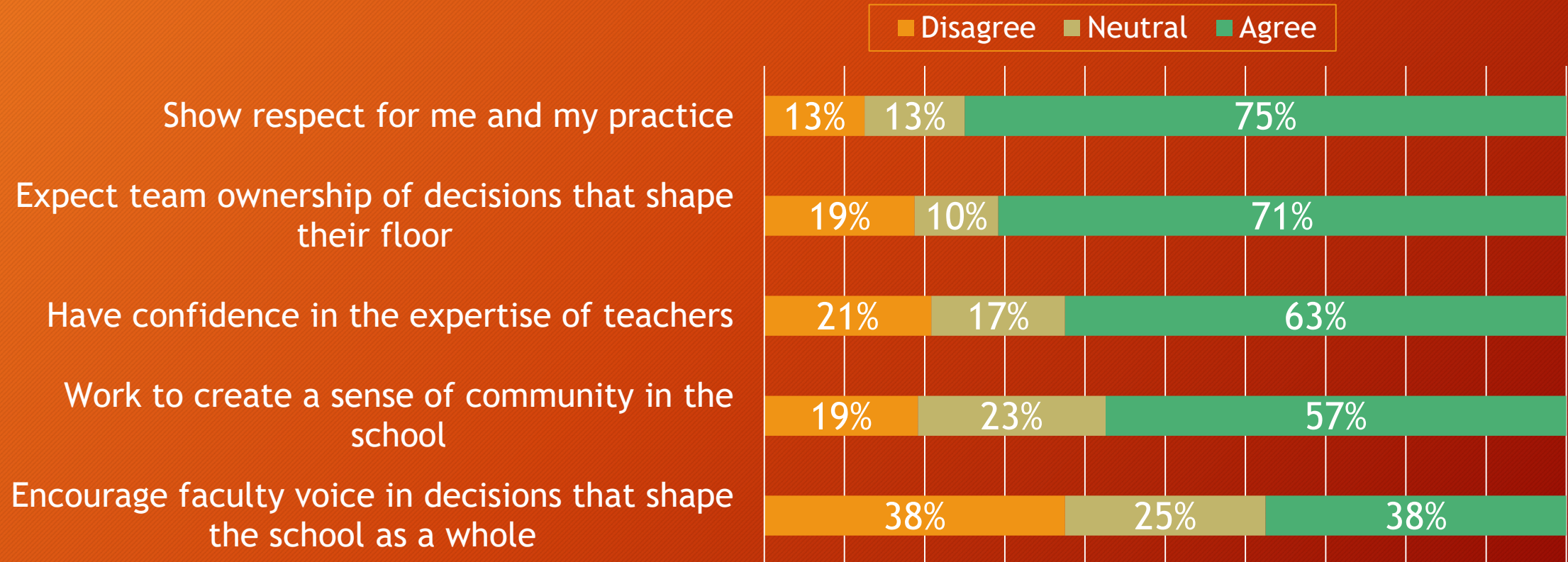
Faculty views on school leadership: Instructional leadership

5



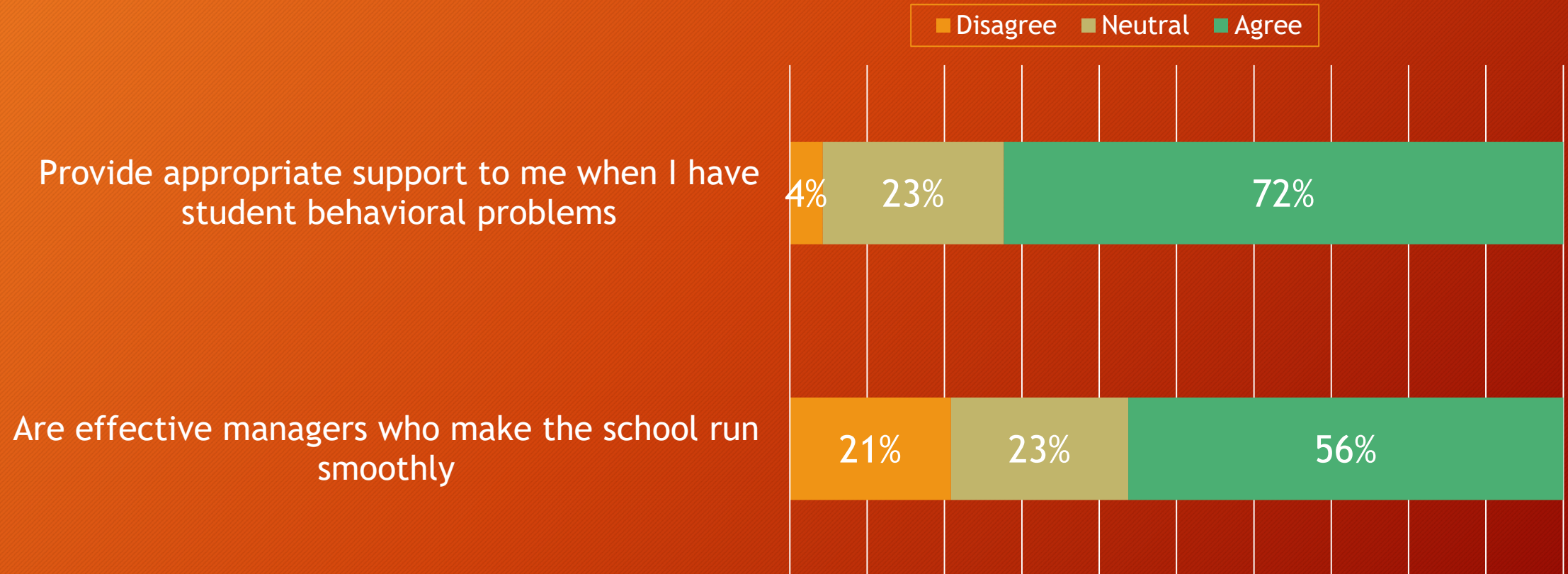
Faculty views on school leadership: Cultural leadership/support

6



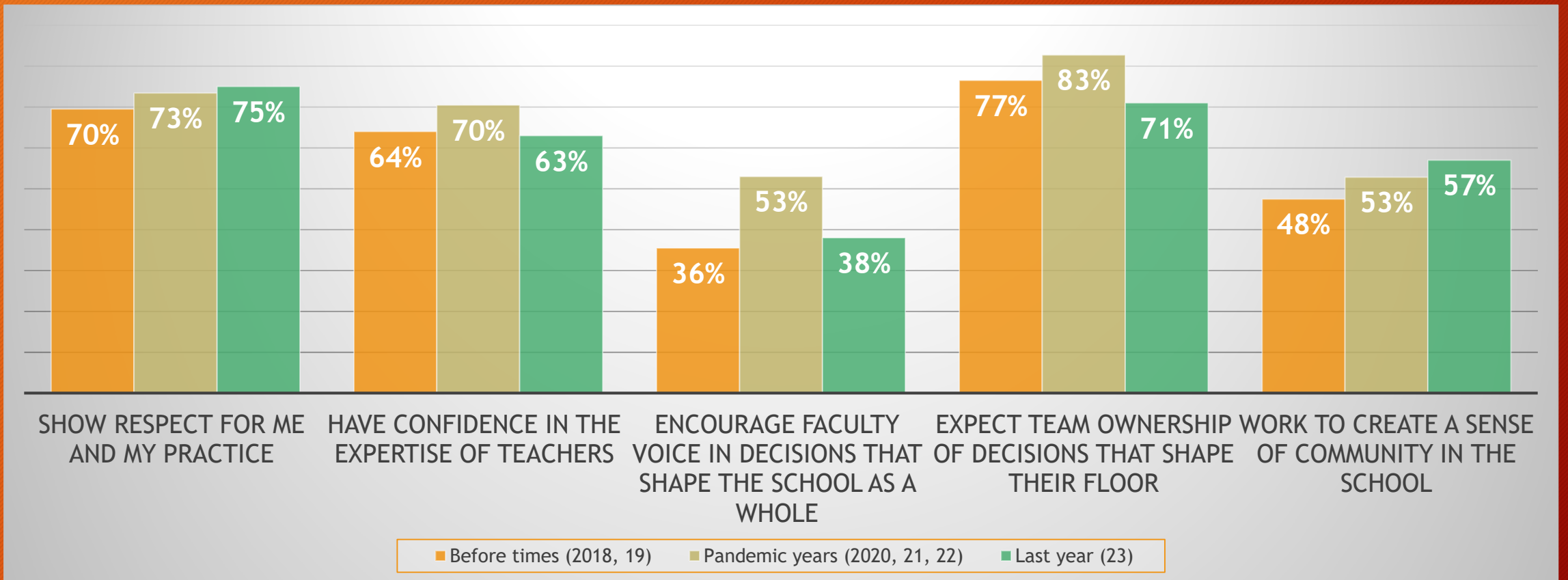
Faculty views on school leadership: Administrative leadership

7

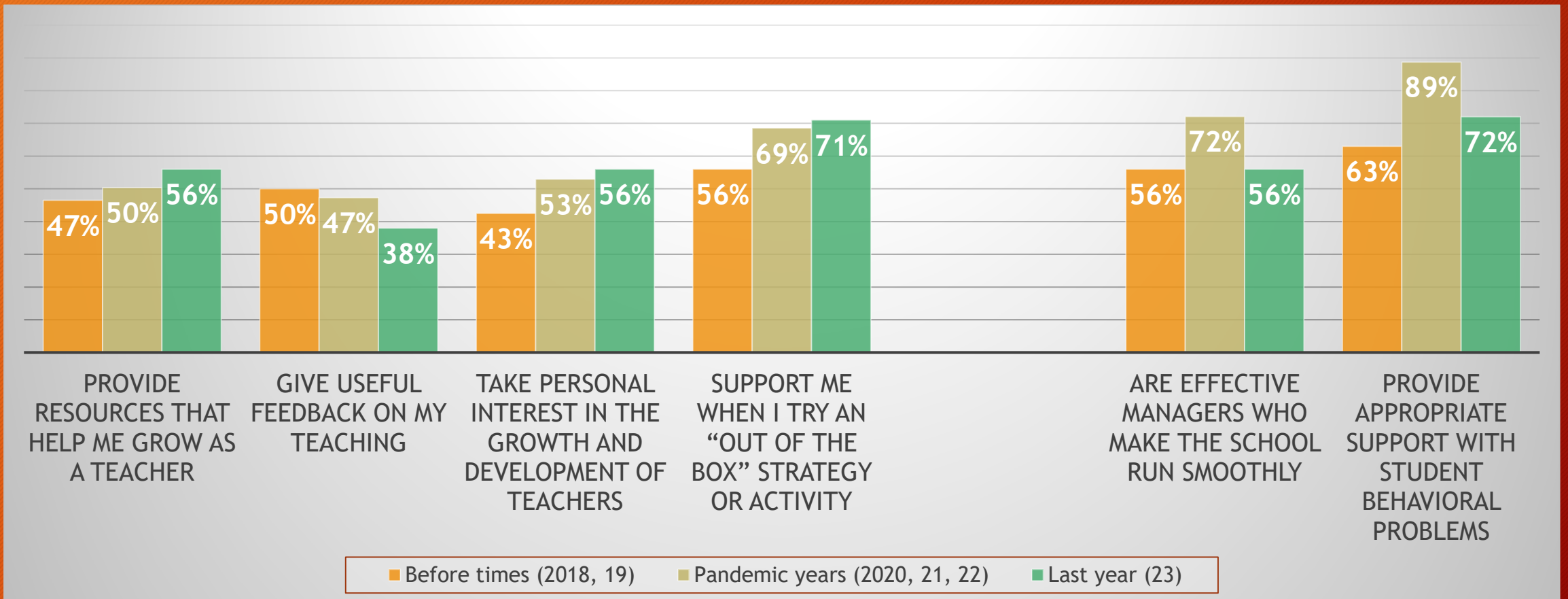


Trend in Cultural Leadership

8



Trends in instructional & administrative leadership



Staff perspectives on the City High work environment

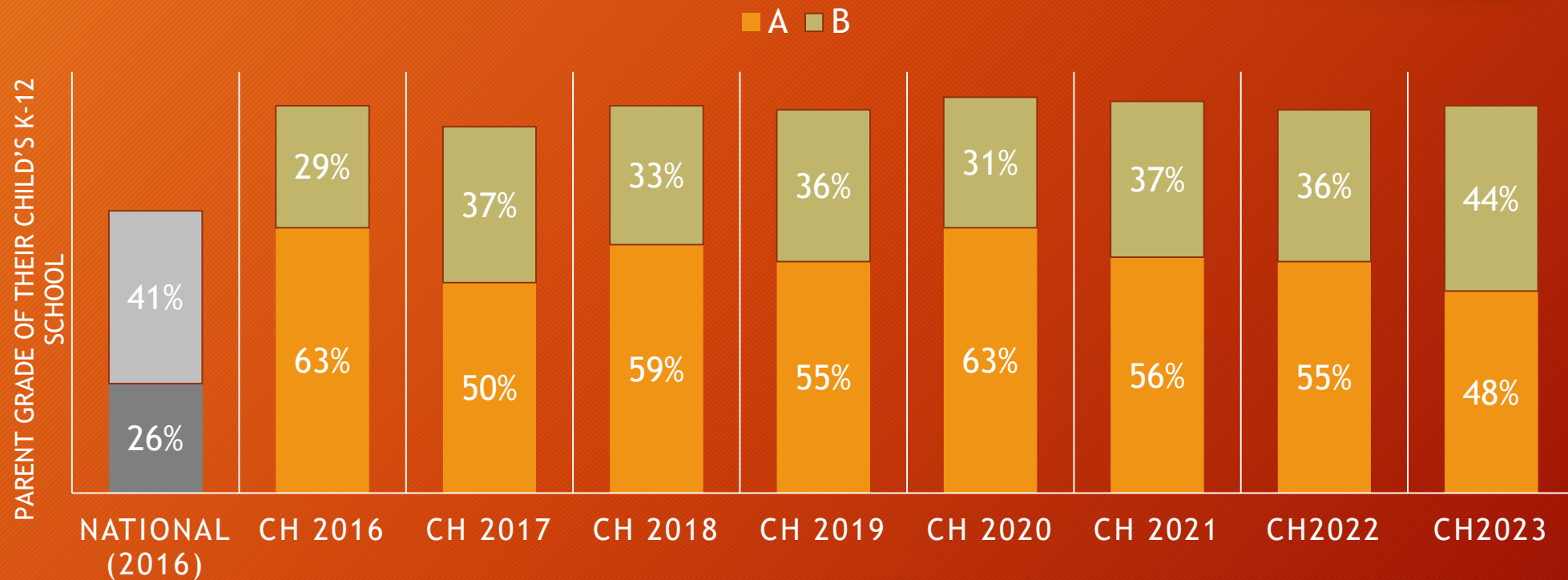
10

% agree

I feel like a valued member of the City High team	78%
Faulty and staff work well together at this school	77%
My job responsibilities are clear to me	74%
My contribution to this school's success is recognized and valued	74%
I have opportunities to learn and grow in my job	70%
The people who run this school understand what my job involves	58%
If I have ideas about how to make things work better around here, people listen	56%
My job responsibilities are clear to others I work with	56%

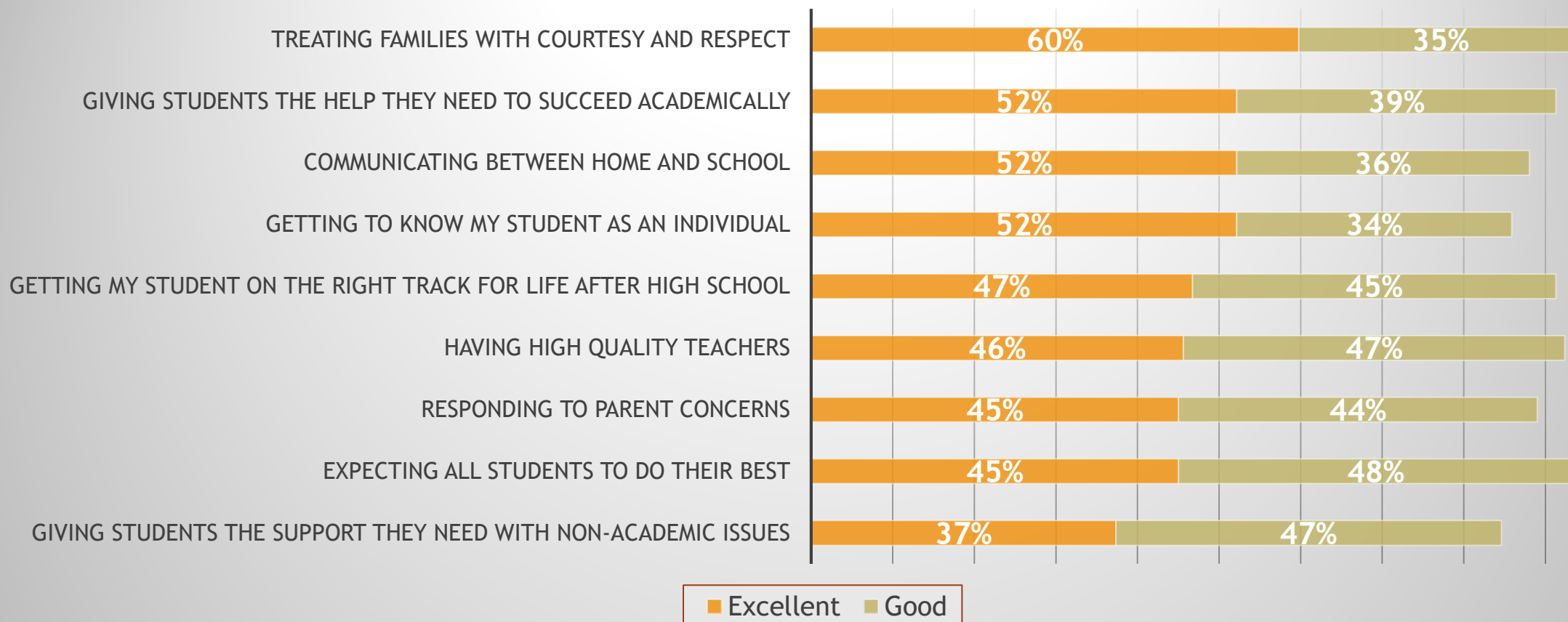
Parent Satisfaction Consistently Much Higher than National Benchmark

11



Behind the grades: 85%+ satisfaction on specific goals identified by parents as most important

12



What's working for parents?

13

- City High has done an excellent job on **transitioning** the students from middle school to high school. **Safety** is being addressed appropriately with updates to the parents/guardians. Also, students given opportunities to do extra work or attend **4 plus Monday activities**.
- The environment that they are in teaches that they are held to a **higher standard**, that they are just as **responsible** for their education as are their teachers. I think that it is important for them to have **skills** and an education when they leave high school. I think that this school is focused on outstanding results, both **academically and personally**, for each and every student
- There are so many positives about City High but honestly one of my favorite things is that they stay with the **same teachers every year**. So many kids have a lot of anxiety and these teachers know our kids and that creates a great level of comfort so they can approach school with **less anxiety and focus more on the work**.
- My current senior will be my 3rd child to have graduated from City High. Each of them completed all 4 years at City High and I can say that never once did one of them consider dropping out or aiming small for their **futures**. As many challenges as our kids face, I do think the students at City High are made a priority and most of the teachers develop good **relationships** with the kids. That is an experience I don't think many high school students get to experience. I feel like City High staff were able to **step in for my kids** in ways that I couldn't have and I'm grateful
- I believe that City High **treats each child as an individual**. They understand that everyone learns and grows differently and they strive to meet the child's needs not demanding that the child change to conform to the school. They work hard to set up an academic track that **prepares the kids academically and socially/emotionally for what comes after high school**.



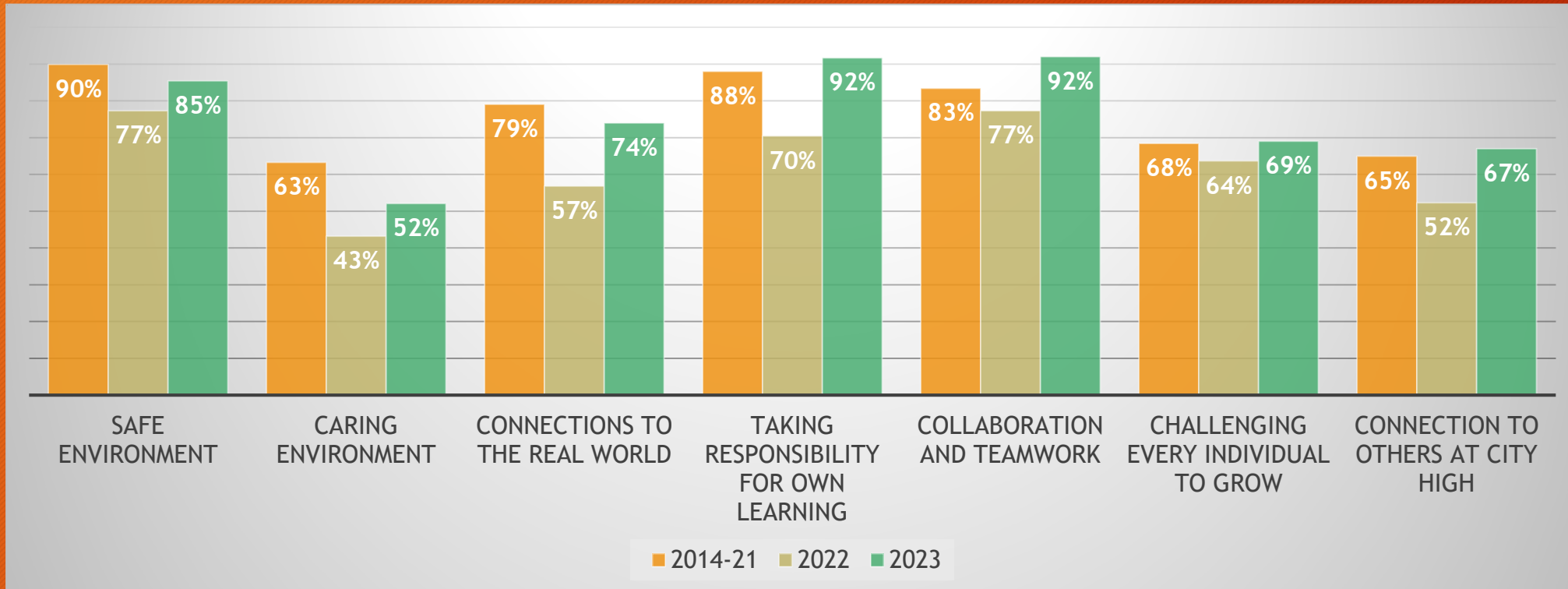
Maintaining City High's Culture

Faculty and Student Experience of Core Values

14

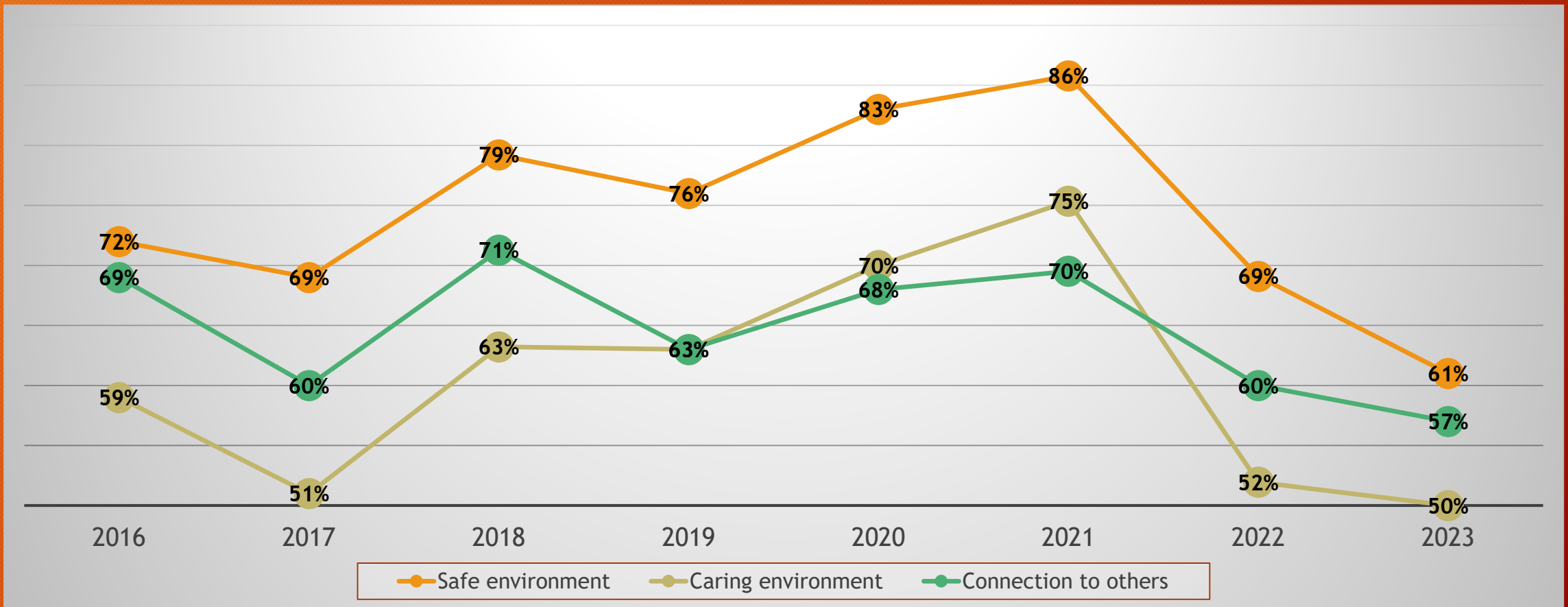
After hitting lows in 2021-22, faculty experience of core values rebounded close to running average

15



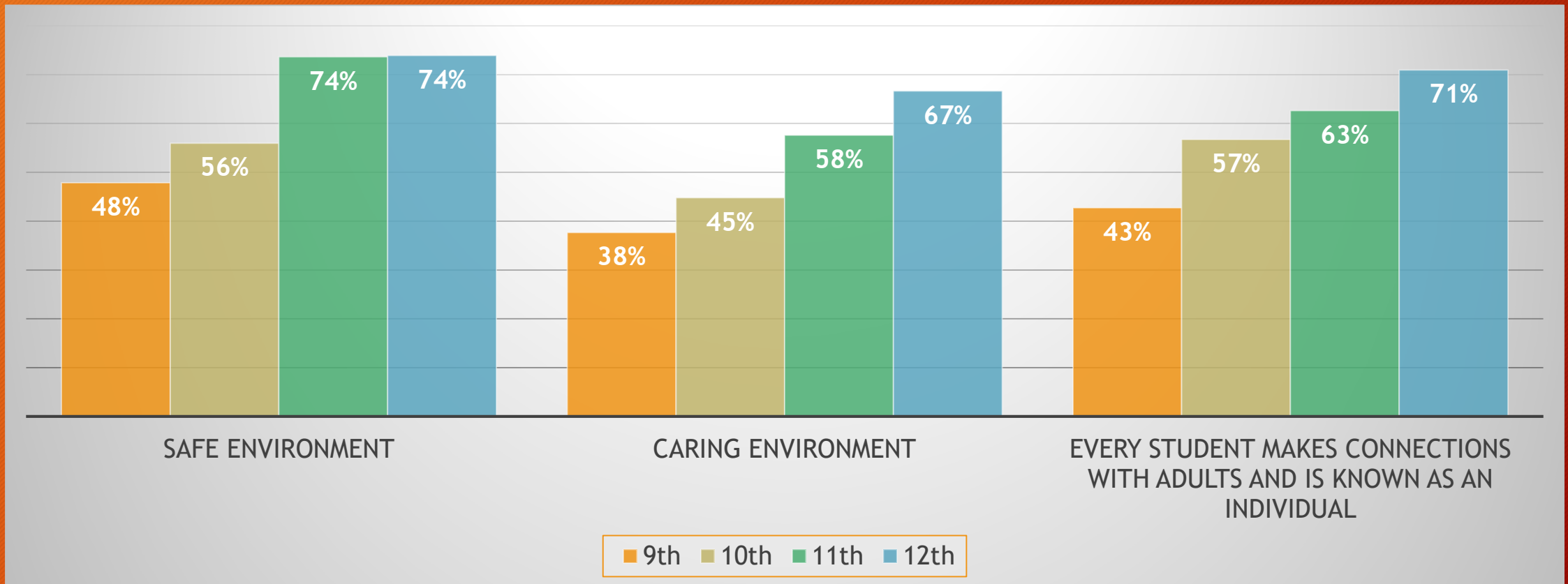
Student experience of some of the core values has dropped in last two years

16



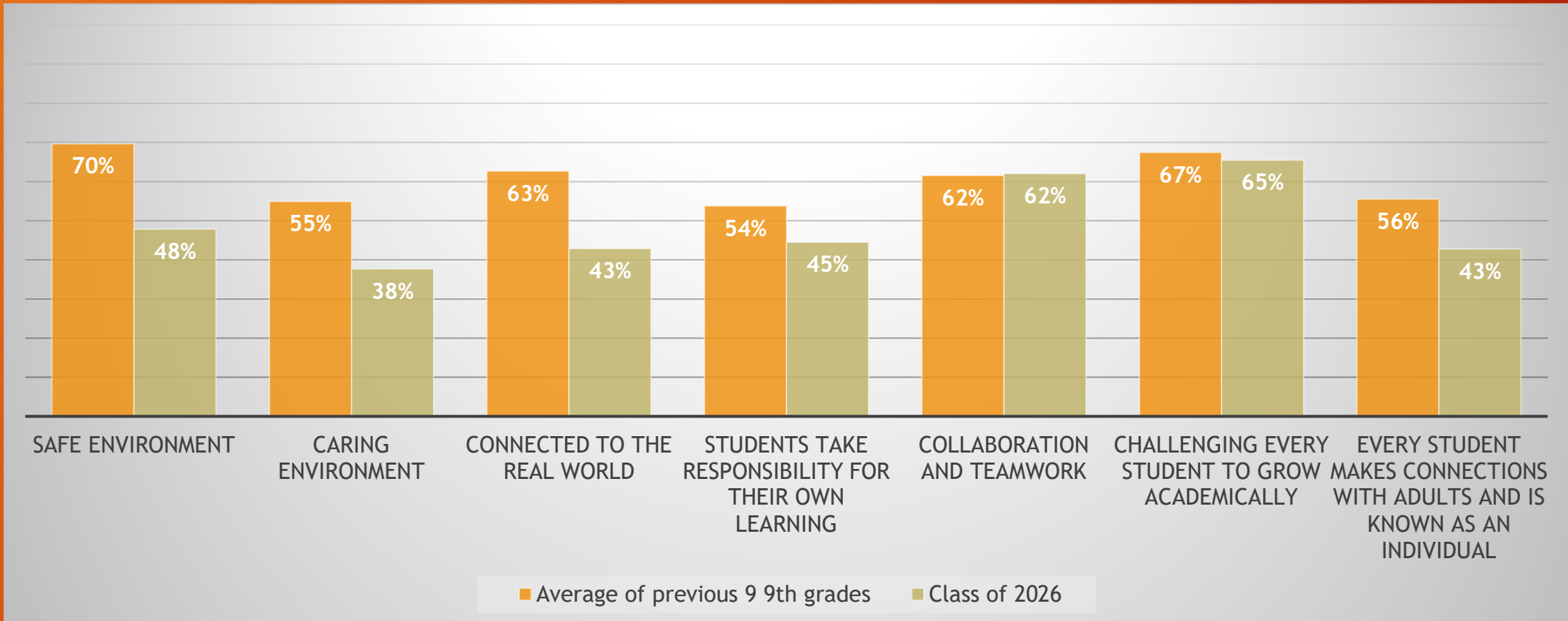
Student experience of core values continues to strengthen over time at City High

17



But this year's 9th grade started very low on experience of some core values, relative to past trends

18



The background of the slide is a solid orange color with a pattern of 3D-rendered question marks in various shades of orange and red, creating a textured, layered effect.

Equity issues

19

Some core values experienced at similar levels by all demographic groups

20

Student
ownership for
learning

Collaboration
and
teamwork

Challenging
every student
to grow

Other core values experienced differently across groups

21

White students

- Most likely to perceive safe environment

Black and multiracial females

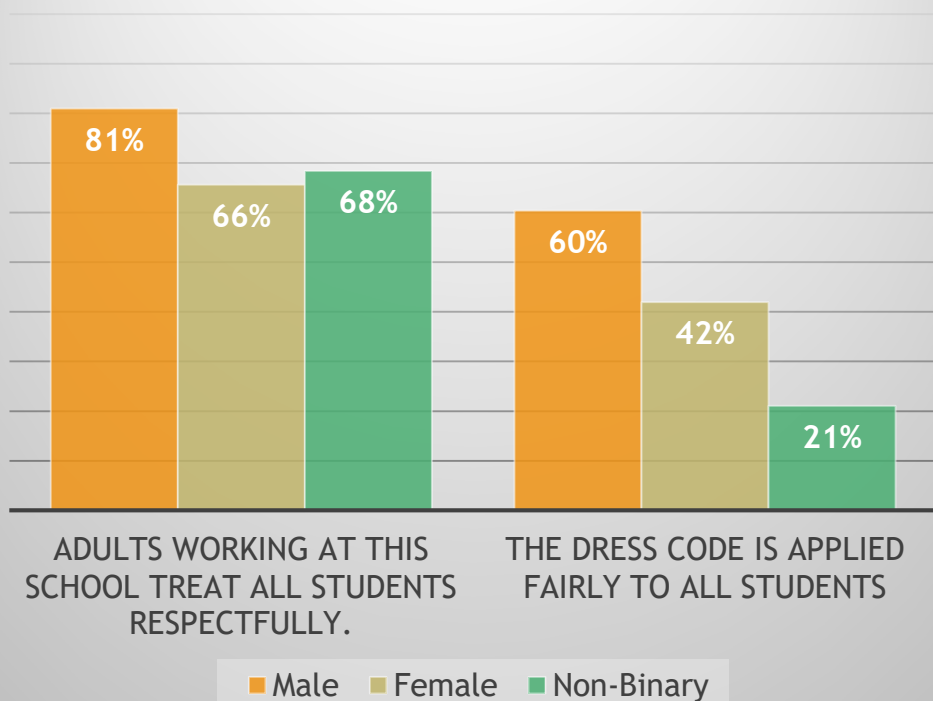
- Significantly lower than other groups on experience of caring and connection

Females

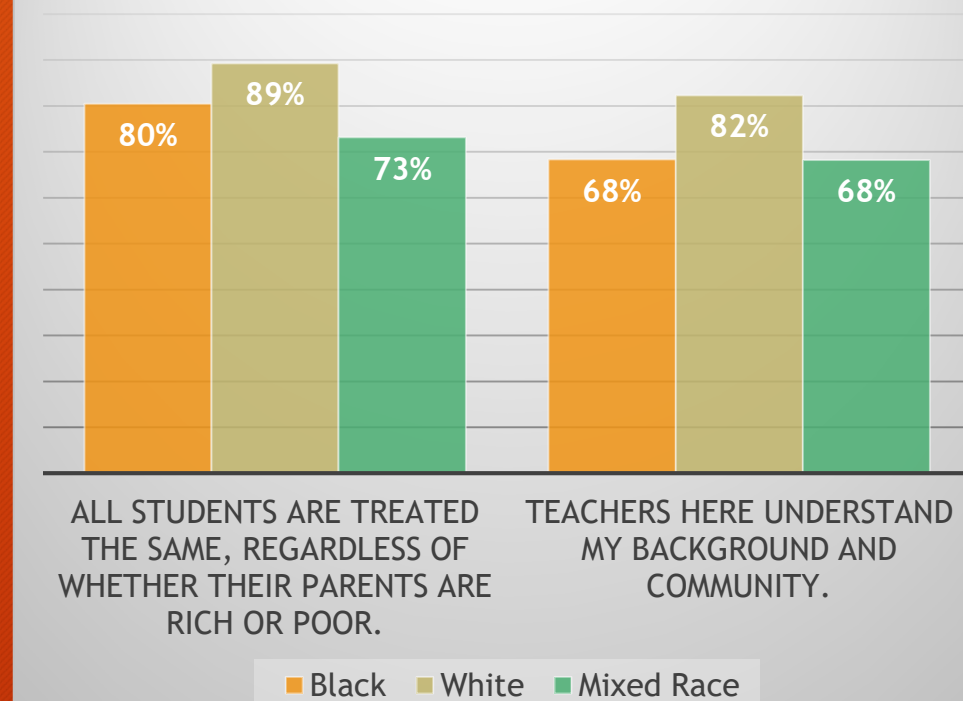
- Lower on real world connections

Experience of equitable treatment is strong, but there are some differences among groups

By Gender

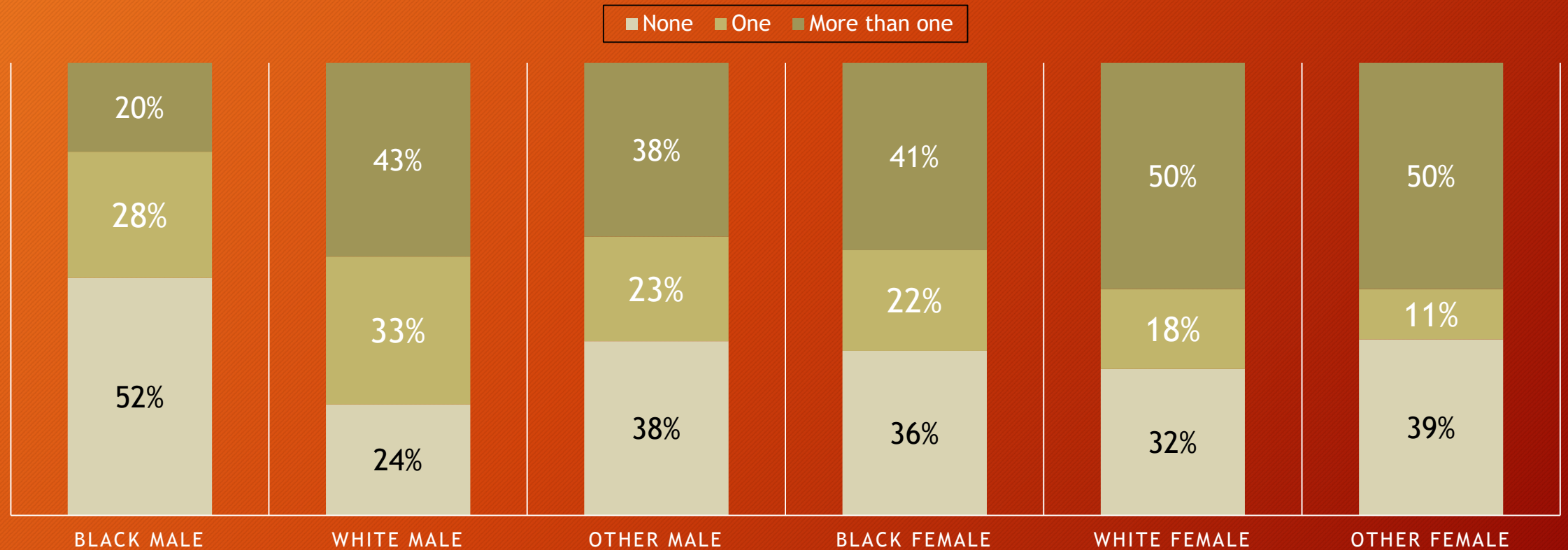


By Race



Honors participation also shows race and gender differences

23

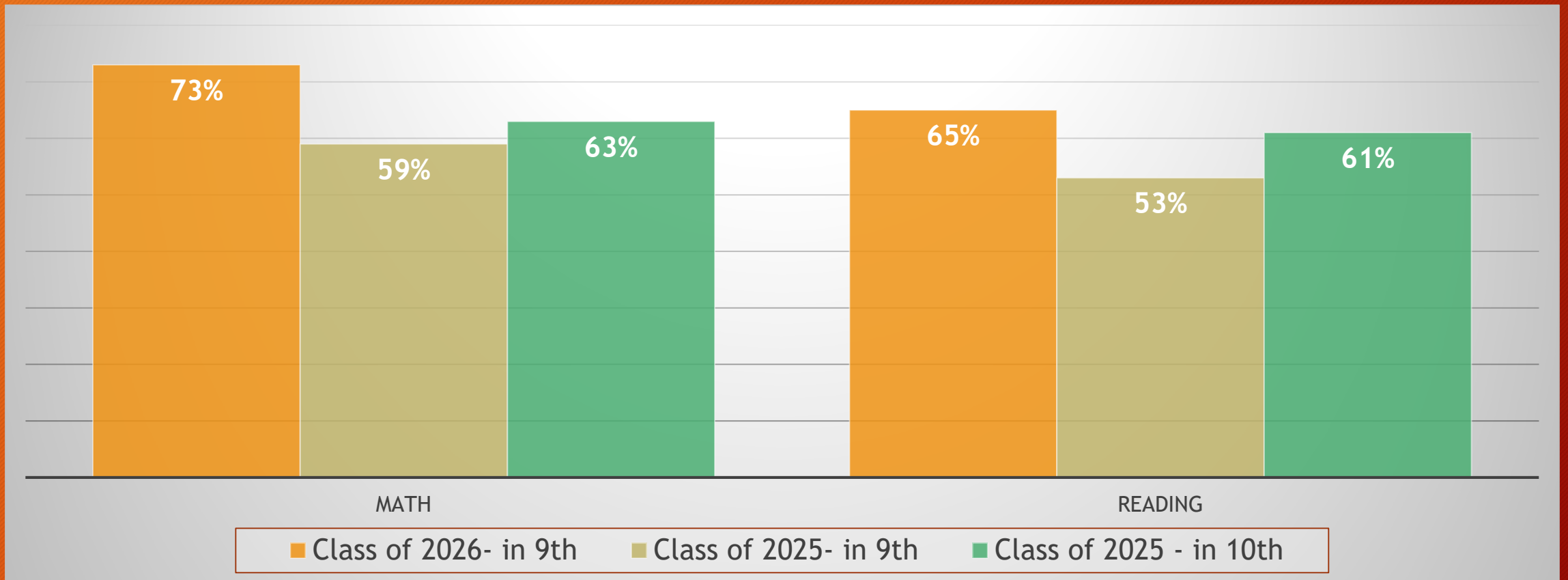


Student Outcomes

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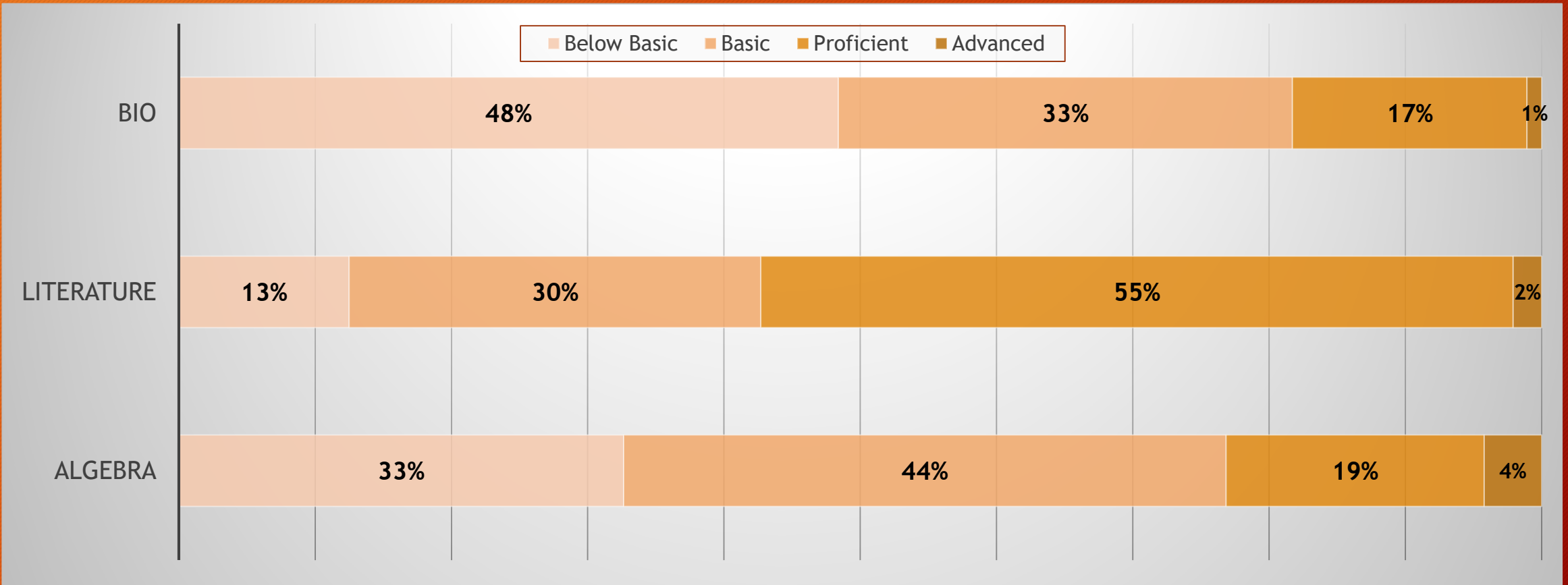
More of this year's 9th graders met or exceeded expected growth in reading and math...and last year's 9th graders improved in 10th

25



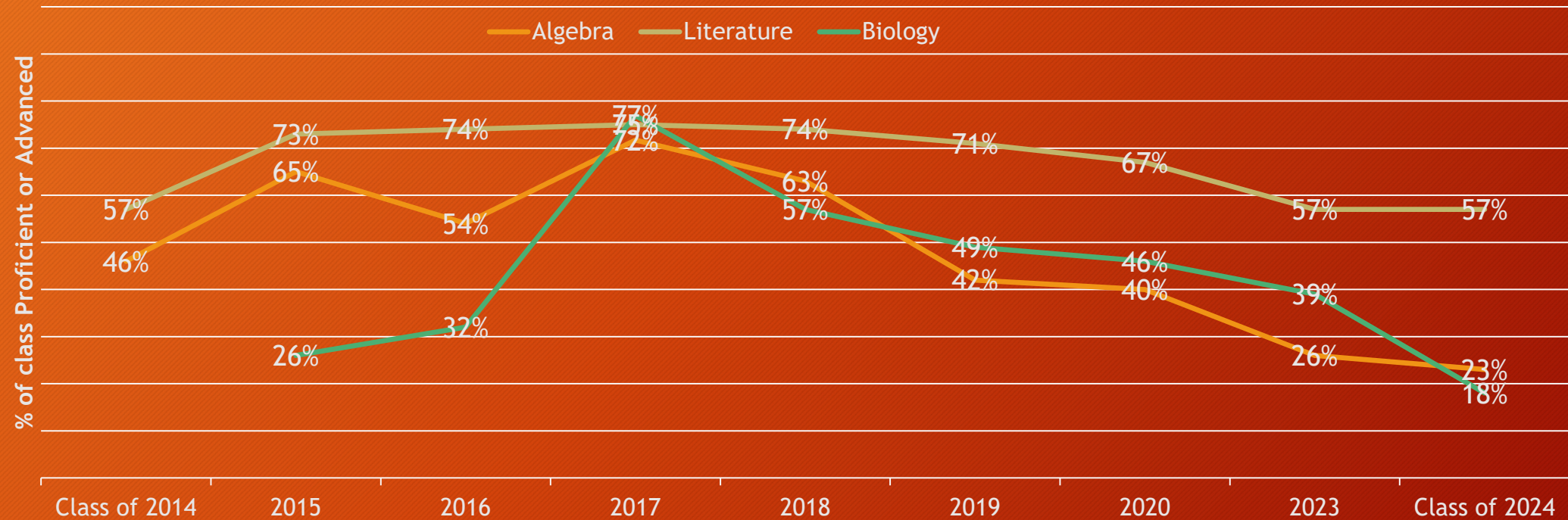
Keystone Scores, Class of 2024

26



Trends in Keystone Proficiency

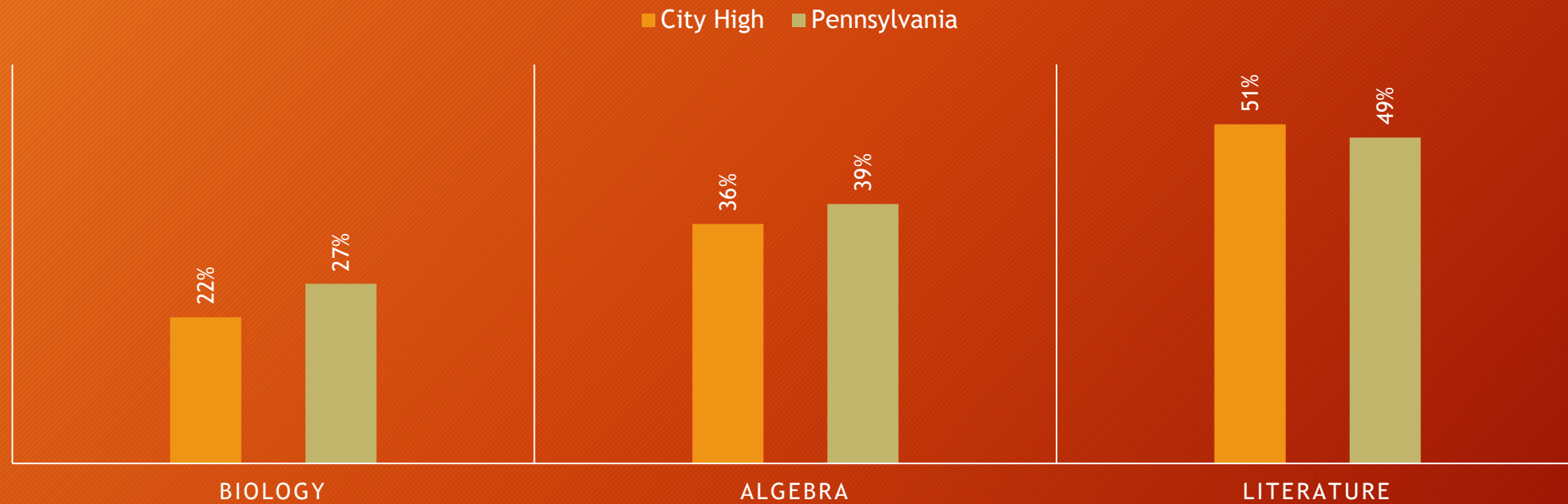
27



Economically disadvantaged student performance: City High in PA context

28

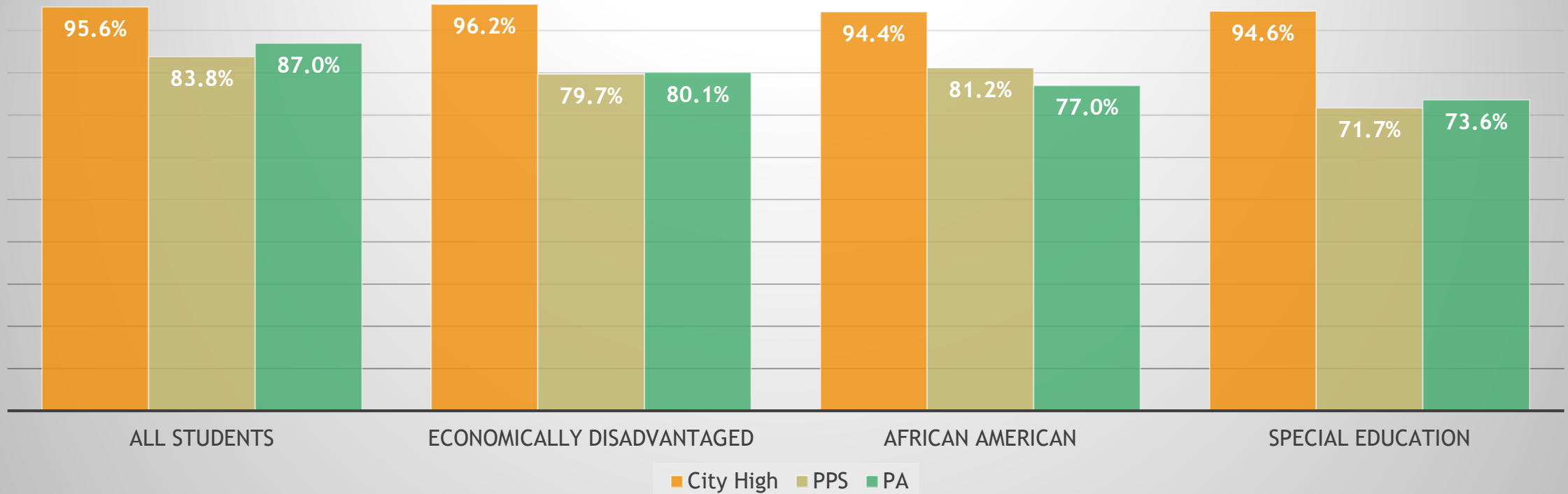
ED STUDENTS PROFICIENT OR ABOVE, CLASS OF 2023



Cohort Graduation rate remains strong

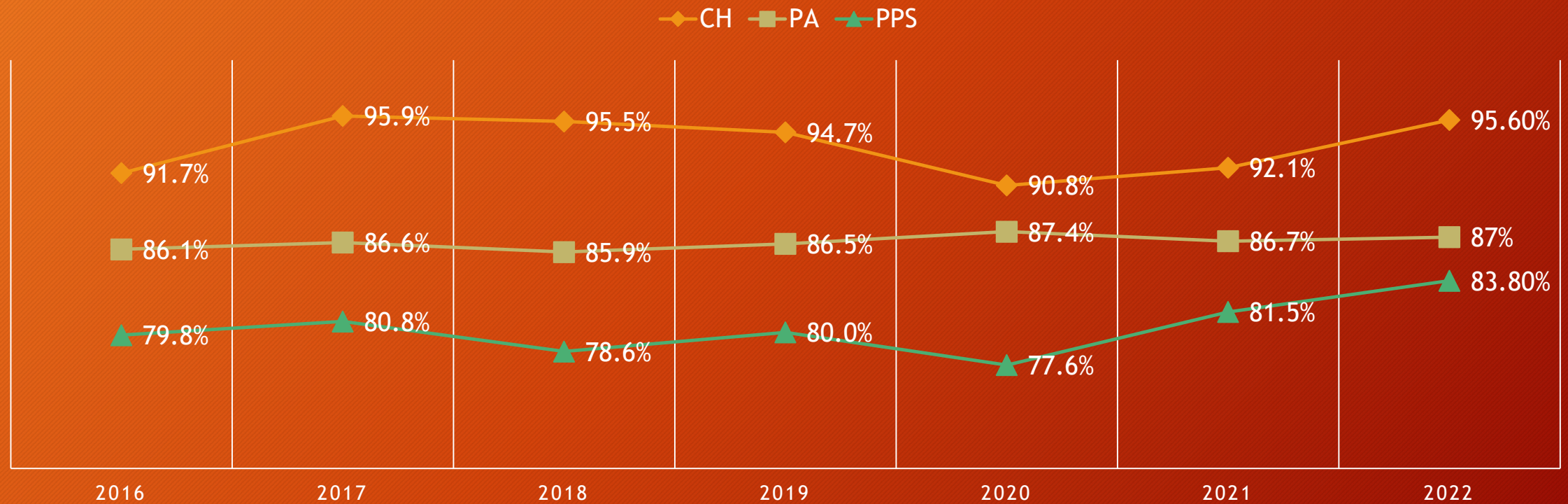
29

City High Grad Rates Compared to Pittsburgh and State (2022)



Trends in cohort graduation rates

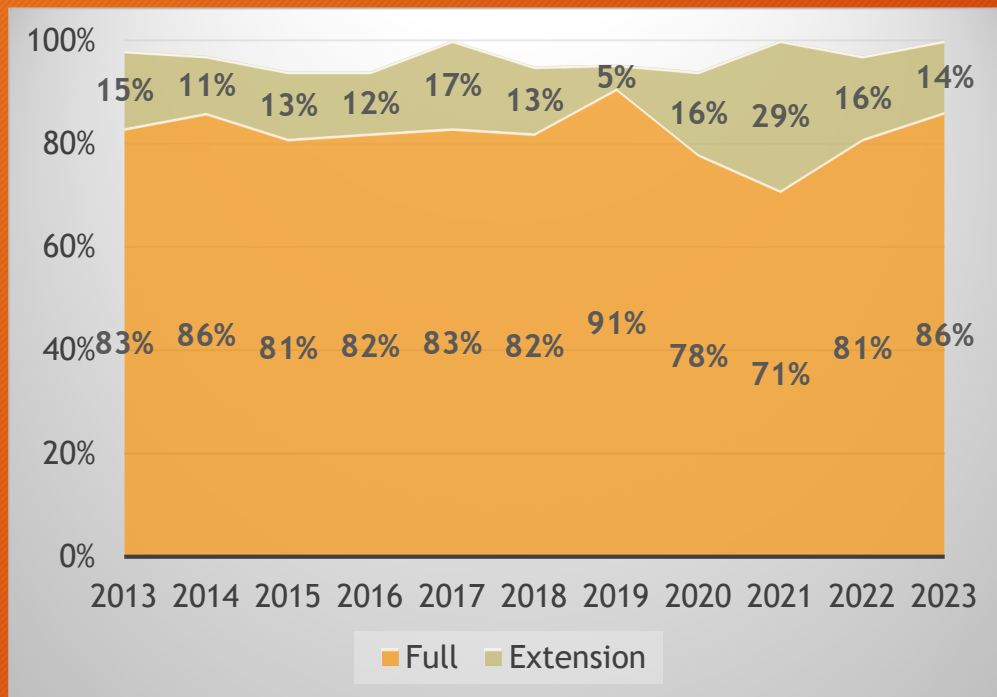
30



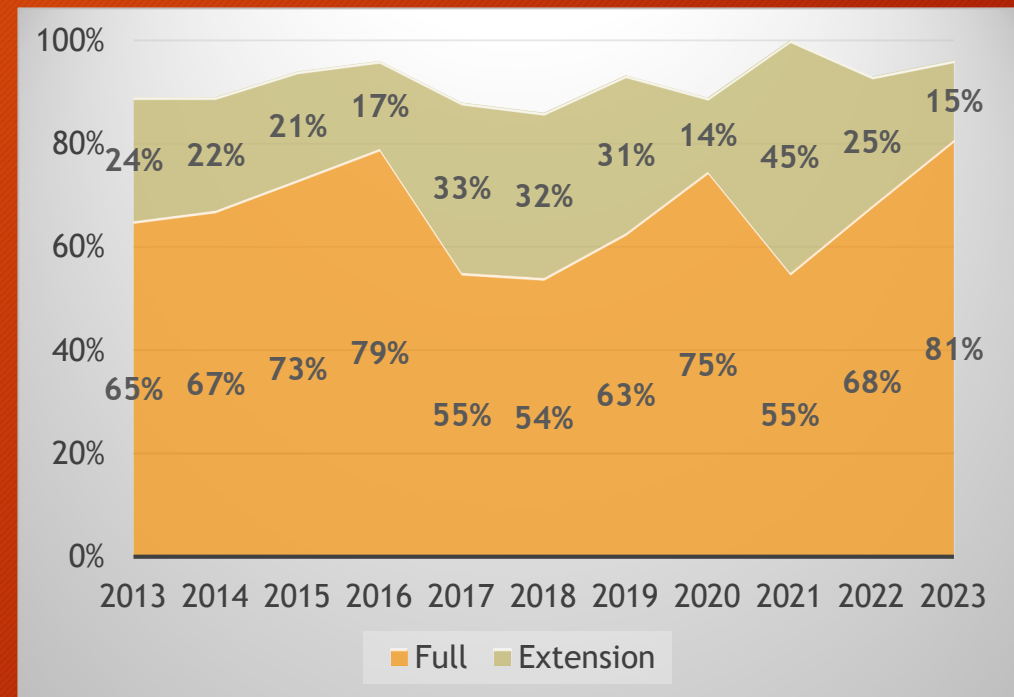
Eligibility for full Pittsburgh Promise continued to rebound strongly

31

City High's White Graduates

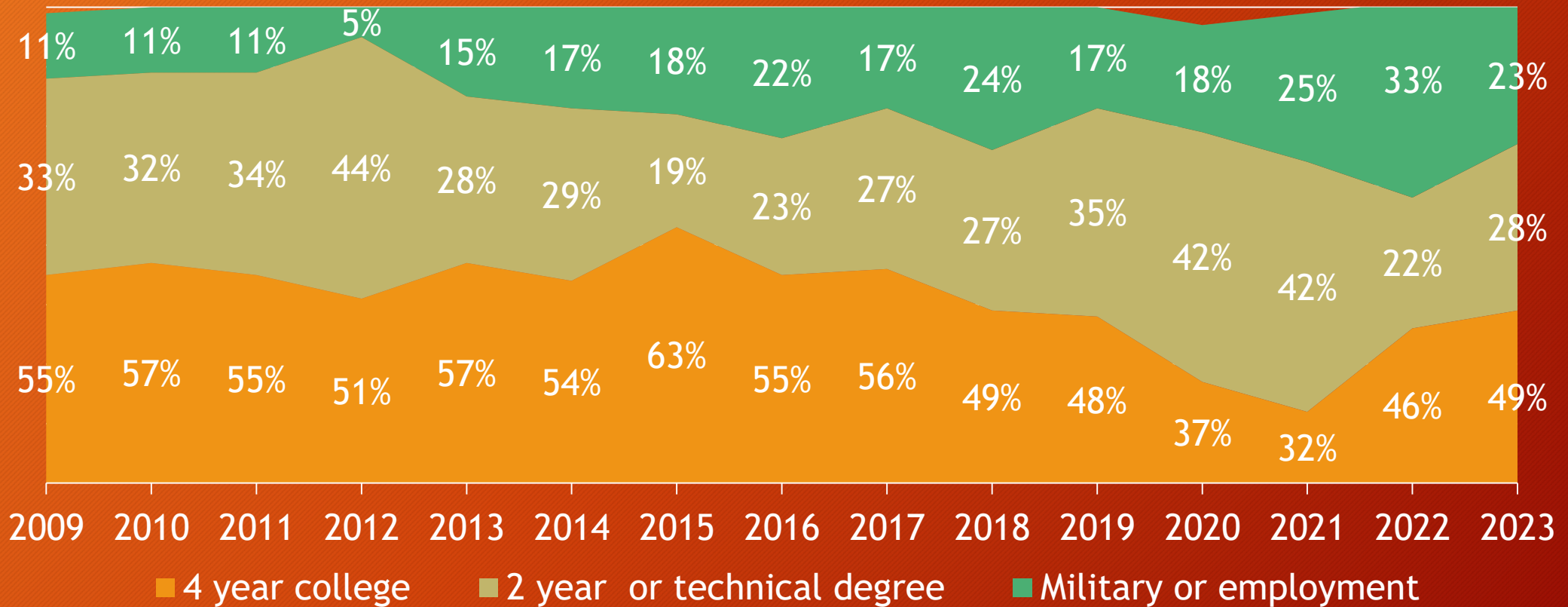


City High's African American and Multi-Racial Graduates



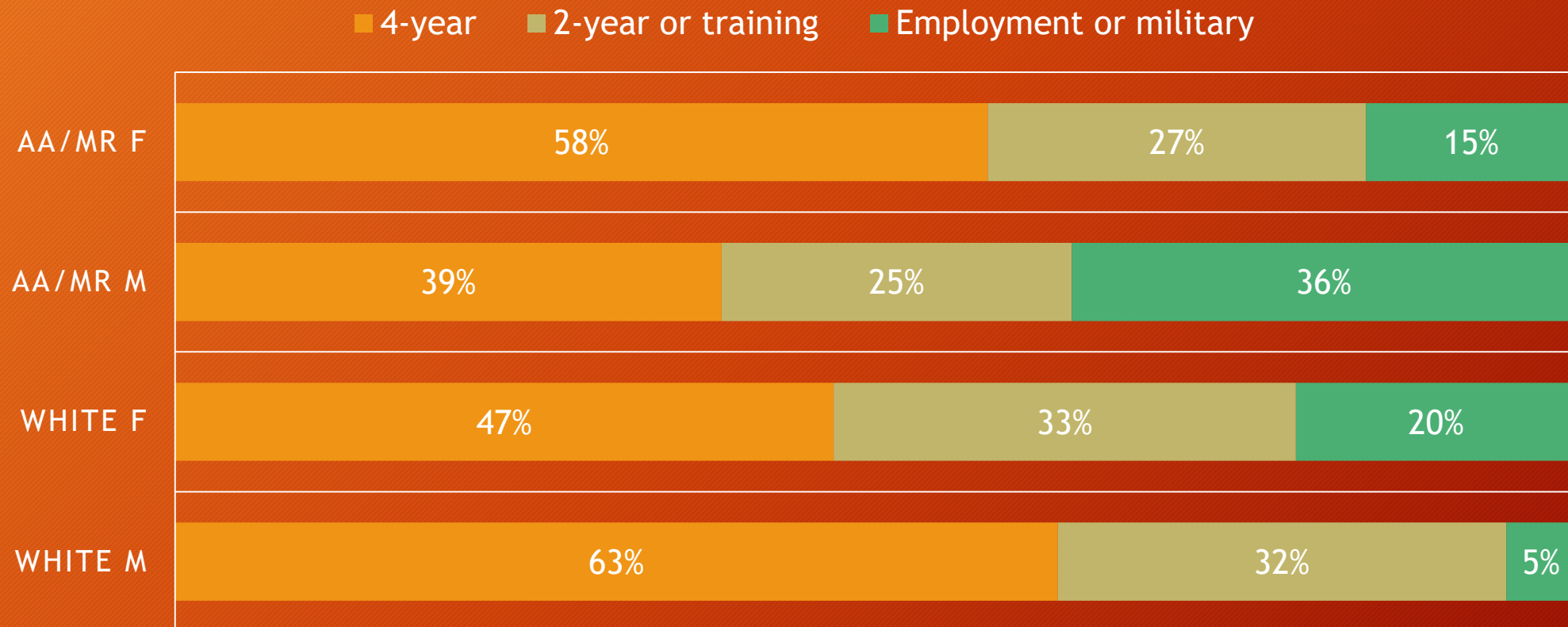
College enrollment plans also continued to rebound after pandemic dip

32



Post-high school plans vary significantly by demographics

33

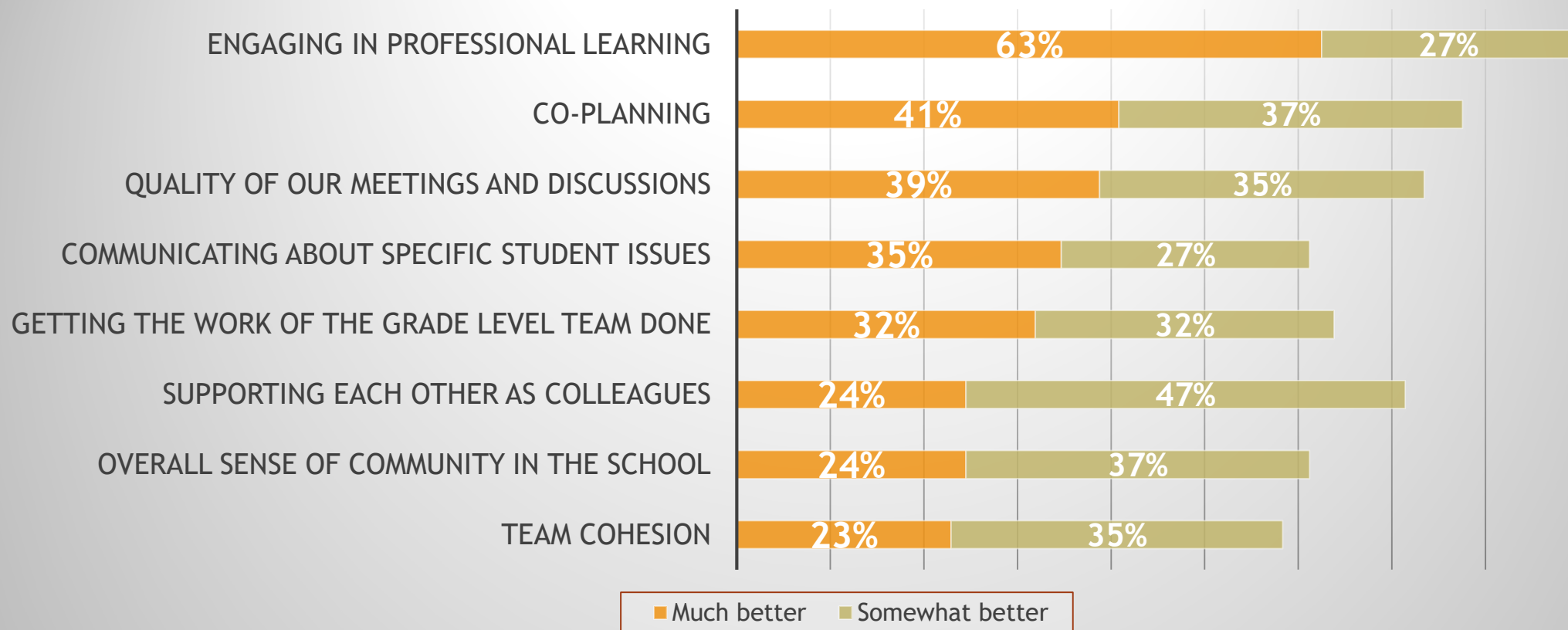


Benefits and Challenges of the 4PLUS schedule

34

Faculty see numerous upsides of 4-day schedule for the work of grade level teams

35



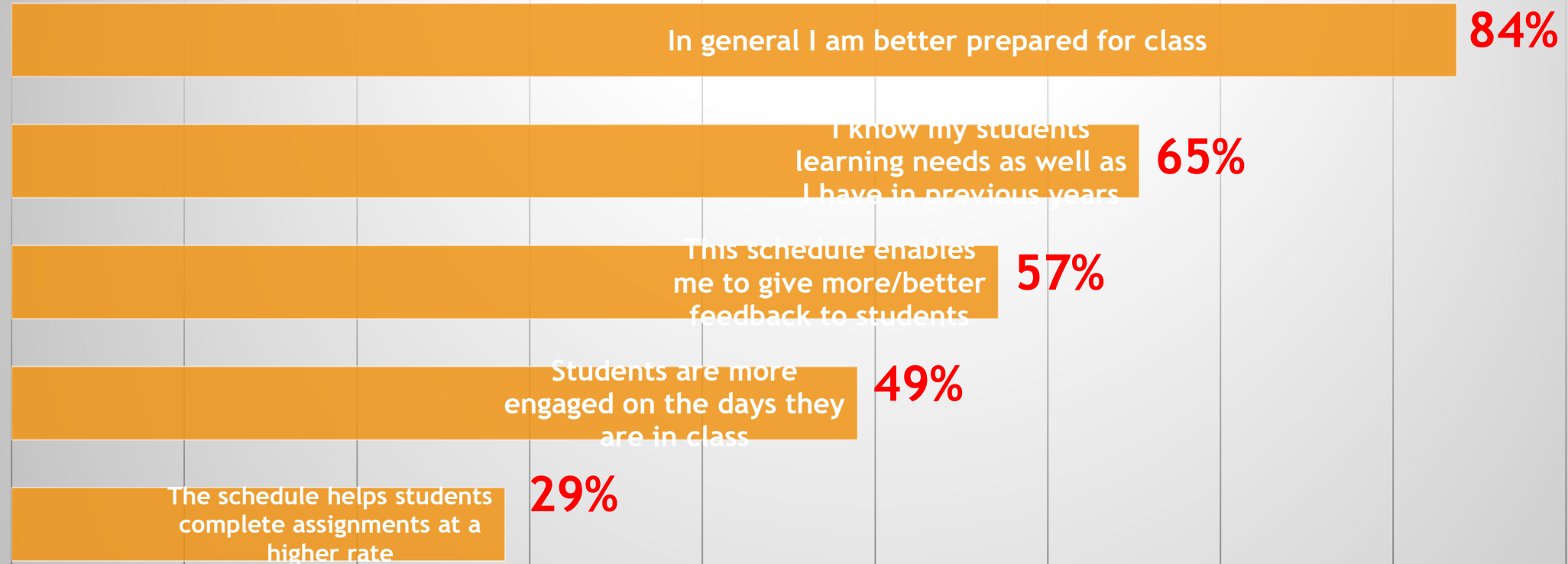
In fact, scores for team goal attainment are at a 6-year high

36

	2023	23 vs 5-year average
Proactively identifying and addressing student problems	94%	+13%
Communicating with parents	94%	+16%
Maintaining equitable academic expectations for students of different races, genders, and identities	94%	+6%
Meeting the needs of students who have serious learning difficulties	91%	+16%
Ensuring discipline is equitable for students of different races, genders, and identities	90%	+18%
Supporting students with serious social, emotional, or personal problems	88%	+19%
Building a culture of respect and trust on the floor	87%	+9%
Helping students plan for the future	81%	+10%
Reinforcing core skills across the curriculum	79%	+6%
Working effectively with team level administrator	73%	+2%
Handling team issues without getting administration involved	73%	-2%

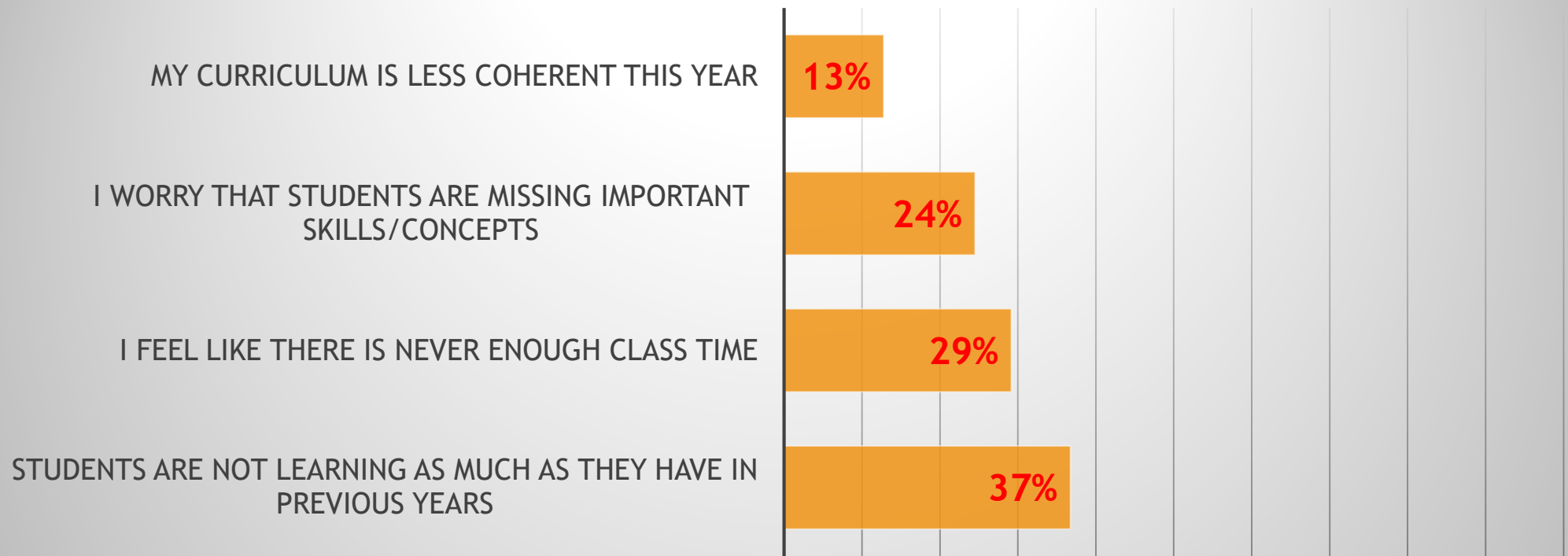
Are intended benefits of the schedule being realized?

37



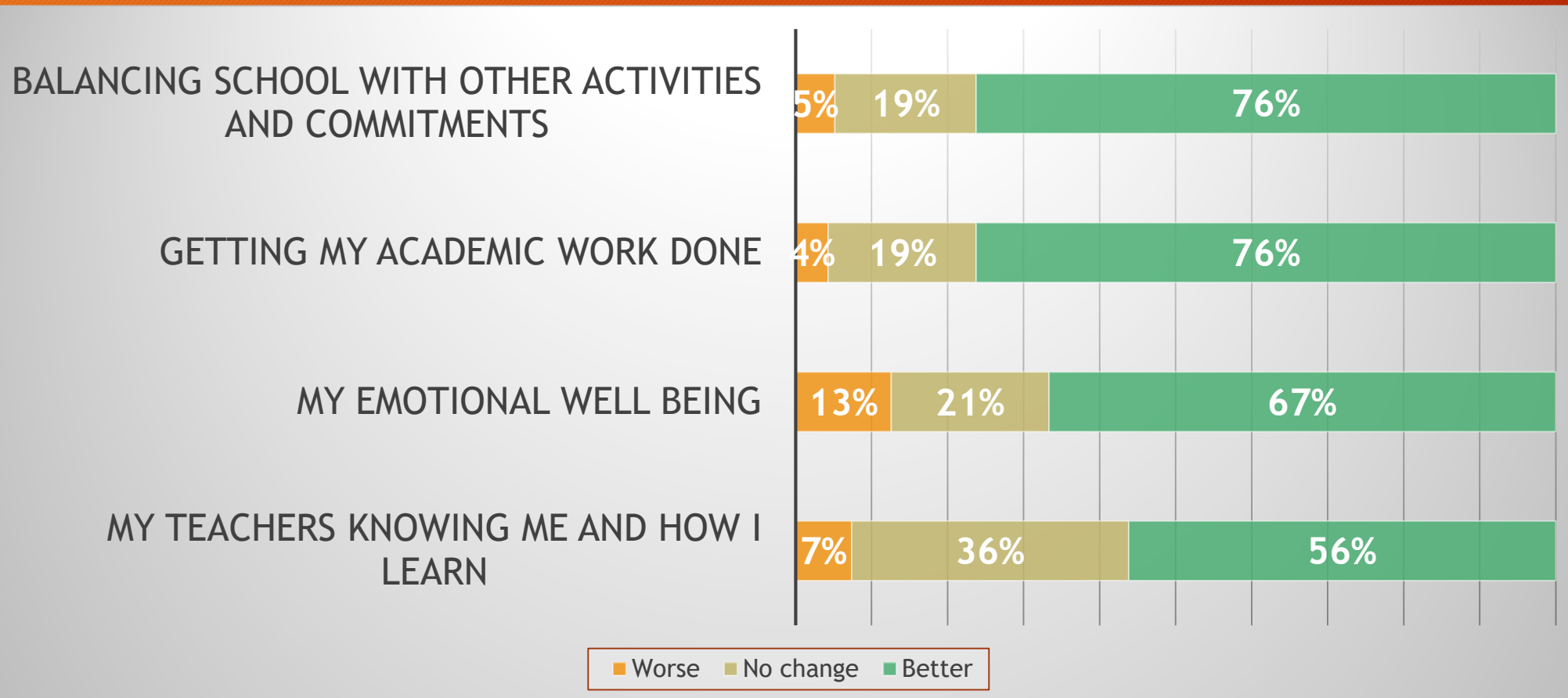
Are potential drawbacks of the schedule being addressed?

38



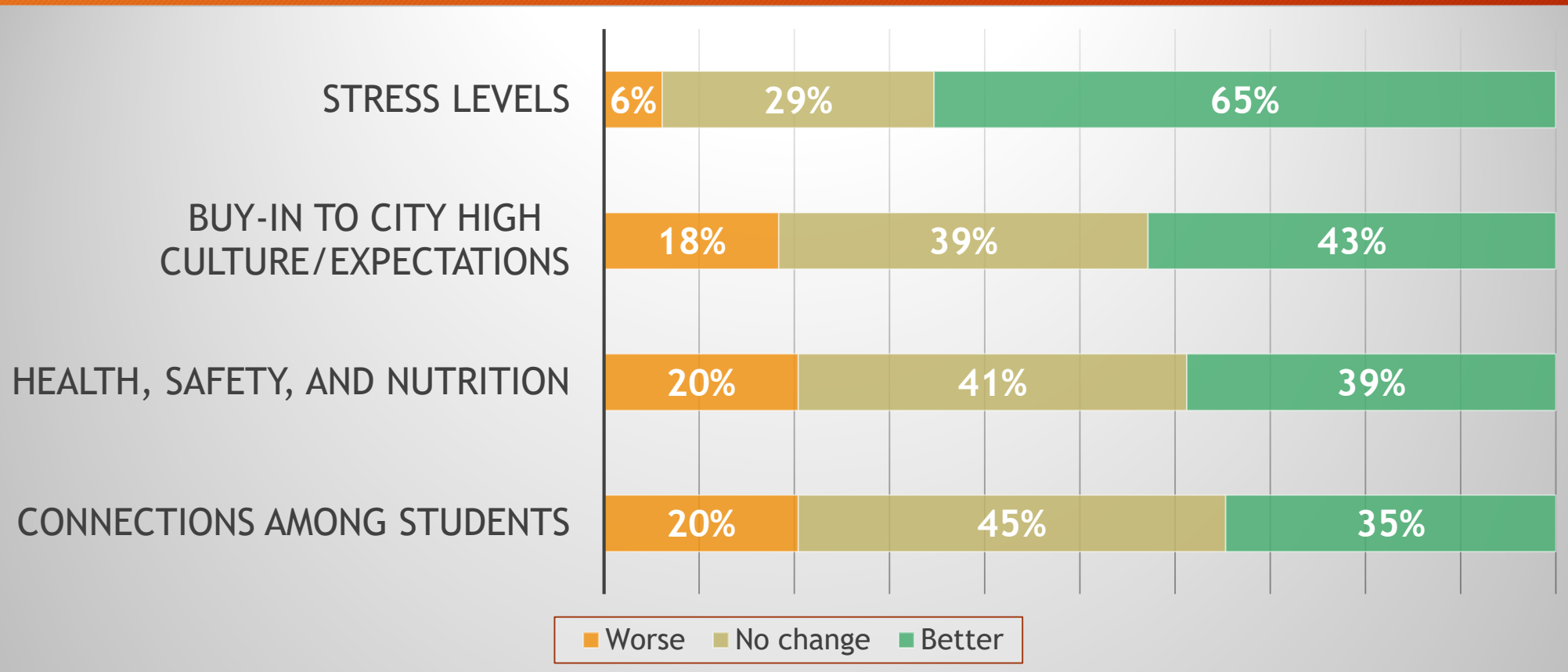
Students have strongly positive views of how 4PLUS impacts them

39



Faculty views of 4PLUS impacts on students are positive to neutral

40



9th graders report using their Mondays differently

41

Less likely

Catch up on schoolwork

Work for pay or in internship

Read something not assigned

Plan for life after high school

About the same

Medical or dental appointment

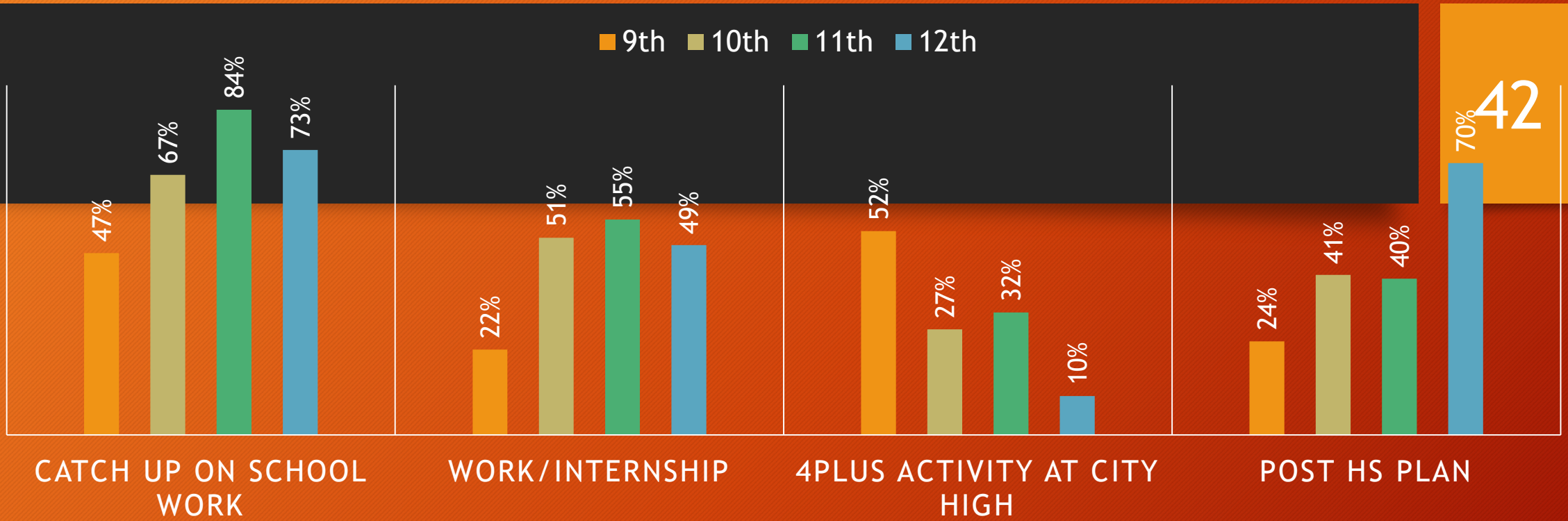
Exercise

Volunteer

Non-CH activity

More likely

Participate in a 4PLUS activity



Reported Monday activities

9th graders are also

43

MORE likely to say

Class time
feels
rushed

I have
goals for
how I use
my
Mondays

LESS likely to say

PROS

- Home/school balance
- Work and activities
- Appointments

CONS

- Impact of absence magnified
- School less of a priority
- Continuity in multi-day projects